

Sustainability Progress Report 2021

Responsible Stewardship:
At the Heart of our Business

MOSAIC
FOREST MANAGEMENT



Table of Contents

Message from the President and CEO	5
Our Values	6
Key Achievements for 2021	7
Safety	9
Our People	13
Environmental Leadership	19
Indigenous Partnerships	23
In the Community	29



MOSAIC
FOREST MANAGEMENT

Message from the President and CEO

2021 was another year full of challenges. Through it all, our team maintained its focus on safety and sustainable forest management. With the pandemic adversely impacting so many British Columbians, including Indigenous, rural and remote communities in our operating area, we stepped up our community giving and support.

This report provides an overview of progress on our sustainability goals. Sustainability is at the core of what we do. It permeates every aspect of our business. It starts with keeping people safe. It ensures that the working forest is managed as an asset for today and future generations. It is underpinned by strong, lasting partnerships with First Nations and communities. By taking this approach, we can be proud of what we accomplished and how we got there.

Our primary focus on safety is reflected in the 28% reduction of workplace injuries over the last three years. We are committed to keeping the thousands of people that work for us safe every day. Nothing is more important.

We were honoured to be recognized as one of BC's Top Employers. The award highlighted our commitment to First Nations partnerships, non-hierarchical workplace culture, dedication to community involvement and sustainability, and employee benefits. We progressed our diversity, equity, and inclusion strategy with a goal to fully reflect the diversity of our communities and foster a workplace environment where everyone can bring their whole, authentic self.

We continue to work with First Nations to build capacity by investing in scholarships and training programs and establishing the Mosaic Forest Management Award in Indigenous Language Revitalization at the University of Victoria. We are also proud to help revive traditional languages by supporting the Raven FM 100.7, the First Indigenous radio station on the coast.

With the pandemic, our support for local communities grew again. We donated \$540,000 to community organizations in 2021 – up from \$345,000 in 2020 and \$250,000 in 2019. Our support went to more than 70 organizations across Coastal British Columbia.

As we published this report, we announced the BigCoast Forest Climate Initiative that brings high-quality, large-scale, nature-based carbon credits to a growing international market. The initiative generates economic value, contributes to the global effort to reduce carbon emissions, and benefits our local partners at the Indigenous Protected and Conserved Areas Innovation Program and the Pacific Salmon Foundation.

All the accomplishments outlined in the report were made possible by the dedication of our talented employees and contractor workforce. My sincere appreciation to all our employees, contractors, and partners for your unwavering commitment to sustainability.

– **Jeff Zweig**, 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 2021

—
Achieved a medical incident rate of 1.58 on 2.6 million person hours worked, representing a 28% reduction over 3 years.

—

Recognized as one of BC's Top Employers.

—

Planted 7.9 million seedlings.

—

Secured certification of Mosaic's carbon footprint by the UK's Carbon Trust.

—

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

- **Reduced on-site burning of woody debris by a further 3%, for a total reduction of over 29% since 2018.**
- **Announced the trial of the world's first electric log trucks.**

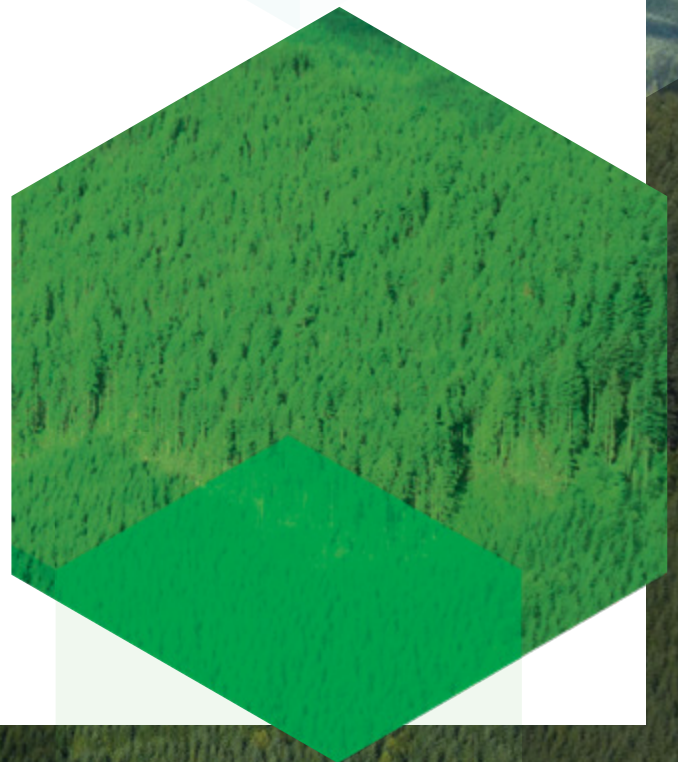
Donated \$540,000 to community organizations across Coastal BC.

—

Invested \$127,550 in First Nations scholarships and training programs.

—

Successfully protected our working forest through the heat dome by containing total wildfires to less than 100 hectares lost.





Safety

Safety is Mosaic's number one priority. Our greatest asset is our people – our employees and contractors who make it happen every day. We are committed to ensuring everyone goes home safely.

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

- 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



2021 ACHIEVEMENTS

- Continued reduction of the medical incident rate (MIR) to 1.58 on 2.6 million person hours worked, a decrease of 28% since 2019.
- Dramatically reduced log truck rollovers through automated speed controls and driver training.
- Successful Electronic Stability Control system pilot on logging trucks to further reduce rollovers, a first in BC.

2022 COMMITMENTS

- Reduce the medical incident rate by a further 10%.
- Improve safety culture through a new behavioural initiative (SafeStart program).
- Deploy Electronic Stability Control system across the fleet over the next five years.



Recognizing and celebrating safety accomplishments

Mosaic recognized our contractors who demonstrated outstanding leadership in safety, environmental performance, Indigenous relations, diversity and inclusion, and quality. In 2021, we celebrated nine Vancouver Island contractors for going above and beyond.

Wahkash Contracting Ltd. of Campbell River has been working in some of the BC coast's most remote locations since 1983. They won the Indigenous Relations Leadership award for their constant efforts to build positive, long-lasting relationships and true mutual benefits with First Nations. One example is their partnership with the 'Namgis First Nation to run the North Island Chipping Station in Beaver Cove.

Indigenous-owned and operated Roga Contracting, which harvests in the Ash River area in partnership with the local Tseshaht First Nation, was awarded Indigenous Business of the Year. They put safety at the forefront when operations resumed after COVID-19 challenges.

CONTRACTORS RECOGNIZED FOR OUTSTANDING SAFETY ACHIEVEMENTS:

Longstanding Safety Performance
Jordan River Logging Ltd., Chemainus

Excellent Safety Culture & Innovation
Coastline Forestry Group Inc., Duncan

Crew Safety Champion
Laura Gilbert, ProFor Consulting Ltd., Nanaimo

Crew Safety Champion
Mazio Battistuz, Nanoose Bay

Excellent Environmental Performance
Buffalo Pitts Contracting Ltd., Duncan

Indigenous Relations Leadership
Wahkash Contracting Ltd., Campbell River

Excellence in Diversity & Inclusion
Log Specific Contracting Ltd., Chemainus

Indigenous Business of the Year
Roga Contracting Ltd., Kamloops

Leadership in Log Quality
Jordan River Logging Ltd., Chemainus



INNOVATING TO IMPROVE WORKER AND COMMUNITY SAFETY

New technology played a critical role in boosting safety at Mosaic in 2021 – and the work done will serve as the foundation for even more improvements in the future.

First was the Electronic Stability Control system pilot on log hauling rigs. The highly-sophisticated system of sensors can decelerate and brake differentially on each wheel to maintain stability – many times per second in a way that a human never could. System reports provide feedback to the drivers to review where trouble spots may be on the roads that are prone to causing rollovers. The pilot proved valuable. All new vehicles are now equipped with the system, and contractors are supported to adopt the technology.

Electronic Stability Control, together with telematics (speed control), cameras, and other technologies, are substantially helping to decrease the risk of safety incidents.

PROXIMITY SENSORS GUIDING SAFER OPERATIONS

The forest industry's operating environment is filled with heavy equipment with challenging sightlines – trucks, cranes, loaders and ships. The most vulnerable part of the equation is the people working on the ground in and around this equipment.

Protecting these workers is precisely why a proximity system has been set up across all of Mosaic's sort yards and logistic facilities. Every person working on the ground wears a proximity sensor. If a vehicle or machine comes in close proximity, a warning alerts the driver that a person is nearby – a person they may not be able to see from their cab.

The risk of working close to water is also reduced with the person-overboard technology now in place. An alert is sounded if someone ends up in the water, which vastly shortens rescue times and the risk of fatalities.





MOSAIC

FOREST MANAGEMENT

Timberland Manager for



Our People



Our people are the heart of our success at Mosaic. We were honoured to be recognized as one of BC's Top Employers for our workplace culture, dedication to community involvement and sustainability, and employee benefits and communications.

As a company built on more than a century of successful and sustainable forestry operations, the recognition reflects Mosaic's efforts to leverage best practices and policies with a compensation framework and well-being programs that benefit every employee.

Being one of the BC's Top Employers is doubly rewarding because it included efforts during the global pandemic to ensure team members were safe and supported. At the same time, the company continued operating safely throughout the pandemic as an essential service in BC.

It recognizes a workforce and corporate culture dedicated to achieving positive economic, social, and sustainability outcomes from the working forest.

2021 ACHIEVEMENTS

- **Recognized as one of BC's Top Employers**, just three years following affiliation.
- **Progressed diversity, equity and inclusion strategy in 2021**, with 40% of employees being women and 4.7% were Indigenous, which was aligned with the regional population.

2022 COMMITMENTS

- **Continue to advance gender parity.**
- **Continue to promote and develop women** to higher levels in the organization.
- **Increase measures of inclusion and engagement.**
- **Employ a learning management system** for employee training and professional development opportunities.



Connecting everyone with diversity, equity and inclusion

Mosaic moved forward in its diversity, equity, and inclusion journey with the rollout of the new company strategy to all employees. The heart of the strategy is a belief in creating a workplace where everyone feels they belong and can contribute their whole, authentic self to help achieve Mosaic's strategic goals.

In June, Mosaic hosted board members Dana Hayden and Mary Jordan at an employee town hall to share their career stories, experiences, and perspectives on the importance of diversity, equity, and inclusion.

Mosaic marked Canada's first National Day for Truth and Reconciliation on September 30 by bringing together staff, contractor partners and their families to learn about the day's importance from nurse, educator, and residential school

survivor Dr. Evelyn Voyageur. A recognized leader in the transformation of Indigenous health care, Dr. Voyageur shared her story and her work with the Indian Residential School Society to help survivors heal from the trauma they experienced.

Mosaic also entered a three-year partnership with the Canadian Centre for Diversity & Inclusion (CCDI), which gives all employees access to a library of resources and information.

"It is clear that every team member at Mosaic can play a large role in helping build our culture of diversity, equity, and inclusion. All of us will feel the benefits of that."

- Michelle Nagy
Log Purchaser



PROJECT LEARNING TREE SHINES A LIGHT ON MOSAIC'S INDIGENOUS PARTNERSHIPS

Mosaic's efforts to build lasting partnerships and a dedication to reconciliation were highlighted in 2021 in a profile of Mosaic's Ken Price by Project Learning Tree. That organization connects young professionals with experienced mentors and careers in forestry and environmental management.

Ken is building on close to three decades with the company. He's done a wide range of jobs over the years – GIS analyst, Log Buyer, and now the Manager of Partnerships. A K'omoks First Nation member, he works to build connections and partnerships with the 46 First Nations territories overlapping Mosaic's operations.

His efforts helped Mosaic earn its Progressive Aboriginal Relations Silver-level certification through the Canadian Council for Aboriginal Business. This certification signifies Mosaic as a good partner committed to Indigenous community prosperity.

"I have had the opportunity to learn a lot about culture, and then I've been able to instill that understanding of culture from our board level to our executive, through to every single staff person within our company and the contractors. We then use that appreciation of culture to try to build business."

- Ken Price
Manager of Partnerships



Second Annual Citizen of the Year Award

It started with socks for Mosaic's 2021 Citizen of the Year, Chris Vukovic, who was recognized for his efforts in helping feed those facing challenges in Nanaimo. At a birthday party for his sons 15 years ago, socks were collected to help those facing homelessness.

Since then, he and his family got involved with the John Howard Society and their meal programs offered through the Nanaimo 7-10 Club. Chris and his family went from serving meals to coordinating the program – and keeping it going through the two years of challenges from COVID-19. The solution was a pivot from sit down to takeaway hot breakfasts.

Chris directed the \$2,500 donation that comes with the award to the Nanaimo 7-10 Club Society.

"If you have the time, absolutely volunteer at something. You can look online for ways you can help – and your community, and you will both feel the benefits."

- Chris Vukovic
Contract Manager for
South Island Operations
and Mosaic 2021 Citizen of the Year



Mosaic's 2021 Summer Students



"I look forward to applying what I have learned in the future of my forestry career."

- Kyle Habkirk
Engineering Summer Student





“Working as a summer student at Mosaic has been the most rewarding professional experience I’ve had thus far! I’ve gained an incredible amount of confidence in my field work.”

- Lorry Mackay
Engineering Summer Student





Environmental Leadership

Looking after the environment is critical for the future of our business, our communities, and our planet. It's why we operate with science-based decision making and why we have pursued third-party certification like the Sustainable Forestry Initiative® Forest Management Standard, and secured certification of our organizational carbon footprint by the Carbon Trust.

2021 ACHIEVEMENTS

- **Achieved Scope 1, 2 and selected Scope 3 carbon footprint certification** by the UK's Carbon Trust.
- **Planted 7.9 million seedlings**, all within 12 months of harvest.
- **Piloted reforestation with seedlings using drones** to test their effectiveness.
- **Acquired drones and piloted their use in Mosaic's wildlife team** to assess wildlife habitat conditions.
- **Supported community science and local university-led research on changing climate and watersheds.**
- **Implemented a restoration project in sensitive Coastal Douglas-fir ecosystem areas by removing invasive plants.** This was done in partnership with the Ministry of Forests, Lands, Natural Resource Operations and Rural Development, and local stewards.
- **Supported a collaborative project led by the BC Conservation Foundation** to stabilize banks in the Englishman River with large logs and boulders. The work will reduce sedimentation and support healthy fish populations in this important habitat.
- **26 fires successfully extinguished with less than 100 hectares of standing timber lost.**

- **Improved engineering standards and science-based watershed management resulted in no major environmental incidents** from BC's record weather in 2021.

On Track to be Carbon Net-zero in 2035

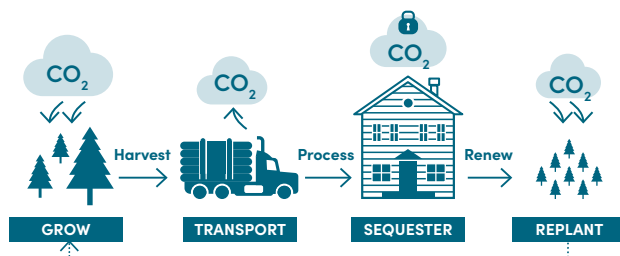
Healthy forests and a healthy climate are key to the long-term success of Mosaic. Our daily operations are focused on sustainable forest management practices from harvest to new growth.

Our forests play an essential role in climate change mitigation, with more than 650 million trees growing and capturing carbon. In 2021, we took strides to reduce our carbon footprint.

We also introduced electric vehicles into our fleet, with hybrid Ford pickups arriving in 2022 and pre-ordered new fully electric pickups in 2022. Mosaic took its first steps to secure electric semi-trucks in log hauling, paving the way to further reduce emissions.

A partnership with the Regional District of Nanaimo is helping complete the carbon cycle – biosolids from their treatment plant will be used on 3,000 hectares of Mosaic private lands, diverting waste from landfills, and using it to improve soil productivity. Faster growing trees mean more carbon capture in the forests.

HOW FORESTS SEQUESTER CARBON



Researching the next step in weather monitoring

Weather plays a critical role in our timberlands' health and in the communities we work. It's crucial to understand what will happen so we can be prepared.

That's why a collaborative internship with Mosaic and the University of Victoria, funded by Mitacs, an organization that works to connect academic research to industrial innovation, was conceived. PhD candidate Ben Paquette-Struger under the guidance of his supervising professor David Atkinson has worked to help Mosaic integrate a variety of climate and weather monitoring into its decision making for day-to-day operations. The goal is to help Mosaic make more informed operational decisions better and earlier.

The research has put a special focus on snow and ice in the high-alpine and investigating the impact rain can have on them – and the resulting water flows. The timing for the overall research captured the summer drought conditions and the record setting atmospheric rivers in 2021.

The research will enable Mosaic to better manage impacts on the land base with more intense weather events due to climate change. Paquette-Struger's work through Mosaic's internship program will form a chapter in his PhD theses and see eventual peer-reviewed publication.

“Mosaic has been so willing to engage with and integrate the impact of climate on their operations. They want to know how it will be looking in the years to come.”

- Ben Paquette-Struger
Intern



REDUCING THE IMPACTS OF ANNUAL BURNING

Burning wood waste to reduce fire hazards is a long-standing strategy in forest management in every part of British Columbia. Mosaic is finding ways to minimize residue burning – a vital step in Mosaic becoming net-zero by 2035.

Mosaic is testing a new wood chipping system, the first of its kind on the BC Coast, that allows post-harvest residue to be dispersed across a harvest unit. This technology reduces our carbon footprint, improves air quality and ensures areas can be effectively reforested.

2022 COMMITMENTS

- **Introduce a high-quality nature-based carbon credit initiative** to support Mosaic's net-zero goal by 2035.
- **Reduce carbon intensity by 5% to further support Mosaic's net-zero goal by 2035.**
- **Re-certify to Sustainable Forestry Initiative's new Forest Management Standard**, which includes new objectives for Fire Resilience and Climate Smart Forestry.





Indigenous Partnerships

Mosaic Forest Management recognizes and respects the rights of Indigenous Peoples. Mosaic was the first forestry company in BC to achieve Progressive Aboriginal Relations Certification from the Canadian Council for Aboriginal Business. We are neighbours, and in some cases business partners, working closely with 27 First Nations on BC's Coast and have formalized memorandums of understanding with 15 Coastal First Nations.

2021 ACHIEVEMENTS

- **Expanded the First Nations Fibre Sourcing Program**, which supported Indigenous businesses, licence holders and forest owners in securing strong values for their products.
- **Invested \$127,550 in First Nations scholarships and training programs.**
- **In partnership with the First Nations Forestry Council, Mosaic sponsored a student** and will provide employment in the summer of 2022.
- **Participated in the development of the new Sustainable Forestry Initiative standard that came into effect in 2022**, which enhances all SFI® program participant's requirements in recognizing the rights of Indigenous Peoples.
- **Established the Mosaic Forest Management Award in Indigenous Language Revitalization at the University of Victoria.** The three-year annual award starts in fall 2022 and supports undergraduate Indigenous language learners.

2022 COMMITMENTS

- **Increase Indigenous participation in the forest economy and building capacity** by increasing investment in First Nations contractors and employment by 10%.
- **Contribute to reconciliation** by working with Nations to build their land ownership.
- **Support Snuneymuxw First Nation and Mount Benson Forestry** through a broad range of forestry partnership initiatives within their territory.
- **Donate to Tsow-Tun Le Lum towards the construction of the Helping House.** This Indigenous Healing House provides culturally-based programs and services to residential school survivors, their families, and communities across British Columbia.
- **Donate to the Pacheedaht Raven Hut, which brings valuable cultural wellness to community members** by having a place to develop and mentor traditional arts.
- **Donate to supply furnishings** to the Gathering Place at North Island College's Campbell River campus.
- **Locate, coordinate and access large cultural cedar for First Nations.**
- **Assist the Haida in repatriating poles back to the traditional territory.**
- **Donate cultural log to the Ts'uubbaa-asatx First Nation** for a totem pole at the entrance of the nation's development. The artist will be Joshua Watt.



Getting the word out on Indigenous languages

The Raven FM 100.7 radio station is owned and operated through Homalco First Nation's Aupe Cultural Enhancement Society (ACES). Station profits are targeted to the mission of ACES – dealing with the impacts of residential schools by helping elders, youth, culture, and health.

It is Vancouver Island's only country radio station – something that connects with many listeners, young and old. Chief Darren Blaney of the Homalco First Nation said even his granddaughter's friends think it's cool that he helped start the station with the music they like.

The station delivers a mix of music, local news, and community programming that covers an area that includes Campbell River, Courtenay, Comox, Nanaimo and part of the Sunshine Coast. Programming is done in English and K'ómoks and features other Homalco/K'ómoks/Tla'amin cultural and language programming.

Mosaic has partnered with the radio station since it hit the airwaves in 2019. Mosaic sponsors the "éy7á7juuthem" or "Language of our People" word of the day. The ancestral tongue of the Homalco, Tla'amin, Klahoose and K'ómoks First Nations, with dialectic differences in each community, a new "éy7á7juuthem" word is shared in context to help expose Indigenous and non-Indigenous people alike to the local language and history, often voiced by elders from the community.

The word of the day is available at theraven.fm/language-and-culture/

"There's a lot of pride. So many people are talking to me about the word of the day. Lots of people are connecting to it, and the elders are pleased to hear themselves."

- Chief Darren Blaney
Homalco First Nation





Log and firewood donations to help First Nations communities

Mosaic supported a dozen local First Nations by donating more than \$42,000 worth of logs and firewood in 2021.

One of the most visible examples was a cedar log crafted into the new welcome totem pole in Nanaimo's Maffeo Sutton Park. The 15-metre pole created by Snuneymuxw carver Noel Brown carries special meaning as it re-establishes a presence at the ancient ancestral site of the Snuneymuxw people.

The base of the pole is a matriarch, then an orca, a bear, and capped with an eagle. The Snuneymuxw elders' council directed the pole's design, which serves as a reminder of the importance of women in the culture.

The welcome pole ceremony was held on the National Day for Truth and Reconciliation to bring awareness to honour and remember residential school survivors and their families. Snuneymuxw Chief Michael Wyse said, "Despite this and the intergenerational impact, our people are incredibly resilient and strong to persevere through generations and stand tall and open to live together harmoniously."



Haida-owned North Pacific Timber making a difference

Since it was founded six years ago, North Pacific Timber has been working on a big goal on Haida Gwaii – working towards having high quality secondary manufacturing produced for global markets, much like what was happening more than a century ago.

The Haida-owned company does the kind of selective logging and stakeholder relations that means they were able to harvest in the watershed of Queen Charlotte City – a watershed in the community's backyard.

The recovery harvesting – either blowdown or post-harvest – done by North Pacific Timber brings multiple benefits. Knowledge and skills for adding value to the timber are being re-established locally. Recovery harvesting captures the fibre left behind that would otherwise decay and emit CO₂ immediately. Instead, each recovered log is turned into a long-lived wood product that stores carbon for decades in service.

Moreover, this local mill keeps local people employed while using the fibre to fulfil speciality markets and the dimensional lumber needed on Haida Gwaii.

“Recovery harvesting on Mosaic lands means our mill can stay up and running all the time, keeping full-time jobs and four families and our community supported.”

– Danny Robertson
Business Manager, North Pacific Timber



THE INDIGENOUS INTERN LEADERSHIP PROGRAM

The Indigenous Intern Leadership Program is a joint initiative of the Business Council of British Columbia, the British Columbia Assembly of First Nations and Vancouver Island University and participating private sector leaders, that pairs Indigenous learners with internships to gain experience and accelerate their career development.



ZAK MIKO
CURRENT FIELD PLANNER
INTERN IN THE INDIGENOUS
INTERN LEADERSHIP PROGRAM

“My internship at Mosaic has been an incredible learning experience, and my supervisors focused on providing exposure and training in a huge diversity of professional practices. From learning how to plan at higher levels to fully engineering a harvest unit, this internship will help me become a more well-rounded forestry professional and better equip me to go back and help my community.”

- Hayden Leo
Former Intern in the Indigenous Intern Leadership Program



LEFT: RYAN FREDERICKSON
FORMER PARTNERSHIPS ASSISTANT INTERN AND
NOW PARTNERSHIPS & ACCESS COORDINATOR

RIGHT: HAYDEN LEO
FORMER FORESTER IN TRAINING INTERN WHO HAS
RETURNED TO HIS COMMUNITY AND ROLE AT LIL'WAT
FORESTRY VENTURES L.P. FOLLOWING HIS INTERNSHIP.



In the Community

Mosaic's business is built around the working forests on our lands. But we know that these lands also provide valuable recreational opportunities for our neighbours. While we manage access for safety reasons, we've been able to partner in more than 125 formal access agreements that allow the use of our lands for hiking, mountain biking, research, beekeeping, fishing, ATV use and other access requests.

This past year saw the launch of some exciting new partnerships. Our agreement with Arrowsmith Search and Rescue (ASAR) provides important opportunities for training and rescues within Arrowsmith Search and Rescue's response area. One riverside rope rescue training session has already been held, and the information sharing and overall partnership between Mosaic and ASAR will improve the efficiency of SAR activities when they take place on Mosaic managed lands.

“The ability to conduct crew training and practice scenarios in the areas where rescues will occur is invaluable. To be certified by Arrowsmith Search and Rescue, volunteers must undergo extensive training in skills including rope rescue, water safety, navigation, overnight survival, and wilderness first aid. We are very pleased to have Mosaic's support with maps and local knowledge to carry out these important training and rescue initiatives on Mosaic lands.”

- Nick Rivers, Vice President
Arrowsmith Search and Rescue

Mosaic teamed up with the new Vancouver Island Gravel Series that held a trio of gravel road bike races in the late summer and fall – the Mid Island Velo Association Unpaved in Nanoose Bay, the Forbidden Gravel Experience near Comox Lake, and the Burnt Bridge Classic in Duncan. Riders in these tough races take on beautiful and challenging terrain, including on private Mosaic lands.

More than 1,000 hectares of Mosaic lands in the Cowichan Lake area is now open to non-motorized recreational use under a new agreement with the Cowichan Lake Trail Blazers Society. Biking and hiking will take place on a series of trails planned, built, and maintained by the club.



BURNT BRIDGE CLASSIC 2021
PHOTO: JAY WALLACE

Collaboration creates new campground on Mosaic lands

Mosaic built on its commitment to expand recreational access on its private lands by establishing its fourteenth not-for-profit campground.

Located on Loon Lake near Port Alberni, the campground will be called “ᑕᑦᐱᐱ ᑲᑦᐱᑦᐱ ᑲᑦᐱᑦᐱ” (ah-uk aah-ma ka-niss), a name given to it by the Hupačasath First Nation. It translates to 'lake loon camp and rest area' in their language.

Slated to open in Spring 2022, the campground will have 27 campsites on the stocked fishing lake. It will give visitors to the Alberni Valley a chance to explore wild places, learn about the culture of Indigenous nations, and connect safely with family and friends.

“We value Mosaic recognizing Hupačasath ha'houlthee (traditional territories) and the importance of our culture. We look forward to continue working together to explore more opportunities to benefit our people.”

- Elected Chief Brandy Lauder
Hupačasath First Nation.



VIEW OF MOUNT ARROWSMITH
FROM THE NEW LOON LAKE CAMPGROUND

2021 ACHIEVEMENTS

- **Worked with public agencies in the Alberni Valley to initiate a pilot for an open public access corridor through our private road network** to access Scout Beach and Lowry Lake, both popular public recreation sites. The pilot is scheduled to commence in 2022 and will evaluate safety and other forest risks like dumping, unsanctioned campfires, and theft. The results will be used to inform future extended access opportunities.
- **Established a new mountain biking area in Lake Cowichan** in partnership with the Cowichan Lake Trailblazers.
- **Began construction on a new Mosaic campground at Loon Lake near Port Alberni**, which will be the fourteenth not-for-profit campground on Mosaic private lands.
- **Partnered with Arrowsmith Search and Rescue** to increase support for Search and Rescue operations active on Mosaic lands.

2022 COMMITMENTS

- **Launch a community clean up initiative** with the Comox Valley Regional District and Vancouver Island communities on World Earth Day on April 22.
- **Reinvest any illegal dumping savings** into community environmental programs.
- **Complete construction of the Loon Lake/Łaʔuk ʔaama kanis 27-site campground** and open to the public.
- **Build partnerships with all Search and Rescue organizations that work near us**, providing data, access and training opportunities through formal agreements.

Volunteers Help Trash Illegal Dumping on Earth Day 2021

Mosaic's Illegal Dumping Cleanup pilot for Earth Day 2021 brought together volunteers to tackle garbage abandoned in our managed forests.

Mosaic teamed up with dozens of volunteers and key organizers, including Stephanie Valdal from the Comox Valley Regional District, Dave Judson of the Ladysmith Sportsman Club, James Barth of Stop Comox Strathcona Illegal Dumping, and Tim Cowan of the Rotary Club of Comox.

Volunteers picked up cars, couches, and everything in between to get rid of illegally dumped garbage. In 2021, Mosaic spent more than \$80,000 on illegal dumping cleanup. The cost is more than financial – garbage abandoned in forested areas can impact wildlife and sensitive areas. Mosaic also partnered with the Nanaimo Mountain Bike Club on BC Trails Day to clean up illegally dumped garbage from the private forest lands the club manages through a trails access agreement.

A big thank you to all those who have done their part to pick up and bring out trash from forested lands across Vancouver Island!



Supporting our Communities

Giving back to the communities where we live, work and play is a core value at Mosaic. In 2021, Mosaic donated over \$540,000 to community organizations across Coastal BC.

Mosaic's largest support of \$240,000 in 2021 went to sustainability efforts by the Pacific Salmon Foundation and the Marmot Recovery Foundation – both of which have extensive activities on or near our lands.

Another \$127,550 was invested in First Nations Scholarships and Training programs like the Ditidaht Literacy Camp.

Mosaic also matched employee donations to the United Way and two Red Cross appeals in 2021 – the first for those impacted by wildfires in the summer and the second for those hit hard by the flooding and landslides that shut down BC highways near the end of the year.

“Donations, like the one made by Mosaic, go towards purchasing food items for over 400 students, five days a week.”

– **Melody Burton**
Breakfast Club Coordinator,
Alberni District Secondary School

In December, Mosaic's annual Season of Giving saw \$37,000 dedicated to community organizations helping fight hunger. It increased from the year before from \$30,000 and expanded to additional communities of Haida Gwaii, Powell River, Quadra Island, Port Renfrew, Ucluelet, Bamfield, Comox Valley, Port Hardy, and Port McNeill. Contributions went to:

- Bamfield Community School food program
- Cheslakees Elementary School (Port Hardy)
- Comox Valley Food Bank
- Cowichan Lake Community Services
- Cowichan Valley Basket Society
- Food Bank on the Edge (Ucluelet)
- Knights of Columbus Christmas Hamper
- Lake Cowichan 50+ Activity Centre
- Lake Cowichan School food program
- Meals on Wheels Sooke
- North Island Secondary school food program
- Nourish Cowichan
- Palsson School food program (Lake Cowichan)
- Penfield Elementary
- Port Alberni Shelter Society
- Port Hardy Secondary school food program
- Powell River Food Bank
- Quadra Food Bank through Quadra Island Recreation Society
- School District 70 food program (Alberni)
- SD 72 school food program
- Sooke Food Bank Society
- Sunset School (Port Hardy)
- The Great Toy Drive (Nanaimo)
- The Salvation Army



A wide variety of organizations received support from Mosaic in either goods or funds. Supported organizations included:

- 1st Lake Cowichan Scouts
- Arrowsmith Agricultural Association
- Arrowsmith Search & Rescue
- Campbell River and North Island Transition Society
- Campbell River Meals on Wheels
- Campbell River Special Olympic
- Canadian Institute of Forestry
- Chemainus Secondary School
- Children's Heart Network of BC Society
- Comox Valley Healthcare Foundation
- Cortes Island Fire Fighting Association
- Cowichan District Hospital Foundation
- Cowichan Lake Community Services
- Cowichan Lake Trail Blazers Society
- Cowichan Valley Basket Society
- Cowichan Valley Regional District
- Cowichan Watershed Society
- Food Bank on the Edge (Ucluelet)
- Forest Circle Society for Families
- Forest Nursery Association of British Columbia
- Forests Without Borders
- Invasive Species Council of BC
- Island Corridor Foundation
- Island Crisis Care Society
- Island Prostate Centre
- Knights of Columbus Community Christmas Hamper Fund
- Lake Cowichan School
- MARS Wildlife Rescue Centre
- Nanaimo & District Hospital Foundation
- Nanaimo Community Hospice Society



“Thank you Mosaic for your donation for our raingear that is keeping us dry!”

– Chelsea Badger
Grade 1/2 Teacher, School District 72

- Nanaimo Science & Sustainability Society
- Nourish Cowichan
- Palsson School
- Penfield Elementary
- Port Alberni Shelter Society
- Powell River Salmon Society
- Powell River Search and Rescue
- School District 72
- Thornton Creek Enhancement Society
- Truck Loggers Association
- United Riders of Cumberland Association
- Vancouver Art Gallery
- Victoria Association for Community Living
- Wisteria Community Association

Community organizations with a project or event they would like Mosaic to consider for funding can complete the Donation & Sponsorship Request Form online at [MosaicForests.com/Donations-and-Sponsorships-application](https://www.MosaicForests.com/Donations-and-Sponsorships-application).

Campsite Photo Contest

Swimming, fishing, paddling and stunning views were just some of the unique summer memories captured in the 2021 Mosaic Campsite Photo Contest.

Contest winners **Kevin Giran**, **Beverly Murdock**, and **Shauna Black** each won one week of camping at any combination of Mosaic's 14 campgrounds with their winning entries.

KEVIN GIRAN
STAFF CHOICE
KIDS HAVING FUN
IN COOMBS



BEVERLY MURDOCK
PEOPLE'S CHOICE
SUNSET



SHAUNA BLACK
STAFF CHOICE
NIGHT SKY





Responsible Stewardship: At the Heart of our Business

MosaicForests.com |     

Progressive
Aboriginal
RELATIONS

**SILVER
LEVEL**



Canadian Council for
Aboriginal Business 