

# 2019 SUSTAINABILITY PROGRESS REPORT









# INTRODUCTION

**“Sustainability is a core value for our company brought to life by the daily actions and commitment of our talented employees and contractors.”**

This report provides details on our sustainability achievements in what was our first year as a new organization. In affiliating the business operations of TimberWest and Island Timberlands as Mosaic Forest Management, we brought together two companies with long, proud histories, and united teams of professionals together into one culture with a shared vision and strategy. As you will read in this report, setting a strong foundation for our people as a new organization was a core priority for 2019, and a commitment to best practice and support through change were key pillars of our people strategy.

One of the key commitments of affiliation was to share best practices and align our planning and operations to improve social, economic and environmental outcomes. This report demonstrates our significant progress on that commitment. We achieved a combined best-ever performance in safety, with the lowest medical incident rate in both companies' histories. We expanded safe and responsible recreation access to our private managed forest lands through agreements and partnerships. We expanded Progressive Aboriginal Relations certification to all Mosaic-managed lands. While our teams managed through the changes brought by affiliation, we continued to give back to our communities through charitable activities and donations. And we continued to explore new innovations and invest in technologies that move our business forward – expanding our carbon footprint analysis, undertaking extensive LiDAR data collection and implementing technologies that improve safety performance.

At the time of preparing this Sustainability Progress Report, the world is grappling with the health and economic consequences of the COVID-19 pandemic, which has brought significant impacts to all our daily lives and to our business. However, the pandemic provides interesting and important context as we reflect on our company's performance against our sustainability goals in 2019. With the rapid changes we have witnessed and the significant uncertainty we are seeing in global markets, the stability and continued growth of our forest resources provides our company with a strong foundation. Forestry is a long-term investment – our planning horizons span decades, and while we adjust to the realities of the pandemic, we know that the long term sustainable business model has stood and will continue to stand the test of time.

Our sustainability performance in 2019 is a testament to the skill and commitment of Mosaic's employees and contractors. My sincere thanks to our talented teams for their unwavering commitment to our company and our forests.

– **Jeff Zweig**, President & CEO  
Mosaic Forest Management

# OUR VALUES



**1 SAFETY & WELLNESS**  
Our highest priority.

**2 PEOPLE**  
Inspired, empowered and engaged.

**3 SUSTAINABILITY**  
Responsible, science-based environmental management.

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

**5 SUPERIOR PERFORMANCE**  
Long-term value creation through operational excellence, innovation and an unrelenting focus on continuous improvement.





# KEY ACHIEVEMENTS FOR 2019



Affiliated management as **one team**,  
**one culture** and **one brand**.

Increased marmot recovery funding by **33%**.

Planted **12.3 million** seedlings.

Opened **12th** not-for-profit campsite.

Provided more than **\$250,000** in  
donations and scholarships.

Supported **17** local salmon recovery projects.

Launched a **one-stop** access information portal.

Achieved lowest-ever Medical Incident Rate of **2.18**.

Reduced on-site burning of woody debris by **16%**.

Expanded **Progressive Aboriginal Certification**  
to all Mosaic-managed lands.

Established **\$25,000** Indigenous language revitalization fund.







# SAFETY

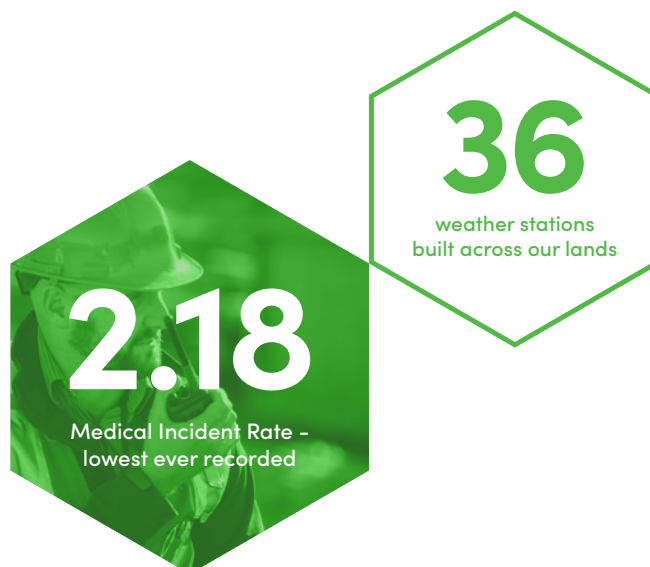
Our highest priority is safety. Nothing supersedes it. We believe all injuries are preventable and that is our goal. Nothing short of ensuring everyone goes home safely every single day is acceptable.

## 2019 ACHIEVEMENTS

- **Reduced Medical Incident Rate** by 25%, from 2.90 to 2.18.
- **Unified safety programs** and onboarded all employees and contractors to new Company-wide system.
- **Deployed Scan-Link proximity sensors** for collision avoidance technology on mobile equipment at all Mosaic log handling facilities.
- **All log boom crews equipped with “person overboard” technology** for alarm notification for when a worker falls in the water.
- **Completed network of 36 weather stations** across Mosaic-managed lands, with satellite communication links to monitor fire and other weather-related data accurately.
- **Standardized road safety and radio procedures across all Mosaic-managed lands**, including implementing a single radio channel for safety communication.

## 2020 COMMITMENTS

- Work towards **reducing our Medical Incident Rate** by a further 20% to 1.75.
- **Use our log truck GPS system to create driver report cards** that will be shared with drivers and contractors, monitoring performance and speed related activity.
- **Enhance remote communication** by building internet to VHF service from a call centre available 24/7, to allow for faster emergency response anywhere on Mosaic operations.
- **Execute COVID-19 Exposure Control Plan** to continue efforts to reduce exposure risk and operate safely in 2020.
- **Implement speed limits on Mosaic resource roads** that are below public resource road limits.



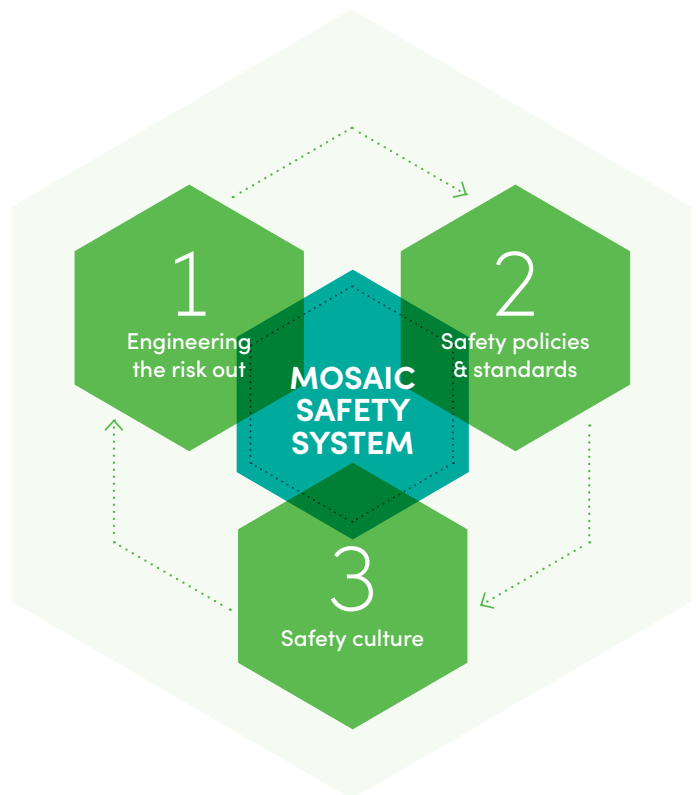


## MOSAIC SAFETY PROGRAM AND PRINCIPLES

Mosaic's safety system is predicated on three pillars:

- 1 Engineering the risk out where possible
- 2 Employing leading safety policies, standards and procedures
- 3 Moving the safety culture from one of rules-based "compliance" to one of true "commitment" to zero harm, where every individual is devoted to their own safety and those around them

Underpinning these pillars is an unrelenting dedication to improving safety performance of the Mosaic staff and crew, as well as the thousands of employees who work for our contractors. To do this, we benchmark against the best in the world, analyze and deploy new safety technology, and learn from every incident, no matter how small.



## WILDFIRE PREVENTION AND RESPONSE

Every summer, the risk of wildfire impacts our communities and our operations – and with climate change, this risk is increasing. Catastrophic wildfire in interface areas – that is, in forests neighbouring communities – is a risk to people and homes, and as much of Vancouver Island draws its water from surface sources, large uncontrolled wildfire could be devastating to community water supplies.

At Mosaic, we undertake extensive measures to reduce the risk of wildfire, and we also have robust plans and response procedures that we activate when fires occur.

Using weather data to guide our operations is key to fire prevention. We have installed 36 remote, state-of-the-art weather stations across our operations, and we do our own monitoring that enables real-time monitoring and forecasting. This information is shared with the BC Wildfire Service, local governments and drinking water purveyors to support their management activities. Recognizing that 70% of forest fires in our region are human-caused, when weather data indicates fire risk is high, we have the ability to restrict access to our private forest lands.

When a fire is ignited, rapid response is critical – and most often the determining factor of whether a fire is quickly suppressed or gets out of control. We have invested in our own wildfire management capability together with our contractors to ensure our forests and their resources are protected.

In addition to formal coordination with the Provincial Wildfire Response program, Mosaic's fire resources include:

- Daily aerial and ground-based surveillance,
- Helicopter-based rapid attack,
- 100 all-terrain fire trucks deployed around our lands,
- Strategically-located depots with pumps and hoses across our lands, and
- Trained crews in initial attack and forest fire fighting, serving as a critical first line of defence.





# OUR PEOPLE

“As the Timberlands Manager for Island Timberlands and TimberWest, Mosaic Forest Management’s name is symbolic of how our combined land tenure, our empowered and engaged teams, and our sustainable forest management practices have come together to create a better whole. The name “Mosaic” is both distinctly Canadian and consistent with our international aspirations to be the Pacific-Rim leader in sustainable timberlands management.”

– Jeff Zweig  
President & CEO, Mosaic Forest Management

In 2019, Mosaic united two separate organizations together under management of one company. While TimberWest, Island Timberlands and their predecessor organizations have been managing forests sustainably for more than 100 years, in creating Mosaic, we had the opportunity to chart a shared vision and build a new organization with a focus on people and best practice – and this was the foundation of our people strategy and action plan in 2019. Mosaic’s vision is to have employees who are “Inspired, Empowered and Engaged” and our 2019 activities and 2020 commitments build and support our outstanding team.

## CONTRACTORS

Mosaic’s People story extends beyond our team of employees to our group of committed and talented forestry contractors. We employ 210 people directly at Mosaic, but when you include our contractors, our workforce swells to more than 2,000 strong.

Mosaic contractors are key to our business success. They harvest timber on our lands, construct and maintain roads, haul and sort logs, plan our roads and cutblocks, and undertake reforestation activities. These are skilled and talented people undertaking challenging professional work in our forests – and doing it safely and to high standards. In 2019, our contractors helped us achieve our best safety performance on record.





## 2019 ACHIEVEMENTS

- Unified organization under **One Team, One Culture, One Brand** – developing and implementing a full suite of 14 harmonized corporate policies and processes with a focus on best practice.
- **Led teams through transformational organizational change**, actioning a comprehensive change management strategy focused on communications and leadership development and support.
- Advanced diversity and inclusion work, with a focus on ensuring Mosaic is a **place for everyone**;
  - Rolled out **Indigenous cultural awareness training** across the organization,
  - Provided **respectful workplace training** to all employees,
  - Provided **leadership development training for women** in the workplace,
  - Undertook **workplace diversity benchmarking** to establish baseline metrics for diversity and inclusion strategy.

## 2020 COMMITMENTS

- Develop and roll out **company-wide social goal program to support an important charitable cause** and provide an opportunity for direct employee involvement.
- Establish the **Mosaic Citizen of the Year Award** as an annual program that recognizes Mosaic employees who have made meaningful contributions to the well-being of their community.
- **Develop and launch a comprehensive multi-year diversity strategy**, with clear commitments and deliverables.
- Provide **leadership development training for all leaders** of people.
- Establish a company-wide **People Committee** to advise and support leadership on diversity, inclusion and employee engagement.
- Roll out **unconscious bias training**.

# A PLACE FOR EVERYONE – DIVERSITY AND INCLUSION

Mosaic’s leadership team is committed to ensuring that our new company provides opportunities for all employees to contribute and advance. We know that businesses of all sizes and in all industries struggle to attract, recognize, support and retain diverse workforces, and our predecessor organizations were not exempt from these challenges. We know that we will need to be thoughtful and deliberate, and track our progress and hold ourselves accountable, to ensure that Mosaic provides a place for everyone to grow and succeed.

In 2019, Mosaic undertook a comprehensive benchmarking study to establish our baseline in terms of diversity representation and provide Year 1 metrics to inform our diversity strategy. Gender diversity is one element we are tracking, and our gender representation is currently 39% female and 61% male. On our affiliated group board of directors, two of nine members are female.

While we are focused on diversity in all its forms, Mosaic has a clear and specific goal to increase Indigenous representation within our workforce. In 2019, we asked all employees to voluntarily self-declare if they have aboriginal ancestry, and Indigenous representation is a key metric we will track over time, in support of our diversity journey and our commitments under Progressive Aboriginal Relations certification.

In 2020, we will advance progress on our diversity and inclusion commitment by pursuing activities in two streams:

- **Continue to build** on the fundamental people processes, transparency and leader and employee training around Diversity & Inclusion; and
- **Develop a Mosaic Diversity and Inclusion Strategy** with clear objectives, actions and outcomes.

Development of the D&I strategy will be led by the executive team as a whole, with training and guidance provided by professional D&I facilitators to help leaders advance their competencies in intercultural engagement and inclusive leadership. This focus on skill-building and best practice, supported by experts in the field, will enable us to build a sector-leading D&I strategy that is action-based and tracks performance.







# ENVIRONMENTAL LEADERSHIP

Sustainability is our business, and an unwavering commitment to environmental leadership has kept our company strong and resilient for more than 100 years. We demonstrate our commitment to sustainability in our practices on-the-ground, backed by independent, third-party certification and innovative partnerships that keep us in a leadership position in our sector.

All our forestry operations are independently certified to the Sustainable Forestry Initiative® Forest Management Standard. SFI® mandates the use of best management practices that are comprehensive and go well beyond legal requirements, and requires independent third-party audits of practices against 13 principles, 15 objectives, 37 performance measures and 101 indicators of Sustainable Forest Management.

## Supporting Conservation Research

Mosaic partners with several research institutions and non-profits to advance conservation and sustainable resource research, and we host numerous research projects on our private forest lands each year.

One of those projects is the Taylor's Checkerspot Butterfly Recovery Project. This visually striking butterfly is a federally-listed endangered species and was feared to have been extirpated in Canada, before sightings in 2005 on Denman Island and near Campbell River. Mosaic has supported forest-based research and recovery of the species in partnership with the BC Ministry of Environment and Climate Change Strategy.

**"It takes a lot of cooperation to bring butterflies back from the brink of extinction...This collaborative project shows what's possible when we work together for science-based conservation outcomes."**

– Jennifer Heron  
Chair of the Taylor's Checkerspot Butterfly Recovery Project Team



## MOUNT NEWTON SEED ORCHARD

The Mount Newton Seed Orchard is emblematic of our company's long-term commitment to sustainable, science-based stewardship. In 2019, the orchard celebrated its 40th year in operation, and since being established in 1979, the 100-acre operation has produced enough seed to grow 250 million seedlings.

Located on the Saanich peninsula, the orchard contains more than 6,000 established trees, including Douglas-fir, western redcedar, western hemlock and a newly-established western white pine grove. The orchard currently produces enough seed to grow 8 million Douglas-fir seedlings annually, with a goal of increasing that figure to 12 million over the next 10 years.

–  
**"The Mount Newton Seed Orchard is a testament to the enduring benefit of BC's Tree Improvement Program and our partnerships with the forest sector to grow and help the maintenance of healthy, resilient forests. Our Ministry is honoured to join Mosaic in celebrating 40 years of research and collaboration at Mount Newton that have made such an important contribution to coastal forests."**

– Diane Nicholls  
BC's Chief Forester

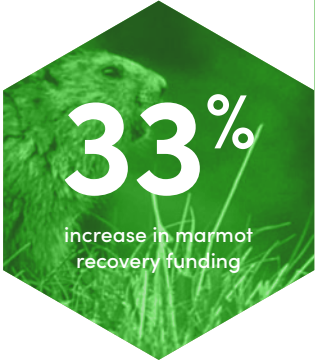


### 2019 ACHIEVEMENTS

- **Planted 12.3 million seedlings** across Mosaic-managed lands.
- **Expanded independent carbon footprint** data analysis to all Mosaic-managed lands.
- **Reduced on-site burning of woody debris** by a further 16%, for a total reduction of over 35% since 2017.
- **Implemented a contiguous planning framework** across all Mosaic-managed lands, harmonizing watershed and wildlife management and leveraging best practices.
- **Increased Vancouver Island Marmot recovery** funding by 33%.
- **Supported 17 local salmon recovery projects** through a \$100,000 donation to the Pacific Salmon Foundation.
- **Signed community stewardship agreements** with the Shawnigan Basin Society, and the Juan de Fuca Salmon Restoration Society.

### 2020 COMMITMENTS

- **Reduce on-site burning** of harvest residuals by an additional 10%.
- **Support and host** a wetland study on forestry practices and amphibian populations.
- **Launch** a small owl inventory pilot study.
- **Participate in collaborative research** to support the science of hydrology and inform our management of watersheds.
- **Create** two new community stewardship agreements.
- **Expand** carbon accounting and performance, obtaining the first combined organizational carbon footprint certification for Mosaic.



# CARBON

Climate change is a global challenge, and the forest sector has an important role to play in moving the global economy toward a lower-carbon future. At Mosaic, we are committed to science-based approaches to evaluating and improving our carbon performance across our entire supply chain. We are supported by the inherent environmental and carbon benefits of wood products and sustainable forestry, and are committed to doing more work in reducing carbon emissions from our operations.

Sustainably-managed forest resources contribute to a low-carbon economy. Trees growing in our forests capture carbon dioxide, and the carbon stored in harvested trees continues to stay captured in durable, long-lived wood products. By reforesting every area we harvest, the cycle starts again – capturing and storing carbon which, together with the use of wood products in our daily lives in place of non-renewable products, generates substantial benefits in the fight against climate change.

Mosaic independently measures our carbon footprint across TimberWest's and Island Timberlands' entire supply chain in our pursuit of carbon neutrality across our business. This end-to-end approach to understanding our carbon footprint is a key step in determining how we can be part of the solution to climate change through sustainable forest management and informed decisions across our supply chain.

In 2018, TimberWest was the first forest company globally to achieve certification from UK-based Carbon Trust for its end-to-end carbon footprint.



In pursuit of carbon neutrality, in 2019 Mosaic undertook the following initiatives:

- **Reduced emissions** by reducing post-harvest slash burning by 16%.
- **Initiated investigation into the electrification** of vehicles and mobile equipment.
- Continued detailed analysis work on **fleet management efficiency** to reduce emissions by reducing idling through improved fleet-time management.
- **Adapted reforestation plans** to improve seedling growth and resilience based on research and recommendations from the Forest Genetics Council and BC's Chief Forester's Office.
- **Increased investment in wildfire risk forecasting and response resources.** Large-scale wildfire is catastrophic for our forest resources and creates the instant release of large amounts of carbon dioxide and other materials to the atmosphere.
- **Initiated discussions** with Government to explore additional carbon offset projects.
- **Continued to invest** in plus seed production at Mount Newton Seed Orchard, producing superior seed that increases growth rates and survival, thereby improving carbon sequestration performance in regenerated forests.



# FIRST NATIONS PARTNERSHIPS

Our goal is to be a respectful, trustworthy neighbour and foster positive, mutually beneficial relationships with Indigenous partners in our operating areas.

## 2019 ACHIEVEMENTS

- **Progressive Aboriginal Certification (Bronze)** expanded across all Mosaic-managed lands.
- **Continued to build on partnerships** with First Nations on LiDAR data collection and data sharing for Nations' community planning purposes.
- **Donated logs to 12 First Nations** for cultural / ceremonial purposes.
- **Donated firewood to 10 First Nations** for cultural / ceremonial purposes.
- **Partnered with Beecher Bay First Nation on Emergency Response Planning**, utilizing drone technology to build a current community map to be shared with first responders.
- **Provided two additional** Indigenous internship opportunities.
- **Established a \$25,000 fund** to support the teaching, revitalization and preservation of Indigenous languages within local First Nations communities.
- **Mosaic has framework agreements with 14 Coastal First Nations** typically covering
  - Protocols and frequency of meetings
  - Cultural priorities
  - Employment opportunities
  - Business partnership opportunities

## PROGRESSIVE ABORIGINAL RELATIONS CERTIFICATION

Progressive Aboriginal Relations Certification is a program designed and implemented by the Canadian Council of Aboriginal Business, that reviews and verifies corporate performance in Aboriginal relations. In 2019, Mosaic extended PAR certification at the bronze level to all the lands we manage.

In 2017, TimberWest was the first forest company in BC to achieve Progressive Aboriginal Relations Certification.

PAR certification crystallizes our commitment to pursuing highly constructive partnerships with First Nation communities. By being PAR certified, Mosaic Forest Management demonstrates through independent oversight that we are a committed partner with the policies, systems and resources dedicated to achieving positive outcomes in our indigenous relationships. The PAR framework is consistent with our objective to achieve meaningful, enduring collaboration that facilitates First Nation cultural, environmental and economic participation in Mosaic's business activities.

Canadian Council for  
**ABORIGINAL  
BUSINESS**



**\$25K**  
 fund established for local First Nations communities to help preserve Indigenous languages

**12**  
 First Nations received logs for cultural / ceremonial purposes



**2020 COMMITMENTS**

- **Sponsor Cultural Vignette** (Storytelling) with 100.7 FM the Raven (Homalco First Nation radio station).
- **Work to strengthen our partnership** with North Island College and support First Nation cultural projects:
  - **Language Revitalization** for remote communities
  - **NIC Bighouse project** – Campbell River
- **Formalize access** for cultural and ceremonial purposes across Mosaic managed lands.
- **Continue to work with First Nations** to increase their participation in the forest sector.
- **Achieve two more framework agreements** relating to traditional territories within which Island Timberlands–owned lands are located.

**INDIGENOUS INTERNSHIP PROGRAM**

The Indigenous Intern Leadership Program, made possible by the BC Assembly of First Nations and the Business Council of BC Champions table, was created to bring together qualifying recent graduates with BC employers for a two-year work opportunity. Mosaic is a business partner in this program, and supported three interns in 2019.

The Indigenous Internship program was profiled at the BC Business Council’s Business Summit, held in November in Vancouver. There, Mosaic interns Hayden Leo and Ryan Fredrickson had the opportunity to speak about their internship experience.

**“Continuously learning under a mentor; is the ideal that I believe, is what it means to be an Intern.**

I’ve worked with a myriad of professionals from different sectors of forestry, doing things such as engineering, Goshawk surveys, and waste scaling. My supervisor is amazing and supports my requests for learning anything new, and guides me to people that are experienced in their respective fields. This Internship has given me the chance to broaden my horizons and learn about aspects of the industry that are different from my own community.”

– **Hayden Leo**  
 Mosaic 2019 Intern

**"I'm incredibly thankful to have been presented this job opportunity through the Indigenous Intern Leadership Program (IILP). This past year has been filled with new experiences and steep learning curves. I have had the privilege of working on many different GIS, Access and First Nation Relations-centered projects. One of the most satisfying aspects of working with Mosaic so far is the level of mentorship that I receive on a daily basis from Mosaic's team of highly qualified industry professionals. Everyone is always keen to lend a hand or offer technical advice and support."**

**- Ryan Frederickson**  
Mosaic 2019 Intern



LEFT TO RIGHT:  
RYAN FREDERICKSON  
HAYDEN LEO





# COMMUNITY INVOLVEMENT

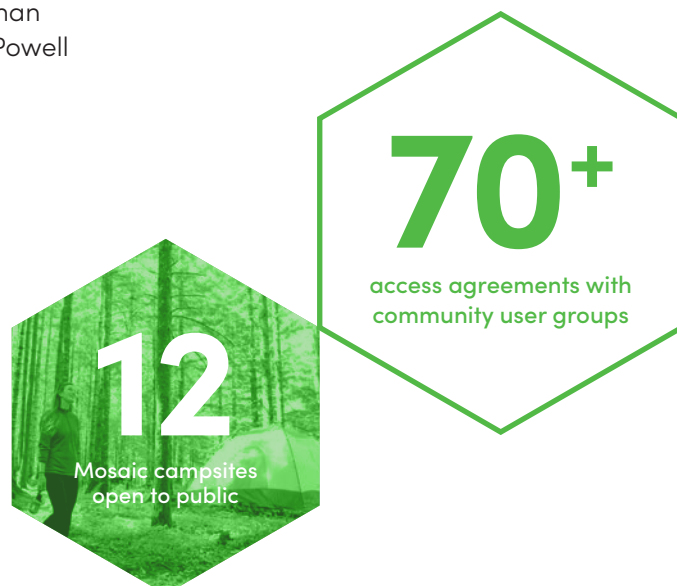
Key to our success is the ongoing cooperation and mutual respect we share with our communities and partners. We are proud of the many initiatives we lead or support to enrich our communities and promote responsible resource use and stewardship.

## 2019 ACHIEVEMENTS

- **Donated over \$250,000** to support local community groups and scholarships.
- **Formalized more than 70 access agreements** with community user groups.
- **Launched a one-stop access portal** to provide up-to-date information to the public on Mosaic access opportunities and information on gate openings and closures.
- **Established a new public campsite** at Macktush (near Port Alberni) on Vancouver Island, bringing the total number of Mosaic campsites to 12.
- **Hosted over 15 site tours** with a range of students, community members and local government staff and elected officials in the Nanaimo, Cowichan Lake, Cumberland, Port Alberni, Qualicum, Powell River, Great Bear Rainforest.

## 2020 COMMITMENTS

- **Increase** recreational access agreement approvals by 10%, and create 4 new partnerships with recreational organizations.
- **Identify** location and commence establishment of a new campsite.
- **Increase availability** of campsite information on Mosaic website.
- **Establish** a new corporate partnership with at least one charity on Vancouver Island.
- **Sign a new Memorandum of Understanding** with at least one community organization.



# GIVING BACK AS A NEW ORGANIZATION

As the first year as a brand new company, 2019 was a busy year for Mosaic that involved a lot of change and increased workload for our people. At the same time, as an organization and as a team, it was essential to demonstrate our commitment to giving back to our communities and being active contributors in important initiatives. We are proud that employees across Mosaic made significant contributions individually and together as a company to our communities in 2019.

## United Way

Our 2019 United Way campaign raised nearly \$64,000 for local organizations – employees raised \$31,715 through 50-50 draws, raffles, lottery wheels and employee pledges which was matched by the company.

## Employee Giving Program

Under Mosaic's Employee Giving Program, employees who donate at least ten hours of their personal time or make a financial contribution to an organization or event within their community will be matched by Mosaic up to \$300 each year. In 2019, 53 employees, or 25% of our staff workforce, participated in the program, supporting 33 organizations. Employee financial contributions totalled \$5,460, and the company match of employee donations of cash and time totalled \$14,740.



## Big Bike

The Big Bike program raises money and awareness for the Heart and Stroke Foundation of Canada. In 2019, 71 Mosaic employees partnered to ride the 30-passenger bike, raising \$5,240.

## Snow to Surf

Every year, the Comox Valley Snow to Surf Society holds its adventure relay, which sees teams tackle alpine skiing, Nordic skiing, running, kayaking, road cycling and canoeing. Mosaic supports the event financially and also through access agreements that facilitate recreational use of Mosaic's lands for the race. Mosaic also enters a team to compete – and the 2019 Mosaic team had a solid showing, placing 66th of 138 highly competitive teams!



# PARTNERING WITH COMMUNITIES FOR WATER STEWARDSHIP

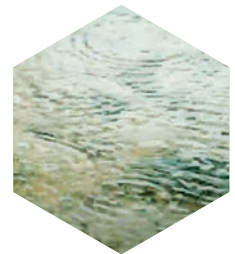
Mosaic Forest Management identifies the protection of water quality as a core value in our management practices and sustainability commitments across our forest lands. In particular, several communities on Vancouver Island have licences to draw drinking water from sources within our private managed forests, and protecting drinking water sources is a key shared accountability between Mosaic and community water managers.

Drinking water in British Columbia is heavily regulated along the whole supply chain from source to tap. While water purveyors are responsible for delivering safe drinking water, as a managed forest owner, we are responsible for ensuring forest practices do not negatively impact water quality, particularly in drainages associated with a water licence.

Working with communities to safeguard water and support their drinking water programs is one of our most important community partnerships. Mosaic maintains collaborative relationships with water purveyors with licences to draw water from within our lands. We partner and review plans and practices based on risk and consult with community water managers.

As part of our collaboration with community water purveyors, Mosaic provides a suite of services and benefits to water managers free of charge, including fire protection, access and road maintenance, and security - yielding significant annual cost savings to taxpayers.

In 2019, we collaborated with the Regional District of Nanaimo and City of Nanaimo to create a video that highlights our partnership and joint efforts on water management. That video is available on Mosaic's website at [www.mosaicforests.com/watersheds](http://www.mosaicforests.com/watersheds).



## PROJECT LEARNING TREE PARTNERSHIP CREATES OPPORTUNITIES FOR YOUNG LEADERS IN FORESTRY

Mosaic was proud to partner with Project Learning Tree on an initiative that brought six talented students to work for Mosaic for the Summer of 2019. These talented young leaders spent their summer working in different departments across the organization, making a positive contribution to Mosaic's business and forest resources.

**"I have had such a fun summer learning about our species-at-risk as a forest biology summer student for Mosaic.** Working 'under the wing' of knowledgeable and experienced professional biologists has given me some perspective on wildlife management that will be invaluable as I move forward in my career."

- **Adrienne Pierre**  
Mosaic's Environment & Resource Integration team in 2019



LEFT TO RIGHT:  
PAM JORGENSEN  
ADRIENNE PIERRE

**"The past two summers of biology work with TimberWest and Mosaic has allowed me to explore many of Vancouver Island's hidden gems.** Working on the Environment & Resource Integration team has been an absolute treat as I have had the privilege to work alongside and learn from several brilliant professional biologists."

- **Mack Hallworth**  
worked with Mosaic as a student over two consecutive summers



LEFT TO RIGHT:  
MACK HALLWORTH  
ADRIENNE PIERRE

**"I have been fortunate to work for a variety of forest companies over the past few summers and gain a wide range of valuable experience.**

All of my experiences have helped shape who I am becoming as an upcoming professional, and I will always look back and remember how much I relish these opportunities as I dive into my career."

- **Marino Somerville**  
Mosaic's South Operations Engineering



MARINO  
SOMERVILLE



LIAM  
CUMBERBIRCH



**"Working with Mosaic this summer has not only taught me a lot about the technical skills and knowledge in the forestry sector; but, it provided me with another point of view of this wonderful natural resource that surrounds us and all the extensive processes that go into both utilizing and sustaining it.**

This summer has been a great time, both for learning as well as working alongside many kind and patient people from Mosaic."

- **Liam Cumberbirch**  
worked with Mosaic's Central Island Operation

**“I have been able to virtually explore all of our land base from corner to corner via aerial imagery and learn some neat tidbits of history along the way.** It has been great working with a supervisor who is also a very talented storyteller when it comes to the history of Vancouver Island forestry operations!”

- **Jeffrey Plett**  
Mosaic’s Nanaimo office as a GIS student



JEFFREY PLETT



**“The potential hidden inside of trees is a great gift to humanity and a resource meant to be protected and valued.** As a proud father of a one year old son, I have a profound desire to see this resource managed well so that future generations will also be able to enjoy the bounty of the woods.”

- **Daniel Doerksen**  
Mosaic’s NorthWest Bay office

**“It was great to get exposure to the fast-paced world of high production logging. Having worked on the layout side of things for some time, it was very interesting to see all the meticulous planning come to fruition.** It was also very informative to be able to talk with the Yarder operator and Hooktender about different things to consider when planning a cut block, ensuring their operations will run smoothly and safely.”

- **Will Vukovic**  
Mosaic’s NorthWest Bay office



LEFT TO RIGHT:  
LIAM CUMBERBIRCH,  
AIDAN BROWN (BUSINESS  
INFORMATION SYSTEMS  
STUDENT), WILL VUKOVIC,  
AND DANIEL DOERKSEN

## SUPPORTING SAFE PUBLIC ACCESS TO MOSAIC LANDS

Mosaic supports recreational access opportunities that encourage safe and responsible use of the timberlands we manage. Activities like hiking and biking are common requests, and Mosaic grants these kinds of opportunities in a number of ways, including formal access agreements with recreation clubs and open gate access on weekends for activities like hiking and biking for the general public.

In 2019, Mosaic made significant progress in supporting public use of our forest lands by greatly increasing the availability of up-to-date information on access opportunities. Now, members of the public interested in visiting Mosaic's lands can obtain information from our one-stop access portal, which also includes an interactive map that shows gate locations and openings.

More information on Mosaic's access programs can be found at: [www.mosaicforests.com/access](http://www.mosaicforests.com/access).



## SHOWCASING BC'S MODERN, INNOVATIVE FOREST INDUSTRY

In April of 2019, the BC Forest Discovery Centre officially opened their new, interactive "Forests Forever" exhibit after a \$1.5 million renovation. The new exhibit features immersive and interactive technologies that showcase both the important role the forest sector has played through BC's history, along with the new technological innovations that define BC's modern forest sector. Mosaic was a significant contributor to the project, and was pleased to join other industry and community leaders to unveil the new display centre.





