An aerial photograph of a lush green forest. A river flows through the lower right portion of the image, with a dam visible. The forest is dense with various types of trees, and the overall scene is vibrant and natural. The text is overlaid on the left side of the image.

Sustainability Progress Report 2022

—

Responsible Stewardship:
At the Heart of our Business

MOSAIC
FOREST MANAGEMENT





Table of Contents

Message from the President and CEO	4
Our Values	6
Key Achievements for 2022	7
Safety	9
Our People	13
Environmental Leadership	17
Indigenous Partnerships	21
In the Community	27

Message from the President and CEO

Mosaic's employees continued their dedication to building a company with safety, people, the environment, Indigenous partnerships, and community at the heart of our business. Together their efforts ensure sustainability in our business, for our neighbouring communities, and in responsible forest stewardship.



2022 was one of change and continued progress. After seven years with Mosaic, I was honoured to be named President and CEO in the fall, most recently serving as Senior Vice President and Chief Commercial Officer. Mosaic is built on a strong foundation with our relentless focus on safety, people and sustainable forest management, and together we are building an even stronger future for Mosaic.

We were honoured to be recognized as one of BC's Top Employers for the second year. It's recognition of our efforts to build a workplace culture of safety and sustainability at the core of everything we do, and our commitment to building partnerships with our neighbours.

Sustainability is about multiple factors. It's safeguarding and recognizing the team, ensuring there is fibre for tomorrow while protecting the lands we work on today, and advancing partnerships with First Nations and local communities.

In the past year, we have made solid progress across safety, people, the environment, Indigenous partnerships, and community.

Some examples of our accomplishments include:

- Broadening safety shares at the top of meetings to talk about safety, health, wellness, environment, and culture in order to learn from each other.
- Taking concrete action on diversity, equity, and inclusion in our company and our industry.
- Ensuring the next generation of skilled forest workers is trained and matched with opportunities through our network of contractors.
- Enhancing our Sustainable Forestry Initiative® (SFI®) certification by meeting two new objectives—Climate Smart Forestry and Fire Resiliency and Awareness.

- Launching a new partnership with Way Key Ventures, a new company formed by We Wai Kai Nation and Roga Contracting.
- Planning the cultural kiosk at the new ᑕᓇᑦᑦᑦ ᑦᓐᓐᓐᓐ/Loon Lake campground, complete with carvings by Hupačasath artist Klehwetua, Rodney Sayers, that honour local history.
- Signing access agreements with seven search and rescue organizations, five all-terrain vehicle clubs, and groups that support access to our lands for mountain bikers, hikers, and trail runners.

At the end of March 2023, the first carbon credits for Mosaic's BigCoast Forest Climate Initiative were issued under Verra's Verified Carbon Standard. This nature-based climate solution contributes to the global effort to reduce carbon emissions. It will also benefit our local partners at the Indigenous Protected and Conserved Areas Innovation Program and the Pacific Salmon Foundation to enable cultural and scientific research for years to come.

This year's accomplishments demonstrate our strides in ensuring sustainability for the company, forestry, and our neighbours. All of this is possible thanks to our incredible employees and contractor workforce. We have come this far together and will work over the coming year to meet the commitments outlined in this report. It promises to be an exciting time ahead.

– **Rob Gough**, President & CEO
Mosaic Forest Management

Our Values

Safety & Wellness
Our highest priority.

People
A diverse and inclusive culture where people are inspired, empowered and engaged.

Sustainability
Responsible, science-based environmental management.

Integrity
Respectful and honest in our relationships by always doing the right thing and holding ourselves to account.

Superior Performance
Long-term value creation through operational excellence, innovation and an unrelenting focus on continuous improvement.



Key Achievements for 2022

—

Achieved a medical incident rate of 1.36 on 2.5 million hours worked, resulting in a 15% reduction over 2021.

—

Recognized as one of BC's Top Employers.

—

Continued our progress on our commitment to becoming net-zero by 2035.

- **Announced the BigCoast Forest Climate Initiative** that will defer harvest on over 40,000 hectares for 25 years, storing more than 20 million tonnes of carbon dioxide over the project's life.
- **Planted 9.1 million seedlings of local species.**
- **Began our transition to electric vehicles**, which will reduce CO₂ emissions by four tonnes per year per vehicle.

Donated \$676,000 to community organizations across Coastal BC.

—

Increased investment in First Nations participation in the forest economy, scholarship and training programs, and language revitalization.

- **Launched a new partnership** with Way Key Ventures, a new company formed by We Wai Kai Nation and Roga Contracting.
- **Invested \$124,000 in First Nations scholarships and training programs**, including supporting the Indigenous Protected and Conserved Areas (IPCA) Planning Advanced Certificate at Vancouver Island University.
- **Supported Indigenous youth** by directing \$100,000 to Kw'umut Lelum Foundation for scholarships and language revitalization.
- **Contributed \$20,000 to Tsow-Tun Le Lum Society** towards the construction of their new Helping House.





Safety

At Mosaic, safety and wellness is our highest priority. We believe every injury is preventable, and a harm-free workplace is achievable to ensure everyone goes home safe every day.

2022 ACHIEVEMENTS

- **Reduced the medical incident rate (MIR) per 200,000 exposure hours to a record low of 1.36 on a total of 2.5 million person hours worked, a 15% reduction from 2021.** Zero medical incidents were recorded during the 2022 planting season.
- **Improved Mosaic's safety awareness and culture** by piloting a safety training program called SafeStart.
- **Initiated 30 Safety-Environment Leadership Tours (SELTs)** to share knowledge and exchange improvement opportunities in the field.
- **Progressed our Electronic Stability Control system across the log hauling fleet.**

2023 COMMITMENTS

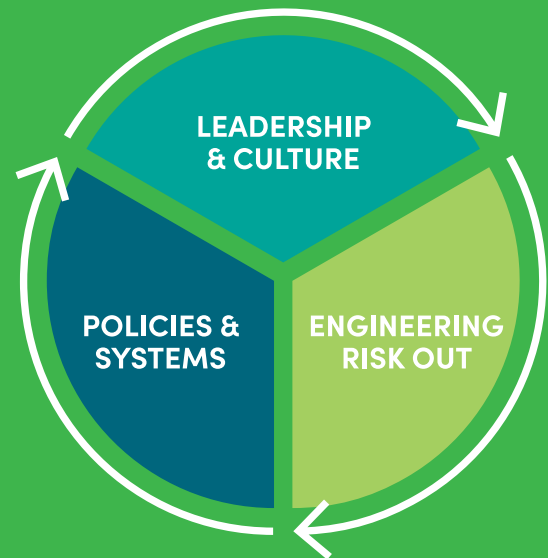
- **Reduce the medical incident rate by a further 5%.**
- **Implement a behaviour-based safety program,** leveraging authentic leadership and storytelling to encourage improved safety attitudes, behaviours, and practices.
- **Implement a digital safety system company-wide called Mosaic Capture** to deliver further efficiencies and insights through data capture and analytics.

EMBEDDING SAFETY INTO OUR BUSINESS PROCESSES AND OUR CULTURE

Mosaic continued to demonstrate its commitment to making safety and wellness our highest priority.

Along with piloting safety culture training called SafeStart, a new in-house initiative was launched

We aim to prevent every accident through our three-pillar comprehensive safety approach:



to enable field employees and leaders to better exchange ideas. Safety and Environment Leadership Tours (SELTs) help raise awareness on related matters and supports continuous improvement for all parties. A wide range of staff took part in SELTs throughout the year.

In 2022, Mosaic began planning for a new digital safety system (Mosaic Capture) which will collect,

Shining a spotlight on contractor accomplishments

Every year Mosaic recognizes the companies that demonstrated outstanding leadership in safety, environmental performance, Indigenous relations, diversity, equity and inclusion, and quality.

Our contractors continue to go above and beyond, including Port Alberni's Coastal Bridge and Construction, who put innovation into action with their fall-arrest processes and training to lower risk for their workers.

Indigenous-owned and operated Spuzzum Contracting was named Indigenous Business of the Year, recognizing the incredible work they're doing for Mosaic and their leadership in the field. Star West Holdings Ltd. was recognized with the Indigenous Leadership award for the company's demonstrated outstanding performance and exemplary leadership.

In 2022, we celebrated ten contractors for their stellar performance and leadership:

- Longstanding Safety Performance
Mosaic's Northwest Bay Crew, Nanoose Bay
- Excellent Safety Culture & Innovation
Coastal Bridge & Construction Ltd., Port Alberni
- Crew Safety Champion
Debbie Payne, Star Lake Contracting Ltd., Lake Cowichan
- Crew Safety Champion
Paul Nimmon, Lukwa Enterprises Ltd., Quadra Island
- Excellent Environmental Performance
Mount Sicker Ltd., Duncan
- Indigenous Relations Leadership
Star West Holdings Ltd., Port Alberni
- Excellence in Diversity & Inclusion
Frontier Log Scaling Ltd., Nanaimo
- Indigenous Business of the Year
Spuzzum Contracting Ltd., Spuzzum
- Leadership in Log Quality
JoR Contracting Ltd., Black Creek
- Leadership in Log Hauling
Jordan River Logging Ltd., Chemainus



analyze, and report on safety and environment-related information. Once implemented, Mosaic Capture will provide a line of sight to safety and environmental trends and analytics while delivering process efficiencies. The system will ultimately help Mosaic decrease risk and enhance sustainability.

SHARING IS CARING IN SAFETY AND BEYOND

The forest industry has a long tradition of “safety shares,” a quick conversation that serves as a safety refresher. Mosaic started expanding safety shares to include additional critical components tied to sustainability.

The company’s new Safety, Health, Wellness, Environment, and Culture (SHWEC) sharing sessions kick off every team meeting. During these first few minutes, employees have a safe space to talk about their experiences and insights related to mental and physical health, culture, well-being or other experiences. SHWEC sharing is building awareness and camaraderie. It’s also helping everyone see their colleagues are experiencing some of the same things they may be facing.

Safety, Health, Wellness, Environment, and Culture (SHWEC) sharing by employees is helping strengthen Mosaic’s company culture even further.



FROM THE TOP / LEFT TO RIGHT

- ROW 1: Paul Nimmon-Lukwa Enterprises Ltd.
Mosaic’s Northwest Bay Crew
Debbie Payne, Star Lake Contracting Ltd.
- ROW 2: Spuzzum Contracting Ltd.
Star West Holdings Ltd.
Mount Sicker Ltd.
- ROW 3: Frontier Log Scaling Ltd.
JoR Contracting Ltd.
Coastal Bridge & Construction Ltd.
- ROW 4: Jordan River Logging Ltd.



Our People



Mosaic's success as a sustainable forestry company is built on people—our valued employees and contractors. We were honoured to be recognized as one of BC's Top Employers in 2022.

We pride ourselves on our highly collaborative, respectful, and innovative work environment. Our organization empowers the team with high levels of role autonomy and the ability to make decisions and lead change.

In 2022 we were recognized as one of BC's Top Employers based on our commitment to First Nations partnerships, sustainable forest stewardship, our collaborative, non-hierarchical culture, and the community organizations we support across Coastal BC. We are pleased to report that Mosaic was again named one of BC's Top Employers for 2023 for the second consecutive year.



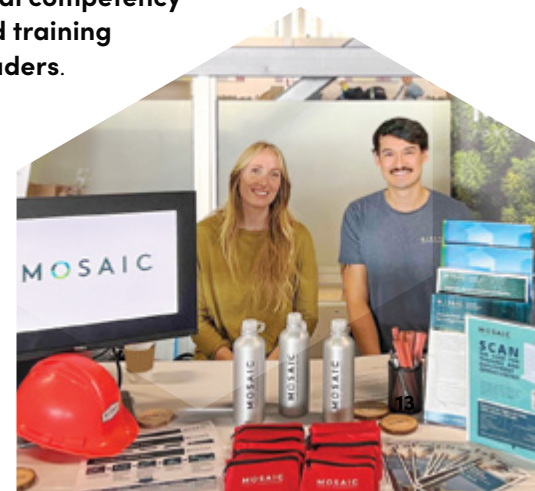
2022 ACHIEVEMENTS

- **Recognized as one of BC's Top Employers.**
- **Continued to advance gender parity.** Mosaic's female demographic remains higher than the industry level.
- **Continued to promote and develop women to higher levels in the organization.** In 2022, nine women (5% of Mosaic's total workforce) were promoted.
- **Increased Mosaic's measures of inclusion and engagement.** This includes quarterly employee experience surveys to better understand and respond to employee sentiment around inclusion and engagement. Mosaic also implemented quarterly diversity, equity and inclusion (DE&I) learning focuses and an internal DE&I scorecard to measure progress in talent acquisition, performance and succession, and employee development opportunities.
- **Launched the learning management system,** including a Personal Effectiveness Program, which offers self-directed learning and one-on-one external coaching.

- **Provided opportunities for employees to take action towards reconciliation,** including our company-wide learning events held on National Indigenous Peoples Day and on the National Day for Truth and Reconciliation.

2023 COMMITMENTS

- **Continue to recruit and develop new workers** through Mosaic-sponsored training for log scaling and log hauling to deliver skilled workers for Mosaic and its contractors.
- **Advance Indigenous employment and training opportunities** at Mosaic and in our contractor network.
- **Launch a cultural competency assessment and training program for leaders.**



Diversity, equity & inclusion efforts and accomplishments continue

Mosaic believes in creating a workplace where everyone feels they belong and can contribute their whole, authentic self to help us achieve our diversity, equity, and inclusion (DE&I) strategic goals to:

- Foster a safe and welcoming work environment
- Integrate, measure, and hold to account
- Be a community champion

In 2022 we conducted a comprehensive review and amendment of all programs and policies through a DE&I lens, delivered Respectful Workplace Leadership training, launched a Respectful Workplace Policy, provided Safe Space Guidelines, and implemented a Parental Leave Top Up program.

Mosaic is also championing DE&I in the community in several ways, including being part of a Forestry Industry DE&I Working Group and participation in a BC Senior Leaders DE&I Roundtable on Indigenous Partnerships and Engagement.

“Diversity, equity and inclusion live and breathe in the behaviour of everyone here. They’re woven into the fabric of our identity.”

- Dana Collins
Manager, Partnerships





TRAINING THE NEXT GENERATION OF FOREST WORKERS

Finding skilled employees is difficult across BC. Mosaic is tackling the challenge through an innovative labour program launched in 2022 to create career opportunities for new and emerging workers.

One participating contractor is Jordan River Logging. Kayla Doyle, who now works for Jordan River, started as a program trainee. “My experience in Mosaic’s training program was positive and rewarding,” said Kayla. Everyone was very supportive and helpful towards my passion for the field and my ambition to learn.”

“Mosaic’s training program is an innovative and effective way to train the next generation of forestry workers like me.”

- **Sadie Tucker**
Processor Operator at Island Pacific Equipment & graduate of Mosaic’s labour program

“In my 46 years in the business, no one has done something like this program. It’s tough finding people and getting them in the sector and trained. This partnership between Mosaic and contractors like my company is a huge success and is good for forestry’s future.”

- **Lyle Newton**
President of Jordan River Logging

Mosaic’s Citizen of the Year award

The winner of Mosaic’s third annual Citizen of the Year award, Louise Bender, Vice President, People & Administration, is dedicated to creating connections.

Her community support takes many shapes, including making sure people in need are connected to resources. She also volunteers with 100 Women Who Care Mid Island. The group raises money for local charities while helping others expand their community connections.

Louise directed the \$2,500 Citizen of the Year award to the Tsow-Tun Le Lum Society, whose culturally-based healing program was the focus of Mosaic’s National Day for Truth and Reconciliation learning event. The organization is raising \$5 million for a new centre on Vancouver Island.

“This was the perfect opportunity to give back, and truly give to an organization that cares and is doing such important work in helping people with substance abuse and trauma.”

- **Louise Bender**
Vice President, People & Administration and Mosaic’s 2022 Citizen of the Year





Environmental Leadership

Mosaic is committed to being a leader in sustainable forest management. We were the first forest company globally to achieve certification of our organizational carbon footprint by the Carbon Trust and the first in Canada to be certified by the globally recognized Sustainable Forestry Initiative.

In 2022 we took another major step towards our 2035 net-zero goal with the BigCoast Forest Climate Initiative (BigCoast Forest). This high-quality, nature-based carbon credit project defers timber harvesting on nearly 40,000 hectares of our private lands for a minimum of 25 years.

A portion of the proceeds from the sale of BigCoast Forest carbon credits will flow to the Indigenous Protected and Conserved Areas (IPCA) Innovation Program and the Pacific Salmon Foundation to support scientific and First Nations cultural research on and around the project lands.

Furthermore, BigCoast Forest directly contributes to five of the United Nations Sustainable Development Goals of the 2030 Agenda For Sustainable Development.

“This initiative by Mosaic is an innovative example of how a private company can benefit communities, the environment, and First Nations, all while maintaining their place in a highly competitive forest industry.”

- Adam Walker
 MLA for Parksville-Qualicum and Parliamentary Secretary for the Sustainable Economy

“Protecting and conserving our old forests like this will go a long way towards tackling the twin crises of biodiversity loss and climate change.”

- Honourable Steven Guilbeault
 Minister of Environment and Climate Change



17 aquatic stewardship projects within the project area funded, from 2018 to 2021



Corporate Sustainability Progress Reports published annually, ensuring adoption of sustainable practices by large and transnational companies



650,000 tonnes of CO_{2e} reduced on average per year



17 anadromous fish stewardship projects within the project area funded, from 2018 to 2021



100% Sustainable Forestry Initiative Certification for all forestlands in the project

Two decades of partnership with the Pacific Salmon Foundation

In 2022 Mosaic celebrated 20 years of support for the Pacific Salmon Foundation (PSF) and its mission to restore and enhance salmon habitats on Vancouver Island. In that time, the \$1.5 million donated by Mosaic has been leveraged into \$6 million for the program.

Mosaic has supported many important projects that benefit salmon, including restoring plant habitat along the Cowichan and Koksilah rivers, a salmon water quality monitoring project in Somenos Lake and Somenos Creek, and re-establishing a historic flood channel in the Somass Estuary in Port Alberni.

The PSF partnership will continue for some time. Mosaic is dedicating a portion of the revenue from its BigCoast Forest Climate Initiative to PSF for scientific research.

“Mosaic is one of the Pacific Salmon Foundation’s longest-standing corporate partners, helping us advance volunteer-led salmon projects across the province.”

- Michael Meneer
PSF President
and CEO

2022 ACHIEVEMENTS

- **Introduced the BigCoast Forest Climate Initiative, a high-quality nature-based carbon credit initiative** to support Mosaic’s net-zero emissions goal by 2035.
- **Reduced our Scope 1 and 2 emissions** by using actual fuel consumption figures and improving our operational emissions.
- **Recertified to Sustainable Forestry Initiative’s new Forest Management Standard**, which includes new objectives for Fire Resilience and Climate Smart Forestry.
- **Planted 9.1 million seedlings** in less than 10 months from the date of harvest.
- **Continued weather and climate research** with the University of Victoria, forestry tours with Vancouver Island University, as well as a University of British Columbia mentorship.

2023 COMMITMENTS

- **Expand the Emissions Reductions Initiative**, aiming for a 5% tailpipe reduction or equivalent over the previous year.
- **Collaborate on watershed research** with partners including the National Council for Air and Stream Improvement.
- **Support the installation of a new fish counting fence at First Lake** in partnership with the Snuneymuxw First Nation and the Nanaimo River Hatchery.
- **Reduce slash piles by 10%.**
- **Support habitat restoration for salmon in the Englishman River watershed** in partnership with the BC Conservation Foundation.





CONTINUED PROGRESS TO NET-ZERO EMISSIONS BY 2035

Mosaic remains focused on achieving net-zero emissions by 2035. In late 2018, we committed to expanding our certification of Mosaic’s Scope 1 and 2 and selected Scope 3 carbon footprint with the Carbon Trust, a global climate change and sustainability company. In 2021, our organizational footprint was certified, helping us develop the baseline to measure progress.

Several steps taken in the past year have helped us move closer to our net-zero goal. For greater efficiencies, we’ve started managing our hauling fleet through a centralized dispatch department and upgraded much of our heavy equipment fleet. In 2022, Mosaic began its transition to electric vehicles, which will reduce CO₂ emissions by four tonnes per year per vehicle. We’ve also reduced operational emissions by having bio-fuel content in our diesel fuels.

To sequester more carbon in soils and forests, we’ve maximized the use of biosolids. Specialized equipment delivered in 2022 for our revitalized commercial thinning program will also help trees sequester more carbon.

Mosaic’s emissions are certified to the International Organization for Standardization (ISO) 14064-1, Carbon Budget Model and Greenhouse Gas (GHG) Protocol for Scope 3 emissions, including business travel, contracted forest management services, net biogenic emissions from the growth, processing, transportation and end-of-life of products from own operations. We will continue to track emissions and make informed decisions to support our net-zero goal.

Enhancing our forest management through certification

Mosaic was the first forestry company in Canada to be certified under the Sustainable Forestry Initiative® (SFI®) Forest Management Standard more than 20 years ago. In 2022 the company was recertified to the new Forest Management Standard, which included meeting two new SFI objectives, SFI Climate Smart Forestry and Fire Resiliency and Awareness.

The SFI Climate Smart Forestry objective assesses how the company addresses climate change adaptation and incorporates mitigation measures.

The Fire Resiliency and Awareness objective requires efforts to limit susceptibility to wildfire, manage healthy and resilient forest conditions, support restoration following wildfire damage, and promote the benefits of fire management to reduce wildfire impacts.

The new SFI objectives will continue to ensure our forest management activities support our climate targets.



SUSTAINABLE FORESTRY INITIATIVE

SFI-00015





Indigenous Partnerships

Mosaic recognizes and respects the rights of Indigenous Peoples and is committed to continuously strengthening partnerships with First Nations business partners and communities. We have formalized memorandums of understanding with 15 Coastal First Nations. Mosaic was the first forestry company in BC to achieve Progressive Aboriginal Relations certification from the Canadian Council for Aboriginal Business.

2022 ACHIEVEMENTS

- **Invested \$124,000 in First Nations scholarships and training programs.**
- **Developed an internal guideline for Indigenous contracts and procurement** to support equitable participation of Indigenous Peoples and businesses in the forest sector.
- **Contributed \$20,000 to Tsow-Tun Le Lum Society** towards the construction of their new Helping House, which delivers culturally based programs and services to residential school survivors, their families, and communities.
- **Committed \$100,000 to Kw'umut Lelum Foundation** to support language revitalization initiatives and scholarship development programs.
- **Supported the Pacheedaht Raven Hut**, an inclusive community hub that helps drive economic diversification, cultural arts, and ceremony.
- **Donated five cultural logs to three First Nations.**
- **Supported 12 First Nations communities with 874 cords of firewood.**
- **Increased investment in First Nations contractors and employment** to further amplify Indigenous participation in the forest economy.
- Building upon our existing cultural awareness training program, Mosaic **hosted an all-staff learning event to commemorate the National Day for Truth and Reconciliation.** The event focused on learnings shared by George Harris, an elder from Stz'uminus First Nation and Dawnda Tate, whose lineage includes the Squamish and Bella Bella Nations.

2023 COMMITMENTS

- **Contribute \$125,000 towards First Nations scholarships, bursaries and training programs.**
- **Provide financial and in-kind contributions to culturally significant events and programs** such as Tribal Journeys, Guardians, and Indigenous led climate solutions through the BigCoast Forest Climate Initiative.



- **Recertify with the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations** certification program to maintain and build upon our Silver level certification.
- **Increase Indigenous participation in the forest economy and build local capacity** by partnering and collaborating with training providers and creating tailored training programs.

- **Contribute to the technical working group for the Hišuk ma c’awak Integrated Resource Management Plan (HIRMP)**, a planning initiative led by the Huu-ay-aht First Nations in collaboration with C’awak ʔqin Forestry and Mosaic.
- **Further strengthen our commitment to informed and progressive Indigenous relationships through enhanced cultural competency and Indigenous awareness training programs** that build further knowledge and understanding.
- **Support artistic expression and the perpetuation of Indigenous culture** through art commissions, donation of cultural logs, and carving projects.

WAY KEY VENTURES AGREEMENT EXPANDS MOSAIC’S WORK WITH INDIGENOUS PARTNERS

Mosaic’s partnership with Way Key Ventures, a new company formed by We Wai Kai Nation and Roga Contracting, goes beyond providing timber harvesting and road construction services on Quadra Island and Jackson Bay.

It’s resulted in meaningful employment opportunities for the Nation and increased Indigenous participation in the forest industry, one of Mosaic’s 2022 commitments.



“This new partnership is a significant opportunity for our Nation to experience economic, social, and cultural benefits of forests within our traditional territory. We all benefit from a thriving sustainable forest sector.”

- Chief Ronnie Chickite
We Wai Kai Nation

The collaboration with Way Key Ventures supports our working forests’ sustainable management and embodies the values important to Mosaic, serving as a pivotal example of how to create respectful and mutually beneficial relationships with Indigenous partners and communities.



PHOTO: RIVER VOICES PRODUCTIONS

Indigenous partnerships driving sustainability

Sustainability is at the heart of everything Mosaic does in the forests. Ensuring that forests are there for future generations is critical to the long-term health of our company and local communities.

Mosaic is partnering with the Indigenous Protected and Conservation Areas (IPCA) Innovation Program on the BigCoast Forest Climate Initiative. Part of the proceeds from the carbon credits will enable Indigenous-led cultural and ecological research through the IPCA Innovation Program to support scientific and First Nations cultural research on and around the project lands. Together we will learn about what is happening and evolve and grow through research and knowledge we don't have today.

Mosaic is also supporting the future of Indigenous Protected and Conserved Areas through a \$50,000 contribution to Vancouver Island University's new IPCA Planning Advanced Certificate program. Students will be immersed in the principles of Indigenous-led protection and conservation of lands and waters across Canada.

“This initiative provides decades of certainty for First Nations to research these lands and identify priority areas for consideration as Indigenous Protected and Conserved Areas (IPCAs). The funding we receive from the BigCoast Forest Climate Initiative will be leveraged by dozens of our partners and deployed respectfully through the advice of each of the Nations whose territories are involved to confirm locations of the most important ecological and cultural sites.”

- **Chief Gordon Planes**
T'Sou-ke Nation
IPCA Innovation Program

“These generous awards from Mosaic will help Indigenous students who want to play a role in the protection and conservation of lands and waters across Canada advance their educational and professional goals in IPCA planning and management.”

- **Graham Sakaki**
Regional Research Institute Manager at
Vancouver Island University



Welcome kiosk shares history in carvings

Hupačasath artist Klehwetua, Rodney Sayers, is transforming a pair of Mosaic's logs into the two poles that will support the welcome kiosk at ᑕaʔuk ʔaama ʔanis/ Loon Lake. Mosaic's 27-site campground near Port Alberni opened in May 2022.



Visiting the campground, Klehwetua noticed the impressive view of kał-ka-č'uł, Mount Arrowsmith, which is one of the easternmost boundaries of Hupačasath territory. It inspired the subject of the first pole of a thunderbird and grey whale. Hupačasath oral history is something Klehwetua has connected with for his language work with elder fluent speakers of his community on preserving and revitalizing the Nuuchah Nulth language. Their oral history shares the story of grey whale bones on the mountain that were the result of a grey whale dropped there by a hunting thunderbird.



The second pole is a carving with a two-loon motif to honour the mysterious birds and the place named for them. The carving serves to celebrate the power of nature and encourages people to take in the wonder of the world around us.

“When people see the kiosk, what I would like for them to take away is that Hupačasath people and many First Nations people from the Nuučaanuł live here in the valley as we always have. For me these carvings represent a reminder that we're still here.”

- Artist Klehwetua

PARTNERSHIPS SUPPORT INDIGENOUS LANGUAGES, HEALING, AND DEVELOPMENT

Mosaic is helping strengthen local communities through new partnerships launched in 2022 with Indigenous organizations.

Mosaic committed \$100,000 to Kw'umut Lelum Foundation to support language revitalization initiatives and scholarship development programs. Led and stewarded by nine Coast Salish Nations—Halalt, Lyackson, Málexeł, Penelakut, Qualicum, Snaw-naw-as, Snuneymuxw, Stz'uminus and Ts'uubaa-asatx—the Foundation invests in Indigenous youth and communities, ensuring equitable access to support programs, positive outcomes in education, and increased community well-being. It is the only Indigenous-led community foundation in BC.

“Mosaic’s generous donation supports our efforts to expand cultural, economic, social, educational and recreational access in support of Indigenous youth and their families. Our foundation depends on our community, and with the help of companies like Mosaic, we can continue to support youth and communities in the Coast Salish Territory.”

- Sharon Hobenshield
Executive Director, Kw'umut Lelum Foundation

Mosaic also delivered on two of its 2022 commitments through donations of \$20,000 to Tsow-Tun Le Lum and \$5,500 to Pacheedaht Raven Hut in Port Renfrew.



Tsow-Tun Le Lum is building a Helping House in Duncan as a place to deliver culturally-based substance abuse and trauma services, something employees learned about when George Harris (Wholwolet'za) and Dawnda Tate shared their stories and their work at Mosaic's employee learning event marking Canada's National Day for Truth and Reconciliation.

The Raven Hut is a community hub that helps to drive economic diversification, cultural arts and ceremony, and is an inclusive site.



In the Community

Mosaic knows its forested land base on Vancouver Island provides multiple values including wildlife habitat, cultural sites, local jobs and sources of drinking water for neighbouring communities. Another major value Mosaic recognizes and works to enhance is safe access to recreational opportunities for everything from hiking and biking to trail riding and search and rescue training to fishing and beekeeping.

MOSAIC BLAZED NEW TRAILS IN PARTNERSHIPS

Building on the 2021 Memorandum of Understanding (MOU) with Arrowsmith Search and Rescue, Mosaic signed seven access agreements to provide these volunteer-led rescue organizations access to Mosaic's lands for critical training in preparation for potential rescues. Mosaic's latest access agreements are with the Alberni Valley Rescue Squad, Arrowsmith Search and Rescue, Campbell River Search and Rescue, Juan de Fuca Search and Rescue, Ladysmith Search and Rescue, Nanaimo Search and Rescue, and Westcoast Inland Search and Rescue.

Built on pilot projects over the past few years, all-terrain vehicle (ATV) riders from the Alberni Valley Hillclimbers Club, Sooke ATV Club, Mid-Island ATV Club, Comox Valley ATV Club and Cowichan ATV Club will benefit from new agreements that allow authorized, trained, and insured ATV club members weekend access to designated roads and trails on Mosaic's private forest lands.

Non-motorized trail users are also getting important access to Mosaic lands. The United Riders of



Cumberland and Mosaic renewed their agreement for use of the Cumberland Trail Network's multi-use trails shared by mountain bikers, hikers, and trail runners. In addition, the Cowichan Lake Trail Blazers Society's agreement with Mosaic has allowed them to develop trails above Youbou and Lake Cowichan as part of their overall trail network.

2022 ACHIEVEMENTS

- **Celebrated World Earth Day** by partnering with various community groups to clean up garbage and illegal dumping from sites across Vancouver Island.
- **Reinvested \$100,000 in illegal dumping savings** into community environmental programs.
- **Opened Mosaic's fourteenth not-for-profit campground** at ʕaʔuk ʔaama kanis/Loon Lake near Port Alberni.
- **Signed access agreements with seven Island Search and Rescue organizations** and continued to provide training opportunities on Mosaic's land base.
- **Signed access agreements with five ATV groups.**

2023 COMMITMENTS

- **Install a forestry-themed educational pavilion in a public space.**
- **Develop forestry-related lesson plans** with Vancouver Island schools.
- **Implement access agreements** in support of the BC Bike Race and the Nanaimo Mountain Bike Club.
- **Support a mural revitalization project in Sooke.**

Mosaic lands bring groups together

Mosaic's community access agreements with a pair of organizations meant they could join together on the company's private lands near Lucid Lake, southwest of Nanaimo, for training exercises.

Nanaimo Search and Rescue (SAR) and the Mid Island ATV Club (MIATVC) held a joint training exercise for their members. The training focused on the safe operation, navigation, and radio communications of all-terrain vehicles in snow conditions.

"Having an established access agreement and a strong working relationship with Mosaic allowed us to take advantage of the weather conditions and strengthen our safety procedures shared with MIATVC. We appreciate and value the role Mosaic played in helping make our training day happen."

- Carly Trobridge, President
Search Manager at
Nanaimo Search and Rescue



DONATING WOOD FOR GOOD

Mosaic knows the timber it harvests can take on a role in making life better in the communities where it operates. One place where wood is making a difference is Glenora Farm.

Based in Duncan, Glenora Farm works to improve the lives of adults with developmental disabilities through programs in cooperative agriculture, inclusive arts and culture, and integrated home supports. The farm's learning workshops help participants discover talents, contribute to the farm and community, and develop applied life and vocational skills.

"This donation of firewood from Mosaic will allow us to heat our licensed care homes and keep the people we support warm and cozy throughout the colder months. It also provides meaningful activities for the land-based day programs—cutting, drying, and transporting wood to the different houses. The support from Mosaic has been extraordinary, and we are so thankful for their generosity."

- Olivia Jackson
Administrative and
Development Coordinator
Glenora Farms



SUPPORTING COMMUNITIES

Connecting with the communities where Mosaic operates is a key value lived by employees who drive and support charitable efforts, including on behalf of the United Way. Mosaic's 28th annual United Way campaign, led by employees, raised more than \$72,000 for local chapters and its work supporting communities.

In December, Mosaic held its third annual Season of Giving campaign, donating \$40,000 to local community and school food programs.

In total, Mosaic's community giving efforts in 2022 are over \$675,000 dollars.



Loon Lake campground opened

Mosaic delivered on its commitment to open the ḥaʔuk ʔaama kaniḥ/Loon Lake campground near Port Alberni, with the Hupačasath First Nation naming the fourteenth campground in their language. Campgrounds are a key part of Mosaic's efforts to work with communities to expand recreational opportunities in and around our working forest.

"As more people visit Hupačasath ha'houlthee, we are excited to partner with Mosaic on this new campground to provide more places to camp. ḥaʔuk ʔaama kaniḥ/Loon Lake enhancements will better meet the needs of people wanting to access and connect with nature."

- Brandy Lauder
Elected Chief Councillor,
Hupačasath First Nation



Campsite Photo Contest

Congratulations to **Stacey Lynn, Jennifer Sim-Chisholm and Lorretta Smith**—winners in Mosaic’s 2022 Campsite Photo Contest. Thank you to all who entered for a chance to win

seven nights of free camping at any of Mosaic’s 14 campgrounds. Contest judges were amazed by the captured moments, showcasing the beautiful outdoors we all have to enjoy.

STACEY LYNN
PEOPLE’S CHOICE
SUNSET TRANQUILITY
OLD MILL CAMPSITE



JENNIFER SIM-CHISHOLM
FRIENDS & SUNSETS
HARRISON LAKE



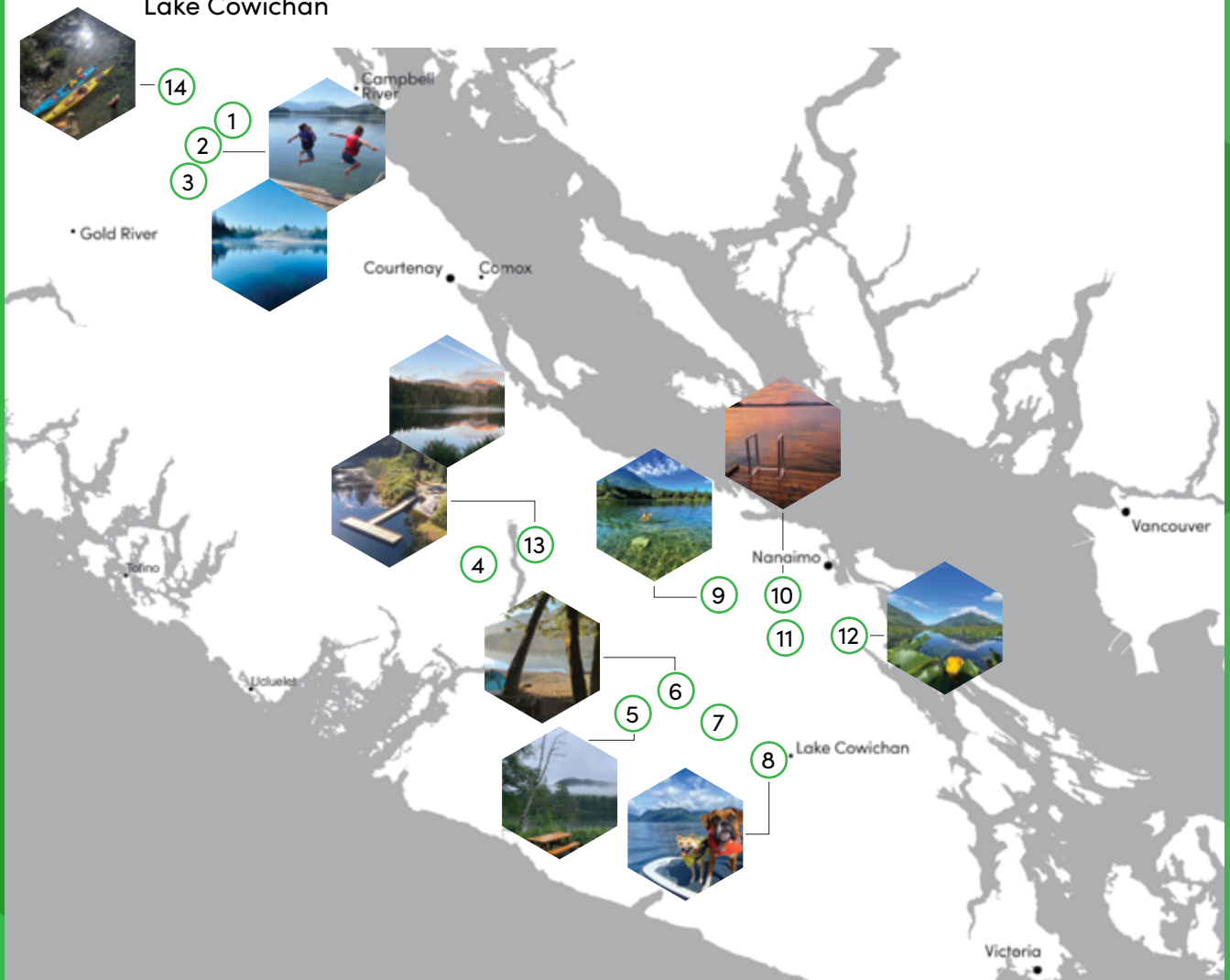
LORRETTA SMITH
WAKEBOARDING
SPROAT LAKE



Mosaic offers camping at 14 scenic locations on Vancouver Island, with recreational docks at our Kissinger Lake and Loon Lake campsites, recently installed in partnership with the Freshwater Fisheries Society of BC.

For details and reservations, visit MosaicForests.com/camping.

1. Gooseneck Lake west of Campbell River
2. Wokas Lake west of Campbell River
3. Willington Point west of Campbell River
4. Macktush on the Port Alberni Inlet
5. Kissinger Lake west of Duncan
6. Heather on the head of Lake Cowichan
7. Little Shaw north shore of Lake Cowichan
8. Caycuse south shore of Lake Cowichan
9. Riverside Nanaimo Lakes
10. Windy Point Nanaimo Lakes
11. Old Mill Nanaimo Lakes
12. Deadwood Nanaimo Lakes
13. Ḥaʔuk ʔaama kanis / Loon Lake east of Port Alberni
14. Upper Campbell Reservoir near Campbell River



Responsible Stewardship: At the Heart of our Business

MosaicForests.com |     

PUBLISHED MAY, 2023

Progressive
Aboriginal
RELATIONS **SILVER
LEVEL**

Canadian Council for
Aboriginal Business 

