



2024 SFI Public Summary Report

Hampton Resources Inc.

**Sustainable Forestry Initiative® (SFI) 2022 Fiber Sourcing Standard
Sustainable Forestry Initiative® (SFI) 2022 Forest Management Standard**

Date: March 11, 2025

Project Scope and Objectives

PricewaterhouseCoopers LLP (PwC) completed a multi-site Maintenance Assessment (A4) on Hampton Resources Inc.'s ("the Company" or "Hampton") Forest Management activities on their Salem, OR operations within the Willamina, Basin, and Coast management areas and Fiber Sourcing for their mills. The forest management and fiber sourcing activities are managed by the Central Office in Portland, Oregon. The Lead Assessor was Jenny Knoth, PhD, CF and the assessment team included James Lucas, EMS (LA) and Bodo von Schilling. The assessment team was accompanied by Hampton's SFI Representatives, Mark Vroman.

The primary objectives of the assessment were to assess the Company's SFI management system and to evaluate the Company's implementation of the SFI Standard in the field to the 2022 version of the SFI Forest Management and Fiber Sourcing Standards.

Client Profile

Hampton opened their first sawmill in Willamina, Oregon in 1942, initially to supply their lumber business in Tacoma, Washington. This expanded into a wholesale lumber business, Hampton Lumber Sales in 1950. The company continued to grow, purchasing forestland and new manufacturing facilities, while fostering a commitment to people, community, and sustainability. Today those values are the heart of Hampton's company culture. Now a fourth-generation family-owned company, Hampton has grown to include nine sawmills in Oregon, Washington, and British Columbia with over 1,600 employees. In addition to the lumber produced at their mills, the wholesale business sells lumber throughout the U.S. and to customers world-wide.

Indicators

All the indicators in the SFI Forest Management and Fiber Sourcing Standard were within the scope of the assessment, except for SFI FM Objective 15 and SFI FS Objective 8 since Hampton does not manage public lands in the United States. There were not substitute indicators.

Assessment Process

On October 22-24, 2024, the assessment team conducted interviews and reviewed appropriate documentation of policies and procedures and tested the implementation of SFI program requirements at Salem, OR office. On October 22, 2024, the assessment team conducted a field assessment of the sites within the Coast management block and on October 23, a field assessment of the Willamina sites was conducted. In total, the assessors spent 2 assessor days

reviewing office functions and 6 assessor days on-site for field assessments. Forest management field sites assessed included 1 site with active harvest, 2 recently completed harvests, 3 silviculture and 1 with in-block road building activities. The assessment team spent one assessor day reviewing fiber sourcing practices, Nehalem timber sale on public lands and purchase logs from a private landowner and small non-industrial landowner.

Hampton has a multisite SFI Certification that includes procurement for sites in Tillamook, Willamina, and Warrenton in Oregon; Morton, Randle and Darrington in Washington State; and in Burns Lake and Fort St. James in British Columbia; as well as fee land management in Oregon and Washington, and public land management in British Columbia. PwC uses a rotational assessment approach where the central office is visited (remote or on site) annually and the sites are sampled on a rotating schedule that conforms to the International Accreditation Forum Inc.'s Mandatory Document 1.

Summary of Conformance, Findings, and Good Management Practices

FOREST MANAGEMENT

SFI Forest Management Objective	Evidence of Conformity
<p>Objective 1. Forest Management Planning To ensure forest management plans include long-term sustainable harvest levels and measures to avoid forest conversion</p>	<p>Evidence: <i>Interview with Hampton's inventory manager; observation of inventory databased and demonstration of growth and yield modeling.</i></p> <p>Summary: Hampton's fee lands are managed with the expectation of long-term ownership. Documentation of management practices are available through the FERNS system in Oregon and the FPARS system in Washington. All forest practices activities require notification (OR) or an approved Forest Practices Application (WA). Hampton does not convert forest types.</p> <p>Hampton maintains a comprehensive inventory database that is updated frequently through subscription GIS services that enable foresters to upload field data directly from their data collection devices (e.g. iPad).</p> <p>Sustainable yield is calculated for each timberland management block based on growth and yield models calculated using the USFS FVS models. By frequently updating the inventory database, Hampton's models account for impacts of climate change on forecasted volumes over time.</p>
<p><i>No Nonconformities or Opportunity for Improvement were identified in relation to this performance measure.</i></p>	
<p>Objective 2. Forest Health and Productivity To ensure long-term forest productivity, carbon storage and conservation of forest resources through prompt reforestation, afforestation, minimized chemical use, soil</p>	<p>Evidence: <i>On-site interviews with Hampton foresters and contracted forest operations professionals, Review of notifications, field records, and map.</i></p> <p>Summary: Hampton achieves desired stocking levels well above the state forest practices requirement of 200 stems per acre. Survival surveys are conducted in the fall and spring post planting. Hampton does not use any banned pesticides. For their US operations they apply the least amount of chemicals possible to meet their management objectives. Where there are issues with aerial spraying, backpack sprayers are used. The specifications for herbicide use are documented in their Silviculture Handbook. Any staff member who will be supervising a spraying operation holds a valid applicators license.</p> <p>Foresters assess soil types during the harvest planning process. This information is then used to determine optimal harvesting equipment and seasonality to minimize soil</p>

<p>conservation, and protecting forests from damaging agents.</p>	<p>disturbance. BMPs are followed with regards to installing water bars and deactivating roads; regular communication occurs between Hampton staff and loggers to ensure sites are left in a condition that will meet the expectations of the state forest practices rules. This is especially true under wet weather conditions.</p> <p>Hampton participates in tree improvement and seed orchard cooperatives in Oregon and Washington, through which they source improved seed and invest in research to develop pest resistance stock.</p>
<p><i>No Nonconformities or Opportunities for improvement were identified in relation to this performance measure.</i></p>	
<p>Objective 3. Protection and Maintenance of Water Resources To protect the water quality and water quantity of rivers, streams, lakes, wetlands, and other water bodies.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton operations manuals.</p> <p>Summary: Operational plans are developed annually based on a review of inventory and stand data. At all steps in the planning and implementation process, Hampton demonstrates a robust process for protection and maintenance of water resources. Protection procedures are embedded in the Silviculture Handbook and “Fee land BMPs” and were demonstrated by several instances where foresters voluntarily expanded on riparian buffer requirements. Documentation of inspections completed during active harvest and silviculture activity demonstrates frequent supervision of contracted forest operations professionals. Issues with potential to impact water resources are noted with follow up inspections for assurance of BMP and forest practices rules compliance.</p> <p>Harvest plans show and specify stream protections in the field. Unit boundaries are well marked and harvesting contractors are given digital maps. It is a requirement of Hampton that all loggers are accredited in the Oregon State Pro-logger (Associated Oregon Logger) program.</p>
<p><i>No Nonconformities and two Opportunities for Improvement were identified related to this objective:</i></p> <ul style="list-style-type: none"> • Hampton may consider developing a monitoring schedule to ensure the culvert remains clear of debris and the water management system installed is effective while the constructed water crossing ages through the first water season after installation. • Hampton foresters are encouraged to maintain records of their calculations of peak water flow predictions for the determination of culvert size and/or water crossing type; e.g. bridge or culvert. 	

<p>Objective 4. Conservation of Biological Diversity</p> <p>To manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand- and landscape-level measures that promote a diversity of types of habitat and successful stages, and the conservation of forest plants and animals, including aquatic species, as well as threatened and endangered species, Forests with Exceptional Conservation Value, old-growth forests and ecologically important sites.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton operations manuals.</p> <p>Summary: Hampton has a robust Wildlife and Biodiversity Management Plan. Field observations of bio-dens and pollinator corridors provided evidence of adoption of practices that enhance and maintain wildlife habitat and biodiversity on the landscape. Hampton’s pollinator program is shared with neighboring landowners to maximize the impact of creating a pollinator corridor. This program is also used as public outreach with the local communities.</p> <p>Hampton has a robust set of GIS layers which include species of special concern and T&E species such as marbled murrelet and northern spotted owl. When planning operations in stands that may contain suitable habitat features for these species, additional assessments are completed to determine if the species of concern is present, or if additional retention is appropriate. Foresters begin planning by previewing each unit for the presence or potential presence of T&E species as well as special sites. A ground-based inspection is conducted by the forester during the unit layout. Any new observations made by foresters are entered into the database at the end of each day.</p> <p>The Company’s silviculture forester includes control of invasive species in annual operations.</p>
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No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

<p>Objective 5. Management of Visual Quality and Recreational Benefits</p> <p>To manage the visual impact of forest operations and provide recreational opportunities for the public.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton operations manuals.</p> <p>Summary: Each jurisdiction that Hampton operates in has different requirements for visual management. The State of Oregon designates some areas where visual quality objectives must be met, such as near scenic highway corridors. In general, Hampton attempts to address visual quality through avoiding mid slope roads, the use of buffers, and harvest unit configuration and design.</p> <p>In Oregon, Forest Practice rules prohibit clearcut harvests that exceed 120 acres, with exceptions for forest health reasons. In Washington, clearcut sizes may reach 240 acres but Hampton aims to average less than 120 acres. In 2023 the average clearcut size for Hampton was 53 acres.</p> <p>Hampton’s forests are open for public recreation except when the fire hazard is high. This includes several non-motorized access areas. Hunting is the biggest public recreational activity on their Oregon lands. Other common recreational uses are fishing, swimming, hiking, and mountain biking.</p>
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No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

<p>Objective 6. Protection of Special Sites To manage lands that are geologically or culturally important in a manner that takes into account their unique qualities.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton operations manuals.</p> <p>Summary: Areas with geological cultural significance are mapped in Hampton’s SMA GIS layer. These include features such as waterways, scenic highways, and other known special features. Prior to designing a harvest unit, they review LiDAR imagery to help identify any potential features which should be field verified. These features are then incorporated into their planning process. Once a unit is submitted to the ODF any known features which are not publicly disclosed, or were potentially missed, will be brought to Hampton’s attention, and may require boundary amendments.</p> <p>Hampton’s forester proactively sought review from contracted professional archeologists and Indigenous knowledge from local Tribal Nations to identify areas with real and potential cultural significance in a large fee land block.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 7. Efficient Use of Fiber Resources To minimize waste and ensure the efficient use of fiber resources.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, field inspections.</p> <p>Summary: Hampton insures good utilization on their harvest units through regular field inspections and frequent communication with their loggers. No issues were identified during field inspections.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 8. Recognize and Respect Indigenous Peoples’ Rights To recognize and respect Indigenous Peoples’ rights and traditional knowledge.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, review of Hampton operations manuals and corporate policy statements, Hampton’s website, field records and maps, Training Records, and inspection records for various units.</p> <p>Summary: Hampton respects the rights of Indigenous Peoples and is committed to open communication about forest management practices to not compromise cultural significance of the land. Hampton’s “Sustainable Forest Management Policy” references Indigenous Peoples’ rights and is publicly available.</p> <p>Hampton has a good working relationship with the neighboring Tribal Nation to the Oregon fee lands managed from the Salem, OR office. This was demonstrated in the facilitation of training provided to the contracted harvesting by a member of the local Tribal Nation.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	

<p>Objective 9. Climate Smart Forestry To ensure forest management activities address climate change adaptation and mitigation measures.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton operations manuals.</p> <p>Summary: Hampton has identified risks associated with the changing climate as fire and low stream flow in the summer months.</p> <p>Anticipated changes in vegetative growth, positive or negative, are captured in the company’s forest inventory and growth modeling. Hampton foresters have installed experimental plots testing the geographic range of different tree species and different seed lots within species to better plan for successful reforestation under anticipated climate change.</p> <p>Hampton is an active member of the NW Tree Improvement Cooperative, the PNW Stand Management Coop., and is a member of several seed orchard cooperatives. Improved seed stock from these orchards are used by Hamptons for reforestation.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 10. Fire Resilience and Awareness To limit susceptibility of forests to undesirable impacts of wildfire and to raise community awareness of fire benefits, risks, and minimization measures.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, review of documentation for forest practices operations (maps, notification, inspection reports, etc.), and Hampton Wildfire Plan.</p> <p>Summary: Hampton staff understand the risk of fire to their operational landscape and the nearby communities. Hampton maintains a comprehensive Wildfire Plan and provides fire plan documentation to contractors as part of the unit operations information packet.</p> <p>The company’s communication ranges from annual preparedness meetings to daily debrief meetings. Hampton conducts spring fire training annually both internally and in a full day training delivered to contractors. As an integral part of the annual training, Hampton inspects and readies fire fighting equipment such as water trucks and extinguishers.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 11. Legal and Regulatory Compliance To comply with all applicable laws and regulations including, international, federal, provincial, state, and local.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, review of Training documentation, Evidence Manual.</p> <p>Summary: Hampton staff have access to applicable local and state forest practice laws and regulations and retain relevant documentation in appropriate field offices. The Company consults legal counsel for guidance when necessary. Human Resource employees receive continuous training to stay abreast of all applicable laws and changes, ensuring ongoing compliance.</p> <p>Hampton is committed to complying to Federal and State social laws. The Company conducts regular audits to verify that all employment practices are non-discriminatory.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 12. Forestry Research, Science and Technology To broaden the practice of sustainable forestry through public</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, observation during field visits, field tour of pollinator site, review of funded research organizations and cooperatives, and Hampton operations manuals.</p> <p>Summary: Hampton is a member of many research groups with a heavy involvement in research conducted by Oregon State University. Hampton also provides financial and in-kind support for research conducted by the tree improvement cooperatives, non-governmental organizations (e.g. NCASI), community watershed councils, and industry</p>

<p>outreach, education, and involvement, and to support the efforts of SFI Implementation Committees.</p>	<p>research collaboratives. Hampton does not utilize genetically engineered trees.</p> <p>Hampton supports both the Oregon and Washington SICs.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 13. Training and Education To improve the implementation of sustainable forestry through appropriate training and education programs.</p>	<p>Evidence: Interviews with Hampton staff, Review of the Evidence Manual, company website, training records.</p> <p>Summary: Hampton maintains a current letter of commitment to the Principles of SFI on their website: https://www.hamptonlumber.com/our-forests This is communicated throughout the company.</p> <p>Roles and responsibilities of Hampton employees are well understood. Foresters participate in appropriate training for their area of responsibility; training and professional development are reviewed for each employee during the annual review period. Training records are maintained by the company.</p> <p>Contracted forest operations professionals are required to be certified through the Oregon Professional Logger program or the Washington Master Logger program. Chemical applicators are required to have a pesticide applicators license.</p> <p>Hampton provides financial support to the Oregon and Washington SICs which oversee the SFI training provided through Associated Oregon Loggers and Washington Contract Logger Association.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 14. Community Involvement and Landowner Outreach To broaden the practice of sustainable forestry through public outreach, education, and involvement, and to support the efforts of SFI Implementation Committees.</p>	<p>Evidence: Interviews with Hampton staff, Review of the Evidence Manual, company website, invoices.</p> <p>Summary: The Company supports and promotes sustainable forest management through their involvement and financial support to the Oregon and Washington SICs. A toll-free number is utilized by the OR and WA SICs to receive any concerns raised by interested parties with regards to SFI requirements.</p> <p>Hampton staff actively participate in numerous organizations, associations, and committees that focus on sustainable forestry, fire protection, forest stewardship, and other forestry-related environmental issues at the local and state levels. Company personnel provide periodic educational tours to the public including policymakers, high school and college students.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 15. Public Land Management Responsibilities To participate and implement sustainable forest management on public lands.</p>	<p>Evidence: Interviews with Hampton staff, Review of Evidence Manual.</p> <p>Summary: Hampton's US operations do not have any public land management responsibilities. However, several of their managers and foresters are involved efforts supporting the use of best available science in forest management laws and public harvest planning. Hampton's public and government affairs representatives testify at legislative hearings regarding public lands. Hampton representatives also participate in collaboratives that deal with issues pertaining to public land management.</p>

<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 16. Communications and Public Reporting To increase transparency and to annually report progress on conformance with the SFI Forest Management Standard.</p>	<p>Evidence: Interview with Hampton staff and review of the saved SFI reporting documentation, review of the SFI database.</p> <p>Summary: PricewaterhouseCoopers provides a SFI public summary for Hampton and the 2023 version is on the SFI database. Hampton also participates in the SFI Annual Survey and has provided the completed 2024 report. SFI documents are saved in a dedicated folder on Hampton's internal server.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 17. Management Review and Continual Improvement To promote continual improvement in the practice of sustainable forestry by conducting a management review and monitoring performance.</p>	<p>Evidence: Interview with Hampton staff, review of the Evidence Manual, and review of the internal management review documentation.</p> <p>Summary: Hampton completes internal audits of their Canadian and US operations. An internal audit of the SFI 2023 FM and FS Standards was conducted by Mark Vroman, Timberlands Manager, in September 9-10, 2024. A management review of the SFI FM/FS was conducted throughout 2024 by Hampton's Board of Directors and senior management, departmental managers, and environmental coordinator. Action items arising from management review and internal audits are tracked and timelines discussed.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	

FIBER SOURCING

SFI Fiber Sourcing Objective	Evidence of Conformity
<p>Objective 1. Biodiversity in Fiber Sourcing To address the practice of sustainable forestry by conserving biological diversity.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff, review of SFI FS evidence package, Review of Log Purchase Agreements, Communication Records, and files for various Harvest Units, field inspections.</p> <p>Summary: Hampton has a well-developed and structured harvest planning process and is actively engaged in various efforts to integrate biodiversity considerations into their programs. The Company delivers annual biodiversity and conservation training to procurement staff and contractors and encourages staff to attend external training sessions and seminars. Hampton's Biodiversity Plan was developed by a contract biologist.</p> <p>Hampton inventories for G1 and G2 species as part of its tree farm inventory program and uses habitat and identification guides accordingly. Log buyers have access to this information for application to adjacent fiber producers and those in similar ecological regions.</p> <p>All contracted loggers must be certified through Oregon Professional Loggers (OPL) or Washington Contract Loggers Association (WCLA). FECVs are included in the OPL and WCLA logger training curriculum. Loggers are encouraged to maintain open communication which is facilitated by regular site visits by the forester.</p>
<i>No Nonconformities and one Opportunities for Improvement were identified related to this performance measure:</i>	

- The State SIC has produced several G1/G2 datasheets which lists species, ecoregions and management approaches to help conserve these species. Hampton may wish to provide these datasheets to landowners in those particular ecoregions.

Objective 2. Adherence to Best Management Practices

To broaden the practice of sustainable forestry through the use of best management practices to protect water quality.

Evidence: Interviews with Hampton foresters and administrative staff, review of SFI FS evidence package, Review of Log Purchase Agreements, Communication Records, and files for various Harvest Units, field inspections.

Summary: Purchase orders are issued to log selling customers, which includes Hampton's fiber sourcing policies. Hampton sends information to landowners to promote the use of BMPs. Hampton relies on the state forest practices inspection process and reporting to ensure BMPs are followed. Log buyers will perform site visits with landowners and will provide resources for guidance on BMPs and to assist the landowners in meeting land use objectives.

Hampton mills keep adequate inventory to allow flexibility with operations during adverse weather conditions. BMPs consider operations in winter and adverse weather condition.

No Nonconformities and one Opportunities for Improvement were identified related to this performance measure:

- Hampton relies on the State monitoring program in WA & OR to help identify BMP compliance issues across the fiber supply area. In OR, the State has not produced a report for a few years although there is expected to be a new report generated once the Private Forest Accord (PFA) reaches its second year. Oregon has a number of other means (FERNS, private forest civil penalties data) which Hampton can use to meet the verifiable monitoring requirements under the SFI FS Standard. HFP may wish to review the requirements and the available information to ensure that they are using that information to meet the Standard.

Objective 3. Use of Qualified Resource and Qualified Logging Professionals

To encourage forest landowners to utilize the services of qualified logging professionals, certified logging professionals (where available) and qualified resource professionals.

Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Communication Records, and files for various Harvest Units, field inspections.

Summary: When contacted by forestland owners, Hampton will encourage them to use qualified resource and accredited logging professionals. Hampton provides interested forestland owners names of regional Qualified Resource professionals and the websites for certified and qualified logging professionals.

Refer to Objective 13 of the Forest Management Standard above.

No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

Objective 4. Legal and Regulatory Compliance

To comply with applicable federal, provincial, state and local laws and regulations.

Evidence: Interviews with Hampton foresters and administrative staff, Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, and field inspections.

Summary: Refer to Objective 11 of the Forest Management Standard above.

No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

<p>Objective 5. Forestry Research, Science and Technology To invest in forestry research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.</p>	<p>Evidence: Interviews with Hampton staff, Review of Evidence Manual, company website, and annual budget for company memberships.</p> <p>Summary: Refer to Objective 12 of the Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 6. Training and Education To improve the implementation of sustainable forestry practices through appropriate training and education programs.</p>	<p>Evidence: Interviews with Hampton staff, Review of the Evidence Manual, company website, and training records.</p> <p>Summary: Refer to Objective 13 of the Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 7. Community Involvement and Landowner Outreach To broaden the practice of sustainable forestry through public outreach, education, and involvement and to support the efforts of SFI Implementation Committees.</p>	<p>Evidence: Interviews with Hampton staff, Review of the Evidence Manual, company website and invoices.</p> <p>Summary: Refer to Objective 14 of the Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 8. Public Land Management Responsibilities To participate and implement sustainable forest management on public lands.</p>	<p>Evidence: Interviews with Hampton staff and Review of Evidence Manual.</p> <p>Summary: Refer to Objective 15 of the Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 9. Communications</p>	<p>Evidence: Interview with Hampton staff and review of the saved SFI reporting documentation, review of the SFI database.</p>

<p>and Public Reporting To increase transparency and to annually report progress on conformance with the SFI Fiber Sourcing Standard.</p>	<p>Summary: Refer to Objective 16 in the SFI Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 10. Management Review and Continual Improvement To invest in forestry research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.</p>	<p>Evidence: Interview with Hampton staff, review of the Evidence Manual, and review of the internal management review documentation.</p> <p>Summary: Refer to Objective 17 in the SFI Forest Management Standard above.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 11. Avoid Controversial Sources To manage the risk of sourcing fiber from controversial sources.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Communication Records, and files for various Harvest Units. Field Inspections.</p> <p>Summary: Hampton’s Oregon and Washington log buyers do not procure fiber originating outside of the Pacific Northwest region or from high-risk sources. The Company maintains a risk assessment process which includes procedures for substantiated concerns. Risk assessments and fiber sourcing policies are reviewed annually as part of their internal audit program.</p> <p>Log vendor payment is not released without a load receipt and a signed Log Purchase Order agreement on file that includes the applicable state’s forest operation notification number for forest monitoring. Hampton log buyers rely on a notification system and state stewardship foresters to provide surveillance on the forest operations through the Forest Activity Electronic Notification and Reporting System (FERNS) (OR) and Forest Practices Application Review System (FPARS) (WA).</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	

Specific Good Management Practices are noted below:

- Hampton staff are using drones to improve planning and monitoring; Silviculture staff are using drones to improve planning efficiency and effectiveness regarding PCT; and post-harvest drones are used to document final harvest area, retention and other attributes.
- At a harvesting site of significant importance to Indigenous Peoples', Hampton arranged for a Cultural Preservation Officer, from the Tribe, to spend time with and train contract harvest workers regarding the attributes and importance of cultural sites important to the Tribe.
- Hampton engaged a local Tribal Nation and contracted an archeology firm over several years to plan forest management activities over the next five years.
- The level of riparian protection across the fee lands and the procurement sites was high and often exceeded legal requirements.
- Over the past year, Hampton Forest Products (HFP) procurement staff have focused on helping small landowners understand and comply with new Oregon Forest Practices rules requirements laid out in the Private Forest Accord (PFA).
- The overall level of engagement and outreach to stakeholders, agencies and the public has increased over the past few years and has resulted in more effective communications with the public and other stakeholders and improvements in HFP's internal performance as knowledge is integrated into practice. For example, the Pollinator Project has been leveraged for increased community outreach and education on biodiversity as well as forestry.
- Hampton conducts yearly fire preparedness training for employees as well as with contractors. Part of the annual internal fire training is a live action fire drill where employees conduct a mock response complete with locating and driving to a unit to simulate response. These training events are also used as time to check the function of the fire suppression equipment ahead of the season.
- The silviculture team has installed garden plot test sites for quick assessment of the survival and performance of seed lots and species with a planted unit.

Conclusion

The Company has maintained conformance with the requirements of the Sustainable Forestry Initiative 2022 Fiber Sourcing Standard and Sustainable Forestry Initiative 2022 Forest Management Standard. The Certificate can be obtained by contacting Mark Vroman of Hampton Resources Inc. at (503) 365-8400. More information on Hampton's sustainable forestry program can be found at: <http://www.hamptonlumber.com/>.

The next SFI Assessment will be a Recertification Audit in the Summer of 2025, the registration expires on August 12, 2025.