



# 2023 PRIME FOREST PRODUCTS STAKEHOLDER REPORT

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# Note from the President & Sustainability Director



**Brad Rodakowski**  
President

**Terree Rodakowski**  
Sustainability Director

Sustainability is not enough. We must regenerate. We are sustaining a world out of balance. We must repair and heal the damage that has been done. Making business decisions while considering sustainability and regeneration is not just about feeling good, it's a real understanding that these decisions are important for the health and success of the next generations.

At Prime Forest, our sustainability/regeneration efforts take many forms. First and foremost, we have taken development of our sustainability/regeneration strategy seriously. In 2023 we took a deep look into where and how to invest our resources and where to build systems to maximize our impacts for both people and planet. This has translated into an impressive sustainability consciousness culture within the "Prime Teams" both personally and professionally.

Environmentally, we have committed to planting twice as many trees as the amount we have harvested since Prime Forest's founding in June 2012. By spring 2024 we will have contributed to planting over 130,000 trees while consciously regenerating the land where these trees are planted, sequestering carbon, returning water cycles and biodiversity.

We strive to minimize climate emissions at our office by consuming 100% renewable electricity and using heat pumps for cooling and heating.

Sourcing wood from sustainably and/or certified managed forests is an area of growth within the company. We are learning how to track the life cycles in our supply chains which educate us on the choices we can make to benefit the environment and people.

At the heart of Prime Forest's mission is a dedicated commitment to building meaningful relationships with indigenous communities. We firmly believe in ethical, trust-based partnerships that create win-win solutions for indigenous communities, as well as our customers. This approach extends beyond mere transactions; it embodies a deep understanding of the unique needs of each indigenous community. In essence, our vision encompasses a mutually beneficial coexistence where indigenous wisdom is both honored and acted upon as an invaluable asset in our journey toward a more sustainable and equitable future.

We look forward to the continued evolution of our sustainability management, enabling us to deliver more responsibly sourced products, cultivate an aware culture, and regenerate the health of our planet and communities as we do so.

# 2023 HIGHLIGHTS

**44,769**

Trees planted

**4<sup>th</sup> YEAR**

Responding to CDP climate questionnaire

**100%**

Renewable energy consumption in our direct operations

**SPTi**

Target validation

**43%**

Purchased certified wood

**4<sup>th</sup> YEAR**

GHG Emissions Accounting

**286**

Hours of training for the Prime Forest team

**250 lbs.**

Vegetables harvested in our community garden

# SUSTAINABILITY

## For People

### Who We Are

Prime Forest Products is a people-first, resourceful, and innovative company.

We are a family-owned, secondary manufacturer of high-grade softwoods; headquartered in Beaverton, Oregon. We value our relationships with stakeholders, including our customers, suppliers, vendors and our Prime Teams.

The importance of sustainability in action is directly related to the well-being of all people, as well as of the planet for generations to come. For this reason, sustainability has evolved in our company, including a four year journey of learning and adapting to what this means in business, as well as personally.

Prime ownership and leadership have made a commitment to changing the “business as usual” model within the remanufacturing industry. Conscious business decisions now include many new levels of consideration before being put into action. The leadership team has full oversight of the sustainability initiatives and has provided full support to our sustainability department.



# SUSTAINABILITY

## For People

### What Sustainability Means To Us

The Prime Forest teams are deeply immersed in sustainability activities, including training, planning, data collection, and carrying out responsibilities for sustainability targets and goals. Below you can see examples of how this involvement has impacted our teams and what sustainability means to them.

“Sustainability is about making conscious decisions to protect the environment and improve everyone’s quality of life. It’s about making sure we have a future of sustainable resources available for the generations to come. It’s something that sets us apart from other companies. For example, we will make a conscious decision to wait to ship wood until we have a full truck. This means more efficiencies for the company, at the mill, for truckers, as well as fewer emissions into the environment. It’s choosing to do the right thing even though it’s not always the easiest thing to do at that moment.”

- Lukas Rodakowski

“Long-Term viability of humanity, as well as of planet earth.”

- Terree Rodakowski

“Lowering my personal usage footprint by conserving resources and reducing consumption.”

- Shelley

“Overall what sustainability means to me is recognizing the interconnectedness of the environment, social, and economic factors at play and striving to balance them. I feel sustainability is not only about minimizing harm but also actively contributing to make the world and environment a better place.”

- Mark

“Self Sufficient, Going-Concern, Responsible.”

- Dan

“Becoming conscientious of how I can make a difference in my “little bubble” when it pertains to my carbon footprint.”

- Tami

“Practices that balance the health of an environment.”

- Brooke



## OUR SUSTAINABILITY PILLARS

### PROMOTING CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

### SUPPORTING HEALTHY FORESTS

Replenish forests to increase trees count, water quality and biodiversity.

### CONNECTING WITH OUR COMMUNITY

Engage with forest communities, and support local economies.

### VALUING INDIGENOUS CULTURE

Engage with indigenous people to support their cultural heritage.

Between 2021 and 2023 we challenged ourselves to level up our sustainability through a series of strategy-setting exercises. The first step was conducting a materiality assessment to identify our material topics. “Material” denotes the sustainability action areas that are most important for our company because of their relevancy and our ability to impact change.

The assessment was conducted by a third-party who based the analysis on extensive interviews with our internal and external stakeholders, as well as scientific research from established institutions and reporting frameworks.

Prime Forest’s most material topics include addressing topics that can maximize positive impacts and reduce negative impacts related to (1) GHG Emissions (2) Depletion of Renewable Resources

(3) Local Communities and (4) Indigenous People. This provided the foundation for our sustainability strategy and related actions.

After much discussion about what efforts can maximize our impact while meeting market demands, we developed the Sustainability Pillars and Objectives to guide our efforts.

Each of these pillars and their respective objectives are achieved by specific initiatives that are discussed throughout the rest of this report. We are so grateful to our leadership team who firmly support these efforts and invest their own time on a regular basis to help shape and evaluate their effectiveness and success.

# PROMOTING Climate Action

Taking urgent action to combat climate change and its impacts is our main objective regarding Climate Action.

Climate is the main driver of our sustainability strategy, which focuses on measuring, evaluating and tackling emissions reduction initiatives.

We are proud of all the climate accomplishments we have had over the past four years. It has been a deep learning process that has provided us with insights on how we can transform our business to meet our customers' demands while also regenerating our planet and people.

One of our greatest moments came in Q4-2022 when we had our official greenhouse gas reduction targets accepted by the Science-Based Targets Initiative (SBTi). The SBTi is a collaboration between CDP (previously the Carbon Disclosure Project), the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wildlife Fund for Nature (WWF).

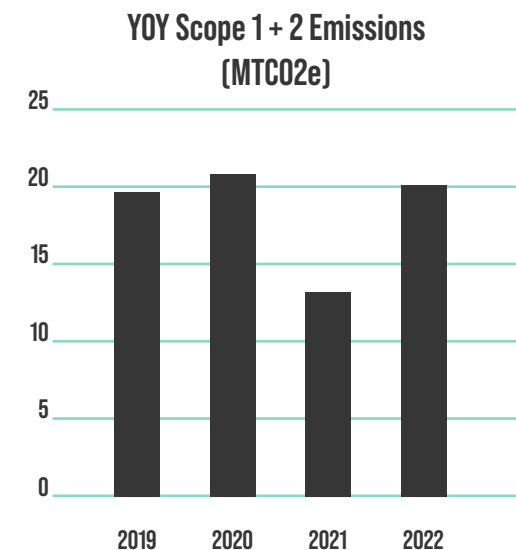
We are also honored to be one of 11,000 global companies to participate, report, and publicly disclose, for the fourth consecutive year, climate data to CDP.



## Scope 1 & 2 Greenhouse Gas (GHG) Emissions

Scope 1 is represented by emissions released within the operational boundaries of the organization, it could be released by any type of fuel consumption by mobile and stationary sources, refrigerant systems, and others. Scope 2 is indirect emissions from the use of electricity within the organization's boundaries. Although energy is directly consumed by the reporting company, it's considered an indirect source because it's generated by a third-party entity (the energy supplier). In comparison with 2021, our 2022 emissions increased due to the acquisition of two new vehicles to attend to new business needs.

Prime Forest follows the international guidance methodology GHG Protocol, to calculate and report our GHG Emissions. Scope 1 and 2 sources are respectively the use of gasoline from the company's fleet and the electricity consumed in our office.



# PROMOTING Climate Action



## Achieving our Scope 1 & 2 Targets

Transitioning our vehicle fleet to hybrid/electric is key so Prime Forest can achieve its Scope 1 target. Consuming renewable energy is also another great factor and Prime Forest has already evolved and established a solid strategy for renewable energy procurement.

## Scope 3 - Value Chain Emissions

We have been calculating and improving all our Greenhouse Gas (GHG) Emissions since 2019. Special effort was made on some of the scope 3 categories that are most material to our business. Emissions associated with lumber manufacturing and transportation, both upstream and downstream, correspond to about 99% of our total Scope 3 emissions.

Our calculations are now more accurate because we have improved our data collection systems which enable more precise calculation methods and unlock the ability to calculate emissions from these sources using sophisticated databases. Our main goal for next year is to develop a Life Cycle Assessment (LCA) in partnership with one of our largest suppliers. This analysis will reveal additional environmental impacts of the lumber we purchase such as GHG emissions, water consumption and waste production.

## Renewable Energy

100% of our scope 2 emissions are neutralized with the purchase of Renewable Energy Credits (RECs). We have purchased RECs equivalent to our electricity usage since 2019. We make sure our RECs are third-party verified and support the development of renewable energy projects where clean energy is delivered to the North American power grid, which avoids carbon emissions from fossil fuel-based electricity.

As we continuously seek ways to enhance our climate performance, we have signed a power purchase agreement (PPA) with our local electricity provider to consume 100% renewable energy.

## Our Targets

In Q4-2022 our Science Based Targets were officially verified and published by the Science Based Targets Initiative (SBTi). As a Small and Medium Enterprise (SME), we committed to reducing our Scope 1 + 2 emissions by 42% by 2030 from a 2021 baseline year and continuously track and report our Scope 3 emissions. SMEs are required to submit targets to Scope 1 and 2 only and track and report scope 3 emissions, to learn more about this approach click [here](#). By the end of 2024, we will be updating our targets by submitting our FLAG (Forest, Land and Agriculture)-targets.

# SUPPORTING Healthy Forests

Replenish forests to increase tree counts, water quality and biodiversity.

Sustainable and regenerative management of our timberlands is the best approach to preserving natural ecosystems and biodiversity of our forests.

Read on to learn more about our key initiatives in this Pillar.

## Certified Wood & Responsible Land Management

Prime Forest takes forest management practices seriously, and responsible land management is an important criteria When selecting and growing supplier relationships. Currently, we certified sustainable wood from three different certification standards (1) [SFI](#) – Sustainable Forest Management One of Prime, (2) [PEFC](#) – Programme for the Endorsement of Forest Certification, and (3) [FSC](#) – Forest Stewardship Council.

Over the past five years, Prime Forest has purchased 43% of its total lumber as certified. Although our team works closely with our suppliers to verify that the wood is coming from responsibly managed lands, the certified wood gives more credibility in the markets.

We are developing a Certified Sustainable/ Verified Sustainable Lumber Program, wherein Prime Forest will increase its wood purchases from certified/verified sources within the next five years.

The goal is to achieve 80%+ volume of wood from certified/verified sources.

Responsible Land Management practices go beyond traceability. They also involve increasing and regenerating the resilience of the forests to maintain their natural ecosystem. By considering water quality, forest, wildlife and recreation as important ecological matters we partner with lumber suppliers that share these same values.

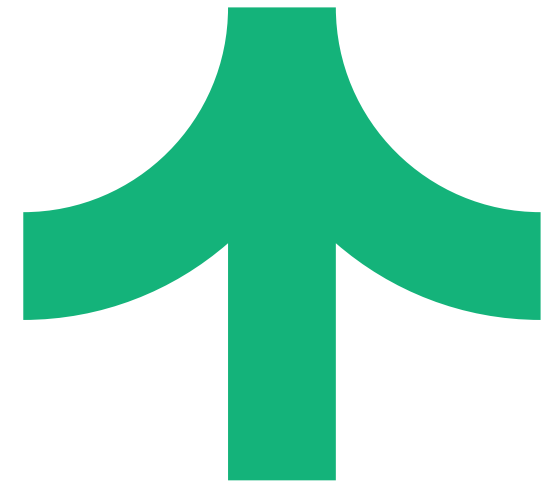
This pillar aligns with the Sustainability Development Goals from the United Nations



43%

Purchased certified wood in the last 5 years

# SUPPORTING Healthy Forests



## Reforestation

We carefully choose our reforestation projects, making sure that trees will be planted while natural ecosystems are being reestablished.

Our reforestation efforts started in 2020 in business partnership with the [One Tree Planted](#). The program goal is to plant two trees for each harvested tree. By partnering with One Tree Planted, we know these reforestation projects are credible, making sure that trees are planted while ecosystems are being reestablished.

Our plan is to continue supporting One Tree Planted until all trees harvested since the inception of the company have been replanted twice. All tree re-planting projects are closely monitored and managed for the biodiversity and health of the land, as well as the trees, and the projects also create job opportunities for the surrounding communities.

The reforestation projects we support encompass different geographies of the Pacific Northwest / East Coast, USA; and British Columbia, Canada. The Prime Teams and business partnerships have contributed to planting a total of 137,531 trees since 2020, and between 2022 to 2023 alone the number of planted trees increased by 13%.



WILL YOU HELP PLANT 1 TRILLION TREES?

Plant 1 tree by visiting [here](#).

Learn more about reforestation by watching [this video](#).



# SUPPORTING Healthy Forests

Replenish forests to increase tree counts, water quality and biodiversity.

# SUPPORTING Healthy Forests



## Your donation makes tree planting possible.

“We would not have been able to respond so quickly after the Holiday Farm Fire is it wasn’t for this program, especially with the large demands on staff during that time. It has helped us to leverage other funds to get many more plants in the ground than we would have been able to otherwise. This program has saved us so many times.”

-Daniel Dietz, Upper Willamette Soil and Water Conservation District

**Thank you for your support of the Fire Resilience Planting Fund!**



## Your donation makes tree planting possible.

“I don’t think I could express how valuable it has been in words. It has allowed us to do the meaningful work that we have goals to achieve and leverage other funds to get critical on the ground work done. I don’t think I could adequately express just how helpful this has been.”

-Lindsay McClary, Confederated Tribes of Grand Ronde

**Thank you for your support of the West Coast Tree Planting Fund!**



# CONNECTING With Community

Embedded within the foundation of our sustainability strategy is a profound commitment to social responsibility, a cornerstone in nurturing a culture of inclusivity and value throughout our supply chain. Our paramount focus revolves around prioritizing the well-being of not only our teams but also the communities and business partners integral to our operations. By placing a premium on creating an environment of respect, we seek to go beyond mere compliance and actively cultivate a sense of shared purpose and growth.

In this intricate web of social responsibility, our dedication unfolds across various dimensions. From championing the welfare of our workforce to fostering meaningful connections with the communities we touch and our valued business partners, we aspire to create a harmonious ecosystem where each stakeholder feels not only acknowledged but integral to the collective success we envision. This holistic approach underscores our belief that true sustainability and regeneration extend beyond environmental considerations, encompassing the intricate tapestry of human interactions and relationships that define the essence of our commitment.

This pillar aligns with the Sustainability Development Goals from the United Nations



Engage with forest communities, and support local economies.



# CONNECTING With Community

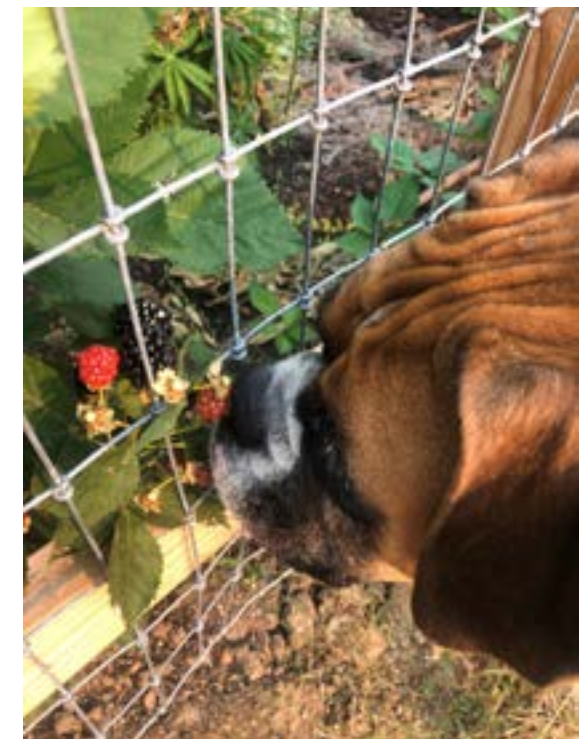
Engage with forest communities, and support local economies.

## Garden

Prime Forest has created a self-sustaining ecosystem community garden, in partnership [SymbiOp](#), with close to the office. All Prime teams benefit from the fresh organic produce by harvesting and taking the fruits and vegetables to their home. The garden was designed in spring of 2019 in response to providing healthy food, as well as atmosphere, in the work environment. The garden is built and maintained based on ancient knowledge about farming practices, called heritage farming, similar to what is called permaculture nowadays. The garden has about eight different layers of species, combining all of them together to create a self-sustained ecosystem. In heritage farming, each seed that is planted contributes to the growth of other species. "We make sure we don't use any chemicals like fertilizers or pesticides. Over 250 pounds of vegetables were harvested by the Prime teams in 2023 alone!"

250

Pounds harvested from our garden in 2023





# CONNECTING With Community

Engage with forest communities, and support local economies.

## Volunteering

In 2023, Prime Forest teams volunteered work hours for projects ranging from road clean up to the building of garden boxes for Portland State University. Please read below to find out a little bit more about the projects we supported in 2023.

### Road clean up

Adopt a Road initiative was started in Spring 2023 by Prime volunteer teams. Twice a year we gather volunteers for this project which helps remove trash from 2 miles of our local roads. Spring & Fall 2023 combine, the Prime teams collected 380 pounds of garbage from the roads!



### Sustainability Garden Boxes – Donation, Build and Installation for Portland State University (PSU)

In April 2023, Prime Forest teams sourced, built, and installed 18 Garden Boxes for PSU. These boxes, along with some fruit trees, provide 200 lbs of food each year to the Oregon Food Bank donated by PSU Sustainability Program. We worked side by side with the PSU students to tear down the old boxes and to install the new garden boxes.

### Prime Team Education, Wellbeing, and Strengths Training

Prime Forest believes in people first and the professional growth of the Prime Teams is extremely important for the group's success. We have reached 286 hours of employee's training; for example, trainings for Strength Assessments and how to communicate as a group more effectively, Sustainability Pillar strategy and training, as well as executive management and operations trainings to enhance our internal efficiencies.



# CONNECTING With Community

Engage with forest communities, and support local economies.

## Teambuilding

In addition to all our hard work, we make sure that we also sponsor team events to build camaraderie, skills, and learn to become better humans. Two teambuilding events really stood out this year.

In September 2023, we had a team training at [Starker Forests](#) to learn about what sustainable forest management looks like. This was a guided tour that provided education about sustainable forest management and the natural ecosystem of this region, as well as much needed opportunity to forest bathe!



In July 2022 part of our Prime Team went to Alaska for a disconnect from work and reconnect with nature. Stories were told, fish were caught, late nights were had around the campfire.



# VALUING Indigenous Culture

Support Indigenous Peoples and their cultural heritage.

It is said that indigenous peoples make up five percent of the world's population but protect eighty percent of the fragile biodiversity. Now is the time that we need to listen to the voices and lifeways of indigenous peoples and adapt their wisdom into our lives. If we are to listen and heed, how would our world be a better place for future generations? Building relationships and trust through listening, keeping our word, showing up, and asking lots of questions is a good start towards building a bridge to regenerate the quality of life for humanity, as well as the planet.

The Intertribal Timber Council, USA, has mentioned two specific areas where the Indigenous Peoples need support; 1) learning how to best grow small gardens 2) educational opportunities to expand their skills and talents.

Prime Forest is presently researching and making inquiries about how to best create educational opportunities for young tribal members to learn the trade of the lumber industry. We need to help create attractive career and growth paths while communicating and working with the tribes. We are committed to sustaining/regenerating lumber trade careers for young tribal members. Collaboration allows both sides to grow and evolve.



**This pillar aligns with the Sustainability Development Goals from the United Nations**

# VALUING Indigenous Culture

Engage with indigenous people to support their cultural heritage.

## Support of Indigenous Businesses

This past year Brad, President, Prime Forest Products, participated in a 2023 Carbon Friendly Forestry Conference panel discussion along with one of our NW tribal suppliers. The discussion was about understanding the carbon impact of taking a tree from seed to the final product through a sustainable/regenerative supply chain.

Tribes have been managing their lands sustainably/regeneratively for a long time. It is strange that the tribes are required to pay extra money for third party certifications just to participate in selling their production when they are the example of how to balance nature and industry.

What a fantastic supply chain story ... seedlings planted, sustainably/regeneratively managed forest (valuing resources of water and air quality, habitat, foods, medicines, no herbicides are ever used), responsibly harvested trees, production provides economic income for tribal members, lumber is manufactured into a final product for the health and well-being of people and families, Prime Forest Products donates money back to the tribes to replant twice as many seedlings as trees responsibly harvested and purchased each year by our company.

## Continuing To Build Win-Win Partnerships And Earn Trust With Indigenous Peoples

Prime continues to build relationships with Indigenous Peoples along the West coast from California up into British Columbia, Canada. We are always learning how to become better partners.

This past year Prime Forest toured timberland with customers, scheduled mill tours, strategized options to bring value to mills by aligning with their specific production needs and our long-term global programs.

## Forest Management And Environment Balance

A part of our education in the world of sustainability has been to better understand that forest lands are all managed differently depending on the location/environment where the trees are grown. Drought conditions, damp conditions, wildfire maintenance, foods and medicines in the forests, all dictate different land management practices for sustainability/regeneration of water, air quality and habitat. So often people think all lands need to be managed the same way everywhere.

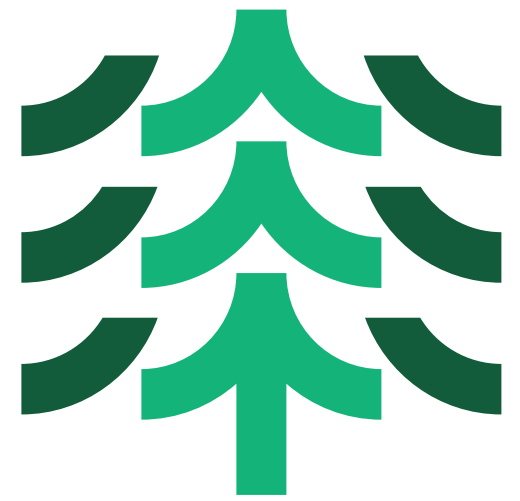
The tribes know how to honor and respect the precious gifts nature has offered to them. They know how to harvest what is needed for people/life/economics and how to leave enough for nature's needs to sustain and regenerate a healthy/thriving planet. Indigenous cultures embrace the wisdom of natural cycles to maintain generational harmony between people and planet.

We honor our Indigenous partnerships and look forward to continuing creative solutions for a thriving humanity and earth.





# CONCLUSION



We are dedicated to shaping a brighter future for both humanity and the planet. The milestones we have reached not only fuel our momentum but also inspire a relentless pursuit of initiatives that contribute positively to the global landscape and its diverse communities. Our unwavering commitment is evident in a spectrum of activities, ranging from the enhancement of our Greenhouse Gas (GHG) Emissions inventories to the meticulous conduct of Life Cycle Assessments, all geared towards the goal of minimizing our environmental impact.

Central to our ethos is the responsible investment in credible reforestation projects that prioritize the restoration of natural ecosystems. Recognizing the critical role of such endeavors in mitigating climate change and preserving biodiversity, we consider it our duty to actively participate in fostering a healthier planet. By strategically aligning ourselves with projects that contribute to the regeneration of forests, we aim not only to reduce carbon emissions but also to create lasting positive effects on the environment.



Moreover, our commitment extends beyond ecological concerns to encompass the holistic well-being of our employees and the communities in which we operate. We believe that by uplifting the quality of life for our workforce and the surrounding populace, we contribute to a harmonious and sustainable coexistence. This integral aspect of our strategy reflects our belief that a thriving community and a fulfilled workforce are essential components of a successful and responsible corporate ethos.

In essence, our dedication to a better future is multifaceted, weaving together environmental stewardship, community empowerment, and the enhancement of the overall human experience. As we celebrate our achievements, we are propelled forward by a vision that encompasses not just the present but also the legacy we aim to leave for generations to come.





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