



**GREEN DIAMOND**

## **SOCIAL & ECONOMIC IMPACTS MONITORING REPORT**

### **FSC PRINCIPLE 4: COMMUNITY RELATIONS AND WORKER'S RIGHTS**

Monitoring Period: September 1, 2023 to November 11, 2024

Audit Period: Surveillance Audit No. 2

INTRODUCTION.....	4
BUILDING OUR LOCAL WORKFORCE .....	5
Current Staff & Job Quality .....	5
Annual Employee Summary.....	5
Creating High Quality Job Opportunities .....	5
Sourcing Goods & Services.....	6
Compensation, Hiring Practices, & Conditions of Employment .....	7
Compensation .....	7
Recruitment & Hiring Practices.....	7
Additional Formal and Informal Employee Benefits .....	8
Supporting Economic Development.....	9
Supporting & Educating the Community .....	9
Employee Roles in the Community .....	10
Company Memberships .....	10
Forest Management Education Activities .....	11
Supporting Workforce Development .....	12
Community Giving: Organization Contributions & Scholarships.....	12
Community Partnerships .....	13
ENHANCING HEALTH & SAFETY .....	14
Protecting Employees & Their Families .....	14
Creating a Safe Work Environment .....	14
Employee Safety Program .....	14
Employee Safety Training .....	15
Community Safety & Other Safety Projects .....	16
SUPPORTING WORKER’S RIGHTS.....	17
EVALUATING SOCIAL IMPACT .....	18
Collecting and Documenting Stakeholders Interactions.....	18
Monitoring Social Impacts .....	18
Archeological Sites and Sites of Cultural, Historical, or Community Significance .....	18
Public Resources.....	19
Aesthetics .....	19

Community Goals for Forest and Natural Resource Use and Protection .....	20
Community Economic Opportunities.....	20
Other.....	21
Community Engagement .....	21
Organizational Partnerships .....	22
California Forest Carbon Coalition .....	22
Interactions with Native American Communities.....	22
The Yurok Tribe.....	22
Pulikla Tribe of Yurok People .....	24
Hoopa Tribe .....	24
Blue Lake Rancheria .....	24
Legislative and Regulatory Engagement .....	24
Consultations & Notification Processes .....	25
NAVIGATING STAKEHOLDER FEEDBACK .....	26
Stakeholder Grievances & Complaints .....	26
Stakeholder Loss or Damage .....	26
CONCLUSION .....	27

## INTRODUCTION

Green Diamond strives to maintain and enhance the long-term social and economic well-being of our employees, their families, associated professionals, and local communities by considering and monitoring the social and economic consequences of our practices. This comprehensive Social & Economic Impacts Monitoring Report describes Green Diamond's responsibilities to its employees and the communities surrounding its operating areas. It documents key social and economic interactions with a wide variety of stakeholders and outlines protocols used to monitor social and economic outcomes.

Our Public Affairs Department works to protect and add value to the company's stewardship legacy through enduring relationships, developing partnerships, engaging the community, advocating for sound policy, and communicating effectively. In California, the Public Affairs Department is composed of a Public Affairs Representative and a Forest Policy & Communications Manager that monitor and engage with stakeholders in a timely and meaningful way.

Working with the California Management Team, under the direction of the Vice President & General Manager, Public Affairs seeks to ensure community engagement is targeted and consistent with the company's core values and the Forest Stewardship Council's National Forest Stewardship Standard. At the state, regional, and local levels, our monitoring has confirmed that the principal areas of concern (as related to forest management) include fuel hazard reduction and escape routes, timber harvesting, herbicide use, and traffic safety.

## BUILDING OUR LOCAL WORKFORCE

**C4.1 The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.**

### Current Staff & Job Quality

#### Annual Employee Summary

Green Diamond’s California Division offers diverse work opportunities for both local and out-of-area professionals. Below is a summary of current employee headcount and organization.

Monthly Employee Count (Counts are based on the 15 <sup>th</sup> of each month)			<b>Types of Green Diamond Employees:</b>
Year	Month	Total Employees	
2023	January	174	<ul style="list-style-type: none"> <li>• Union (International Association of Machinists and Aerospace Workers; IAM)</li> <li>• Non-Union</li> <li>• Full time</li> <li>• Seasonal</li> <li>• Divisional (i.e., CA Ops)</li> <li>• Corporate (i.e., HQ)</li> </ul>
2023	February	176	
2023	March	174	
2023	April	177	
2023	May	188	
2023	June	187	
2023	July	186	
2023	August	174	
2023	September	174	
2023	October	175	
2023	November	175	
2023	December	174	
2024	January	183	
2024	February	181	
2024	March	183	
2024	April	184	
2024	May	170	
2024	June	168	
2024	July	167	
2024	August	159	
2024	September	156	

#### Types of Green Diamond Employees:

- Union (International Association of Machinists and Aerospace Workers; IAM)
- Non-Union
- Full time
- Seasonal
- Divisional (i.e., CA Ops)
- Corporate (i.e., HQ)

#### California Timberlands Departments:

- Conservation Planning
- Forest Resources
- Operations
- Planning, Land & Business Development
- Wood Fiber & Sales (Log Sales, Nursery, Chip Facility)

#### Corporate Departments that Report Locally:

- Accounting & Finance
- Human Resources
- Information Technology
- Planning and Inventory
- Public Affairs

The variation in headcount is mainly based on entry and exit of seasonal employees, peaking in the summer months.

#### Creating High Quality Job Opportunities

Green Diamond strives to foster long-term and stable relationships with its employees by offering high quality, living wage jobs that not only satisfy employee interests but grow them as a

professional. There are several programs and protocols in place to ensure each individual meets both personal goals and company expectations. In recent years, the company has also restructured departments to better foster promotion within and recognition for professional accomplishments. Two-way communication is key to a satisfied workforce, so employee feedback is collected and considered in management team decision-making.

2023-2024 Examples:

- Employee Survey – Each year, Green Diamond’s corporate HR team conducts an employee survey to collect data from all employees (including those in California). The 2024 employee survey reported that 95% of employees were satisfied with Green Diamond as a place to work.
- Employee Performance Evaluations – All employees must participate in an annual performance evaluation based on goal setting. This procedure allows employees to communicate directly with their supervisors about their professional interests, objectives, and future ambitions. This also provides space for employees to provide feedback to supervisors about their workload, work conditions, and preferences. Setting individual goals helps employees to perform diverse tasks, improve skills, and ultimately foster advancement and satisfaction.
- Employee Trainings – In addition to annual safety trainings, as employees advance in their jobs, they are periodically offered additional skills trainings based on their roles (e.g., chainsaw training, Northern Spotted Owl capture and banding training, forklift certification, etc.) For additional information about Employee Training, see ENHANCING HEALTH & SAFETY section below.
- Green Diamond Natural Resources Internship & Scholarship Program – Since 2017, California Division has offered one or two entry-level internships each summer to students pursuing degrees at accredited colleges of forestry or natural resources. Special preference may be given to students from various cultural, ethnic, and socio-economic backgrounds. This position is intended to introduce young professionals to the workings of Green Diamond and spark interest in a career in forestry and natural resources. Each intern who completes their summer work also receives a scholarship for up to \$3,000.

### Sourcing Goods & Services

Green Diamond recognizes that supporting local businesses enhances economic stability. Therefore, the company sources goods and services from local communities and/or the North Coast region as much as possible, when they are available and reasonably cost competitive.

This year, we have analyzed our spending in local communities and found that at least sixty percent of our expenditure on goods and services were made in the local communities of Humboldt, Del Norte and Trinity Counties.

2023-2024 Examples:

- Log sales to local mills (Humboldt Sawmill, Schmidbauer Lumber, North Fork Lumber, Mad River Lumber, etc.)
- Several local contractors and service providers that have a MICA with Green Diamond (names available upon request)
- Contracted with multiple local businesses to repair the Korbel Tree Nursery after the January 2024 flood event (names available upon request)
- Partnered with local craftsman Eric Hollenbeck at Blue Ox Millworks (operating in Eureka for over 50 years) to design local gifts for board members and associates (i.e., salt cellars carved from Green Diamond redwood and designed to hold Pacific Flake sea salt collected in Samoa, CA, home of the Chip Facility)

## Compensation, Hiring Practices, & Conditions of Employment

Green Diamond strives to be a leader in the forestry industry as an employer. We offer competitive compensation and follow hiring practices that may exceed the prevailing local norms within our industry. These practices are non-discriminatory and follow applicable federal, state and local regulations.

### Compensation

Compensation, including salary, or wages, and benefits, for each Green Diamond job is determined through an HR evaluation process using comparisons with similar positions. This ensures commensurate compensation for the type of work performed. Per recent California legislation, Green Diamond publicly advertises salary range in all internal and external job postings and announcements. Current employee benefits include:

- Medical plan
- Life insurance
- 401(k) Savings Plan
- Dental plan
- Employee Assistance Program (EAP)
- Short-Term & Long-Term Disability
- Worker's Compensation

### Recruitment & Hiring Practices

Green Diamond strives to widely advertise available jobs through our website; local, statewide, and national professional job boards; local, state, and out-of-state colleges and universities; public social media accounts; local newspapers; and other media outlets with the intent to increase accessibility for different audiences. With such a wide variety of positions at Green Diamond, the job announcement and hiring process also varies, seeking better access to audiences most appropriate for each position.

2023-2024 Examples:

- Utilized Ongig Job Description Software to craft job announcements that improve inclusivity and eliminate language biases
- Offered Spanish versions of key job and safety materials
- Utilized translators during interviews to ensure accurate communication with ESL employees
- Hosted an information booth at College of the Redwoods Internship Fair in November 2023
- Hosted an information booth at Cal Poly Humboldt Forestry Career Fair in January 2024

### Additional Formal and Informal Employee Benefits

Green Diamond also invites our employees to participate in a plethora of additional formal and informal benefits.

2023-2024 Examples:

- Identity Protection
- Student Loan Assistance
- Tobacco Cessation Program
- Service Award Program: When employees have worked for Green Diamond (or an approved affiliate) for a minimum of five years, they are eligible for a Service Award, which includes a financial incentive.
- Wellness Reimbursement: Each calendar year, each employee may receive up to \$600 reimbursement for health and wellbeing related purchases (e.g., fitness memberships, fitness equipment, hunting and fishing permits, wellness services, etc.)
- Paid Volunteer Day: Each year, each employee may receive up to 8 paid hours to volunteer on a workday with the organization of their choice.
- Discounts and Perks: All employees may receive discounts at businesses including Verizon, Compsych Guidance Resources, Delta Dental, US Cellular, Pacific Science Center, etc.)
- Tuition Reimbursement: Green Diamond will consider requests for financial assistance in the form of tuition reimbursement to employees who pursue academic study or vocational training relevant to their current work assignment or career development objectives within the Company.
- Fidelity Matching Program: Since 2022, Green Diamond has contracted with Fidelity Workplace Giving to offer employee donation matching. Known as the Impact Fund, this fund matches dollar-for-dollar contributions that employees make to 501c(3) charities, up to \$3,000 per year per employee for a total of \$50,000 per calendar year. This program is scheduled to continue through 2025.
- Educational Matching Gifts Program: A limited matching gifts program for educational institutions was established by the Simpson Timber Company Foundation, effective January 1, 1975, to encourage employees to give financial support to secondary schools, colleges, and universities. The Program has been modified since and is now a part of Green



Diamond's corporate contributions program. In each calendar year, Green Diamond will match employee contributions to schools up to \$500.

- **Community Outreach Committee & Volunteer Activities:** The division hosts an employee-led committee that enhances employee connections to their fellow employees and their local community. This group meets 6 times per year and hosts 1-2 volunteer opportunities per quarter, which emphasize accessibility to all employees (e.g., blood drives, trash clean ups, service projects, fundraising or supply drives, etc.)
- **Korbel Community Garden:** Each spring, the staff is invited to help plant, grow, and harvest a vegetable and flower garden as well as a pumpkin patch. All employees are invited to participate. This opportunity provide employees with:
  - Outdoor activities unrelated to everyday work
  - Nutritious produce for individuals and their families
  - Nutritious produce donated to the local food bank (Food for People)
  - Bonding with coworkers

## Supporting Economic Development

Green Diamond holds considerable stakes in the North Coast economy, providing logs and raw materials for manufacturing and living wage jobs for dozens of residents. It's our intent to not only perform as a productive supplier and employer, but also help to support opportunities for economic development and civic activities throughout the region.

2023-2024 Examples:

- Two employees served as board members within local chambers of commerce.
- Multiple employees attended economic development events, including the Del Norte Economic Summit in May 2024.
- One employee completed the Leadership Redwood Coast program, hosted by the Greater Eureka Chamber of Commerce and Redwood Chamber Foundation, in July 2024.
- Four employees joined the inaugural McKinleyville Community Forest Committee, guiding economic decisions in the newly founded McKinleyville Community Forest. Green Diamond holds one seat on the committee; the other three employees joined voluntarily.
- One employee served on the "Working Lands Table" in the Redwood Region RISE program, which will distribute major funds to support regional economic development projects starting in 2025.
- Received a USFS Wood Innovation Grant for up to \$300,000 to conduct feasibility studies and design a new company office built with mass timber in August 2024.

## Supporting & Educating the Community

Community is one of five core values at Green Diamond. As such, the community is a consideration in all decisions. The company actively seeks and supports learning opportunities to improve public understanding of forests and forest management and efforts that foster community health and well-being.

## Employee Roles in the Community

Green Diamond staff is active in the community and represents the company within numerous professional, non-profit, and civic organizations (complete list of organizations available upon request.)

2023-2024 Examples:

- Arcata High School FFA Forestry Team
- Biomass Technical Advisory Group
- Blue Lake Volunteer Fire Protection District
- Board of Forestry, Effectiveness Monitoring Committee
- Board of Forestry, Professional Foresters Examining Committee
- Cal Poly Humboldt Forestry Advisory Board
- Cal Poly Humboldt Forestry Department, Lecturer
- Cal Poly Humboldt Foundation
- Cal Poly SLO, Natural Resources and Environmental Science Advisory Council
- California Forest Carbon Coalition
- California Forestry Association, Committees and Board of Directors
- California Licensed Foresters Association, Board of Directors
- College of the Redwoods Forestry and Natural Resources Advisory Committee
- Forest Vegetation Management Conference, Board of Directors
- Forestry and Natural Resources Mentorship Program
- Huffman Stakeholders Working Group/Last Chance Grade Stakeholders Working Group
- Humboldt Bay Harbor Safety Commission
- Humboldt County Elk Working Group
- Humboldt County Fire Safe Council
- Humboldt County Fish & Game Advisory Commission
- Humboldt County Prescribed Burn Association, Board of Directors
- Humboldt County Resource Conservation District, Board of Directors
- McKinleyville Community Forest Committee
- North Coast Chapter and State Board of California Women in Timber
- North Coast Chapter of the Wildlife Society
- Pacific Logging Congress, Board of Directors
- Redwood Region Logging Conference, Board of Directors
- Smith River Alliance, Advisory Council
- The California Forest Foundation, Board of Directors

## Company Memberships

As a company, Green Diamond also participates as a member in many local and statewide professional, non-profit, and civic organizations.

#### 2023-2024 Examples:

- Associated California Loggers
- Blue Lake Chamber of Commerce
- California Chamber of Commerce
- California Farm Bureau
- Crescent City Chamber of Commerce
- Greater Eureka Chamber of Commerce
- Humboldt County Farm Bureau
- Humboldt/Del Norte Cattleman’s Association
- McKinleyville Chamber of Commerce
- Northcoast Regional Land Trust
- Orick Chamber of Commerce
- Southern Humboldt Chamber of Commerce
- The Buckeye Conservancy

#### Forest Management Education Activities

Green Diamond supports a wide variety of forestry education efforts at local, regional, statewide, and national levels. From elementary school classroom presentations to collegiate forest education and career programs, these opportunities all contribute to public education, allowing a variety of audiences to better understand forest management, harvesting practices, and conservation methods.

#### 2023-2024 Examples:

- Guided elementary school students around Redwood Region Logging Conference Education Day and gave follow-up classroom presentations about forestry in Humboldt & Del Norte Counties in March 2024
- Hosted an annual field tour for the Kneeland School, a K-8 country school in April 2024.
- Hosted a booth at the Crescent Elk Middle School 7<sup>th</sup> Grade Science Day in June 2024.
- One employee coached the Arcata High School FFA Forestry Team (~6 students) from November 2023-June 2024
- Hosted 80 college students for a field tour in conjunction with the Annual Western Conclave of Forestry Clubs (AWFC) Collegiate Logging Sports Competition in March 2024.
- Hosted Northern Spotted Owl Tours for 50 members of the public during Godwit Days Festival in May 2024
- Hosted field tours and BBQs for 30 California educators of all backgrounds during the Forestry Institute for Teachers (FIT) Program. This natural resource education program is designed to improve the curriculum of California’s K-12 teachers by incorporating lessons in forestry, biology, ecology, and natural resource management. Teachers learn one-on-one from Green Diamond experts

## Supporting Workforce Development

We also continue to outreach to those seeking technical or professional careers in forestry and natural resources. Green Diamond supports several workforce development programs, both through donations and personnel volunteerism.

2023-2024 Examples:

- Employee served as a panelist at the California Forestry Workforce Summit in 2023.
- Several employees participated in the Forestry & Natural Resources Career Mentorship Program in 2023 and 2024, engaging in year-long relationships interested in a natural resources career
- Partnered with the Redwood Region Logging Conference to host the Boots on the Ground field tour, which taught more than 20 high school students about jobs in forestry

## Community Giving: Organization Contributions & Scholarships

Green Diamond takes great pride in our many programs that illustrate the company's commitment to the well-being of our employees and our community. Each year, the company provides support to a variety of national, state, regional, and local charitable and non-charitable non-profit organizations. We also support young professionals pursuing higher education with several scholarship programs, including the Green Diamond Scholarship for Native Youth, Jim Brown Scholarship, Lowell Diller Wildlife Scholarship, Mark E. Reed Scholarship, Natural Resources Scholarship, and Natural Resources Intern Scholarship.

2023-2024 Examples:

- *Local Community Donation Program:* At the California Division level, contributed more than \$300,000 to charitable and non-charitable organizations in the form of monetary and in-kind donations (e.g., firewood) in 2023 (including sizable contributions to the Boys & Girls Club of the Redwoods, Del Norte County & Humboldt County Fair Junior Livestock Auctions, California Women in Timber, Redwood Region Logging Conference, and Sierra Cascade Environmental and Resource Fund.)
- *Impact Fund:* At the California Division level, \$200,000 contributed to local and regional charitable organizations between 2022 and 2024 (including awards to the Seventh Generation Fund, Dream Quest, and establishment of a new forestry and trades scholarship at College of the Redwoods)
- *Simpson Family Fund:* At the Corporate level, awarded \$230,000 from the Simpson Family Fund to charitable non-profit organizations in 2023 (\$202,000 supporting organizations that serve the North Coast, including Arcata Volunteer Fire Fighters, Hospice of Humboldt, and Nation's Finest)
- *Scholarships:* Awarded nearly \$120,000 in scholarships to students in 2023 (\$50,000 awarded to California students)

## Community Partnerships

Over the years, Green Diamond has developed strong working relationships with public and private entities to enhance community well-being on the North Coast. These long-term committed partnerships ensure open communication between the company and the community. Green Diamond strives to not only maintain our partnerships but also create new ones.

2023-2024:

- Since 2015, we have partnered with Redwood Coast Mountain Bike Association to host a network of biking trails in the Blue Lake area and developing a new trail system in McKinleyville Redwood Coast Mountain Bike Association. They also host 3-4 racing events per year.
- Since 2014, partnered with McKinleyville Community Services District and Trust for Public Lands to sell nearly 600 acres of timberland to become the new McKinleyville Community Forest, opened in 2024
- Since 2015, partnered with Mad River Steelhead Stewards (volunteer angler program) to access company lands to gather natural broodstock steelhead to the California Department of Fish & Wildlife (CDFW) Mad River Hatchery in Blue Lake
- Partnered with Blue Lake Rancheria to access company lands for tanoak acorn gathering
- Continue to hold Master Land Use Agreement with Cal Poly Humboldt to allow for dozens of natural resource-related field trips for hundreds of college students
- Partner with CALFIRE and U.S. Coast Guard to access company lands for helicopter drills and trainings

## ENHANCING HEALTH & SAFETY

### **C4.2 Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.**

#### Protecting Employees & Their Families

The Human Resources Department closely monitors federal, state, and local policy changes to ensure full compliance with all applicable laws and regulations pertaining to health and safety of employees and their families.

2023-2024 Examples:

- Per SB 553 (California's workplace violence law) signed in 2023, developed and implemented a Workplace Violence Prevention Plan (WVPP) in July 2024. Building on its existing zero-tolerance policy for Workplace Violence, this plan also includes annual Workplace Violence training for all employees.
- Per SB 1162 (California's pay transparency law) signed in 2023, disclosed salary ranges in all job postings.
- Ensured compliance with updated Heat Stress state policies in 2024.
- Purchased two electric trucks in 2024 to investigate possibilities of an electric fleet, in anticipation of future state goals to reduce carbon emissions in our local communities.

#### Creating a Safe Work Environment

Safety is the first and foremost core value at Green Diamond. Safety is imbedded into all aspects of our practices, from setting chokers to desk ergonomics. We demonstrate a safe work environment for both employees and contractors and include safety measures and considerations in contracts and agreements.

#### Employee Safety Program

Safety is closely monitored and recorded under our Employee Safety Program. Company safety protocols are guided by the Safety Director at the corporate level and by the Safety Coordinator at the division level. They coordinate the division-wide Safety Committee, comprised of employees from various departments, which meets monthly. Each department also schedules regular team safety meetings.

This program employs strategies to accurately report, investigate, and prevent incidents and injuries. Only qualified, credentialed, and trained professionals are hired to perform certain types of work, especially tasks that involve safety risks.

2023-2024 Examples:

- In 2023, created Hearing Conservation Committee to develop new ideas to prevent injuries related to hearing loss.
  - Selected hearing as the topic of the annual Safety Breakfast and invited all employees to learn one-on-one from a local audiologist

- Created a noise awareness chart, reminding viewers about decibel ratings on workplace and household activities
- Offered a wider variety of hearing protection devices to employees.
- In 2024, created Slips, Trips, and Falls Committee to develop new ideas to prevent injuries related to slips, trips, and falls.

### Employee Safety Training

The Safety Program also offers a comprehensive training program for all employees based on their job descriptions and needs.

<b>Annual Safety Training Courses – 2023/2024</b>		
Accident Prevention Signs	Fall Protection	Marten SHA Refresher
Aerial Platform/Lift Safety	Fire Prevention Plan	Naturally Occurring Asbestos
ATV & Vehicle Use	First Aid, AED/CPR	Non-Supervisor HR Compliance Training
Battery Safety	Forest Geology	NSO/Raptor
Blood Borne Pathogens	Forklift	Outdoor Work Hazards - Tick Testing & Poison Oak
Chain Saw Safety	FSC/HCPs/FPRs	Performance Reviews & Difficult Conversations
Code of Conduct	Fueling Safety	Personal Protective Equipment
Code of Ethics & Anti-Trust	HAZCOM & Spill Prevention, Control, SDS	Pesticide Handler
Covid-19	HAZWOPER Annual	Pesticide Safety, Fieldworker
Crane Training	Hearing Protection	Portable Fire Extinguishers
Defensive Driving	Heat Stress	Power Press
Demonstration	HIPA	Storm Water
DMV Pull Notice	IIPP	Supervisory HR Compliance
Electrical Safety	JSA Review	Swift Water Rescue
Emergency Action Plan	Ladder Safety	Welding
Ergonomics Strain & Sprain Toolbox	LOA, Confidentiality	Wildfire Smoke
Excavation/Trenching/Shoring	Lock Out Tag Out	Wilderness First Aid

Green Diamond is always seeking opportunities to advance and innovate our approach to safety. Below are examples of safety innovations.

2023-2024 Examples:

- Offered training to all employees about best practices for medical response via helicopter in 2024.
- Implemented new Workplace Violence Prevention Training in 2024.
- Hired Facilities Maintenance Technician in 2024 to inspect and maintain company structures and grounds and respond to safety concerns (e.g., safe storage methods, earthquake rating compliance, potentially toxic messes, etc.)

## Community Safety & Other Safety Projects

Green Diamond also promotes safety outside of its Safety Program. Below are examples of Green Diamond activities relevant to community safety.

2023-2024 Examples:

- Continued to engage with local fire departments to identify alternate escape routes through company lands for rural residents (including areas of Trinidad and Klamath)
- Continued to identify priority areas for fuel hazard reduction projects and are engaged on many levels in the local community:
  - In process of developing California Vegetation Treatment Program (CalVTP) plan with CAL FIRE, Humboldt County Resource Conservation District, and other partners in McKinleyville to treat wildland-urban interface
  - Conducting out-of-pocket fuel treatments along Gibson Ridge in the Sproul Creek area
  - Completed 3-mile fuels treatment project along Bald Hills Road in cooperation with Humboldt County and the Yurok Tribe in 2024.
  - Continued CalVTP plan with CAL FIRE on Williams Ridge (attempted to implement prescribed burn in 2024, but fuel conditions were not conducive)



## **SUPPORTING WORKER’S RIGHTS**

### **C4.3 The rights of workers to organize and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labor Organization (ILO).**

Our employees are the lifeblood of Green Diamond, and their rights are of utmost importance. All employees are at-will, which allows them to end their employment relationship at any time, for any reason, as long as the reason is not illegal. They are always free to associate with other workers for the purpose of advocating for their own employment interests.

Communication between employees and supervisors is key to our success. Supervisors routinely meet with their direct reports and are encouraged to voice workplace issues or other concerns. The management team often seeks employee opinions and preferences when making important decisions.

Green Diamond is home to one of California’s last remaining unionized company logging and roads crews known as the International Association of Machinists and Aerospace Workers, Woodworkers District Lodge 1. This union includes 20-50 members depending on the time of year. Members elect leaders each year to regularly negotiate with management, facilitate fair treatment, and advocate for members.

In the event of a dispute between workers and management, the company employs effective and culturally sensitive mechanisms to seek resolution. Often, Green Diamond seeks council to navigate complex employment issues and ensure employees are treated fairly and according to the law.

2023-2024 Examples:

- New Workplace Violence training includes procedures and guidance on conflict management, which applies to fellow employees and management
- Implemented new form for reporting and recording Workplace Violence incidents to OSHA

## EVALUATING SOCIAL IMPACT

**C4.4 Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (men, women, ethnic groups and minorities, and all other stakeholders directly affected by management operations) directly affected by management operations (may include: employees and contractors of the landowner; community members; neighboring landowners; anglers and hunters; recreationists; local water users; harvesters and processors of forest products; and others identified to be affected by management operations.)**

Green Diamond seeks and collects input from stakeholder directly affected by our management practices to more closely understand our social impacts in the community. These interactions include both passive (e.g., informal conversations, email exchanges, etc.) and active (i.e., requested consultations) interactions. This information allows us to incorporate stakeholder opinions, preferences, and concerns into our management planning and operations.

### Collecting and Documenting Stakeholders Interactions

The general public may communicate with Green Diamond through the company's main telephone number and via email addresses available on the "Contact Us" option on the website including [info.ca@greendiamond.com](mailto:info.ca@greendiamond.com) and [fsc@greendiamond.com](mailto:fsc@greendiamond.com). To the extent possible, we try to respond to all comments and concerns received in a timely manner. Most calls and emails can be resolved by company communication with the individual or group who initiated the communication. More complicated matters may require a follow-up call or meeting with the management team.

To track employee-stakeholder interactions, the Public Affairs team maintains a spreadsheet of most notable meetings, email exchanges, tours, consultations, etc. with key stakeholders. Managers and supervisors are routinely asked to add interactions to the spreadsheet as interactions arise, resulting in a comprehensive list at the end of each audit year. Both positive and negative interactions (i.e., stakeholder concerns) are recorded, which allows Green Diamond to identify significant issues or trends and inform our annual goals and priorities. The spreadsheet made available internally to employees and to the FSC audit committee.

### Monitoring Social Impacts

Green Diamond closely monitors our possible social impacts to the following:

#### Archeological Sites and Sites of Cultural, Historical, or Community Significance

Green Diamond strives to respect and preserve all prehistoric and historic archeological sites of significance in and around our operating areas. Internally, we maintain a compressive database of all known sites on the property. Prior to timber operations, foresters notify Native American tribes

and regional archeological databases to identify all known sites in the proposed units. Consultation is encouraged, though not always completed.

See “Tribal Interactions” below for more information about monitoring impacts to North Coast tribes.

2023-2024 Examples:

- Renamed an important geographic site on the property, replacing a racially derogatory name with a neutral one in 2023
- Informed employees about tribal ceremony near the property and reminded operators to work with care so as not to interrupt or disrespect the events in 2024
- Partnered with the U.S. Coast Guard Sector Humboldt Bay and CAL FIRE to clean up the historic HH-52 helicopter crash site in preparation for the 60<sup>th</sup> anniversary memorial in 2024

### Public Resources

When planning management activities, Green Diamond prioritizes care of public resources, like air quality, water, wildlife, soils, etc. Resource monitoring is built into all aspects of our timber harvest plans, research activities, and restoration projects. Many of our monitoring practices exceed those required in the California Forest Practice Rules and/or are sanctioned in our two dozen environmental agreements with state and federal agencies.

We also monitor public perception of resource protection on Green Diamond lands. We take note of public comments (e.g., news articles, op-eds, social media posts, informal conversations, etc.) about our practices and share with the management team. Our best effort to address public perception is through public education at community events, like the Del Norte County Fair, Redwood Region Logging Conference, classroom presentations, etc.

2023-2024 Examples:

- Purchased two electric trucks in 2024 to investigate possibilities of an electric fleet, which would reduce company impact to air quality in 2024
- Continued research partnership with NCASI studying Humboldt marten population on company lands in 2023 and 2024
- Partnered with Cal Poly Humboldt to conduct various research projects (e.g., operations soil impact study, watershed monitoring, capstone projects, etc.) in 2024

### Aesthetics

Green Diamond is sensitive to the aesthetics of our operations, especially near the Coastal Zone, National and State Parks, highways, etc. When warranted, screen trees are left in place to lessen impacts to aesthetics. When we receive concerns about aesthetics, we respond quickly and explain our silvicultural strategies and decision-making process.

## Community Goals for Forest and Natural Resource Use and Protection

Green Diamond demonstrates positive social impact to the community goals for forest and natural resource use and conservation. On principle, we maintain our timberlands as timberlands, which supports the community goals to protect forests from conversion and development. Green Diamond holds several conservation easements in California and continues to pursue additional projects.

Water quality is another community goal that Green Diamond supports. With much of the headwaters lands under our ownership, we closely monitor streams and immediately self-report and mitigate any incidents that compromise water quality.

2023-2024 Examples:

- Currently tracking development of the Humboldt County Climate Action Plan, which outlines the climate goals of the community. Our working forests are identified as a key asset for carbon sequestration.
- Currently developing an additional 2,100 conservation easement in McKinleyville, which will include extinguishment of development rights and offer public recreation
- Sold nearly 600 acres of timberland to the McKinleyville Community Services District in 2023 to establish a new community forest which offers recreation space and opportunities for the community to connect with nature
- Recorded strong coho salmon counts in the Little River watershed (Green Diamond owns nearly 100% of this watershed) in 2024, continuing an upward trend
- Opened Willits Woods property to permitted recreation and hunting, our first public permit program in California

## Community Economic Opportunities

Green Diamond contributes to the economic well-being of the community as an employer, forest products supplier, and donor. We not only provide permanent employment for our staff but also seasonal work for our company union logging crew and other contractors. Our products (e.g., logs, wood chips, seedlings) support local and regional commerce. We monitor our social impact on our workers and customers by maintaining open communication. Green Diamond is always receptive to inquiries from stakeholders about possible economic collaboration.

2023-2024 Examples:

- At peak season, 184 professionals employed with family-wage jobs in 2024
- Contracted with dozens of contract logging and road construction businesses in 2023 and 2024
- Several firewood and log donations to local community groups in 2024.
- Wrote several letters of support for grants applications with economic development objectives in 2023 and 2024

- Work with local food truck owner to offer a safe space in Korbel to sell breakfast and lunch to employee and other residents

### Other

The Public Affairs team and the managers continue to monitor the local and regional newspapers, radio, and online media, including websites and blogs of local organizations, for important updates and information about community issues. We also monitor Board of Supervisors meetings and frequently meet with local elected officials. We also interface with our State and Congressional representatives through meetings and field tours.

Please refer to the Stakeholder Interactions Matrix for other 2023-2024 examples.

## Community Engagement

Green Diamond strives to be an active participant in all aspects of the community, from working with non-profits, interfacing with local and state government leaders, to communicating with tribes. We aim to be attentive educators, partners, advocates, and benefactors.

Though there are a multitude of different ways Green Diamond engages in the community, the following list outlines the most common interactions:

- Attendance and participation at state, regional, and local meetings, conferences, symposia, webinars etc.;
- Organization and participation in forest tours for the purpose of improving public understanding of forests and forest management;
- Service on boards, commissions, advisory councils, chambers of commerce, stakeholder working groups, watershed councils, etc.;
- Guest lectures and subjects of interviews for research projects, articles, and initiatives;
- Letters of support for mutually beneficial community projects such as Community Wildfire Protection Plans (CWPP), grant applications, and relevant legislation;
- Attendance and participation in trainings and seminars for continuing education;
- Sponsorship and attendance at fundraising events for local non-profits and auxiliary organizations;
- Notification and consultation during the preparation of timber harvesting documents, habitat conservation plans, and other programmatic agreements;
- Support youth and young professional forestry education and workforce development through participation in mentorship programs, classroom outreach, and social organizations.

2023-2024 Examples:

- Weekly updates and comment monitoring on our Instagram, Facebook, and LinkedIn accounts, sharing interesting stories and lessons with the online community in 2023 and 2024

- Co-hosted field tour with Redwood National and State Park for ~50 students from UC Berkeley and Reedley College in 2024
- Multiple employees presented at the inaugural Science Symposium at Cal Poly Humboldt, hosted by the California North Coast Chapter of the Wildlife Society
- Met with John Haschek, Mendocino County Supervisor, to learn more about the Mendocino community near our Willits Woods property in 2024

### Organizational Partnerships

In addition to our community partnerships, Green Diamond is a committed partner to regional and statewide professional organizations.

#### *California Forest Carbon Coalition*

Green Diamond remains active in the California Forest Carbon Coalition (CFCC). This group was formed to support the forest carbon offset program through education and outreach. The landowners that are members include industrial, nonprofit, Tribal and ENGOs. This group has provided input to key California Air Resources Board (CARB) staff in review of the forest carbon offset program considering recent attention:

<https://www.opb.org/article/2023/08/02/climate-change-carbon-offset-oregon/?fbclid=IwAR3wa1Cx42PJuzYFjGfaEAWMHYijPpCNtaYOLf3-jBDexoZG2rkAvW4BgPk>

<https://www.cbsnews.com/video/western-wildfires-threaten-carbon-offsets/#x>

### Interactions with Native American Communities

Green Diamond continues to be engaged with the many Native American communities in and around our operating area. We deeply respect these tribes as fellow land managers and seek to understand their preferences when making decisions. In 2022, Green Diamond developed its “Statement on Engagement with Native American and Traditional Communities,” which describes our strategies and commitments when working with the tribes. In addition to the Native American contact process associated with timber harvest plans, the Company also regularly contacts tribal communities to improve communications between tribal representatives and Company staff.

Please reference the Stakeholder Interactions Matrix for other 2023-2024 examples.

#### *The Yurok Tribe*

The Yurok Tribe has ancestral territory and reservation land in the Klamath area of Humboldt and Del Norte Counties. Green Diamond frequently interacts with tribal members and professionals across the company, from coordinating land use agreements to planning research.

We view the Yurok Tribe as an important voice in the community and welcome their input. We continue to meet with the Yurok Tribe leadership and staff when mutually agreeable times can be identified. Discussions include vegetation treatments, cellular communications, scholarship opportunities, and other areas of mutual interest. We are continuing to work with Tribal staff to

identify key areas of interest, like gathering sites, locations for experimental vegetation control methods, and areas for fuel treatments.

Green Diamond is also a committed partner in restoration. Over the years, we have hosted numerous stream restoration projects with the Yurok Tribe, focusing on coho salmon habitat. We were also party to the MOU for the California Condor reintroduction project in d2022. We worked with the Tribe to secure legislation that harmonized state and federal regulations for the reintroduction project. As needs are identified, Green Diamond continues to partner with the Yurok Tribe to help with management of the introduced condor population.

Green Diamond and The Yurok Tribe executed a Master Land Use Permit in February 2023 which grants access to the Yurok Tribe for wildlife research and to install fish habitat enhancement structures in streams on company property, coordinates with the Yurok Tribe on fisheries enhancement projects, and addresses other minor items. Green Diamond also has an agreement to access Tribal lands to conduct wildlife monitoring for the Humboldt marten.

Between 2009 and 2019, Green Diamond completed a series of timberlands sales north and east of the Klamath River to Western Rivers Conservancy, which will eventually be transferred to the Yurok Tribe. These land purchases will further the Yurok Tribe’s goal creating a block of ownership that they can manage within their reservation and ancestral territory while implementing a sustainable forestry program managed by the Tribe. A summary of these transactions is listed in the table below.

<b>Transaction</b>	<b>ACRES</b>	<b>Transaction Year</b>
Yurok Phase 1A - Weitchpec & Cappell	5,536	2009
Yurok Phase 1B& 1C - Pecwan	16,731	2010/2011
Blue Creek Phase 2A	8,502	2013
Blue Creek Phase 2B	6,489	2015
Blue Creek Phase 2D	560	2015
Blue Creek Phase 2C	748	2016
Blue Creek Phase 2E	8,577	2017
<b>TOTAL</b>	<b>47,143</b>	

### *Pulikla Tribe of Yurok People*

Formerly known as the Resighini Tribe, the Pulikla Tribe has ancestral territory and reservation land at the mouth of the Klamath River. Green Diamond continues to work with this tribe on road use and easements, vegetation gathering, and fish habitat restoration.

### *Hoopa Tribe*

The Hoopa Tribe has ancestral territory and reservation land in northeastern Humboldt County. Most recently, Green Diamond continues to work with this tribe to exchange information about our Forest Habitat Conservation Plan (HCP), federal bird banding permit, and the Barred Owl Science Team. With this information, the tribe has been able to develop their own Barred Owl removal program, restoring Northern Spotted Owl habitat conditions.

### *Blue Lake Rancheria*

The Blue Lake Rancheria includes people of Wiyot descent with ancestral territory in central coastal Humboldt County. It is located in Blue Lake, near Green Diamond headquarters. Green Diamond continues to work with tribal members to collect vegetation and donate materials.

## Legislative and Regulatory Engagement

Green Diamond is active in the California legislative and regulatory processes, advocating for sound policies that promote forest health, resilience, and sustainable timber production.

With an active presence in Sacramento, our legislative focus remains related to wildfire, fuels reduction, biomass utilization, firefighting resources, and other policies that might impact working forest management. Essentially, monitoring the priorities for the state of California reveals that fire and homelessness are top priorities, and legislation related to fire has a direct impact on forest management.

Each year, Green Diamond takes part in field tours to educate legislators, county supervisors, agency representatives, and community leaders about forest management. Often, these tours are coordinated by the The California Forest Foundation (TCFF), a 501(c)3 organization. Topics include challenges in the forest sector related to workforce development, post-fire restoration, fuel hazard reduction projects, and building capacity for utilization of low-value woody materials.

The Public Affairs team and managers regularly attend and monitor agency committee and board meetings, such as the California Board of Forestry, North Coast Regional Water Quality Resources Board, and California Fish and Game Commission.

### 2023-2024 Examples

- Cohosted an educational forest tour with members of the state legislature (Assembly and Senate) on the North Coast in partnership with The California Forest Foundation.



- Attended an educational forest tour with members of the state legislature (Assembly and Senate) in the greater Mount Shasta and Siskiyou region, in partnership with The California Forest Foundation.
- Attended and assisted with educational forest tour for staff of members of the state legislature (i.e. Legislative Directors, Policy Analysts, Chiefs of Staff, etc.).
- Hosted educational forest tour with Humboldt County Supervisor, Natalie Arroyo.

## Consultations & Notification Processes

Though a majority of our lands are closed to the public, Green Diamond seeks and considers input in management planning from those who may be affected by management activities, most often in the form of notifications and consultations. In this way, those who may be affected are apprised of relevant activities (e.g., logging, burning, spraying or traffic) in advance of the action so that they may express concern. These meetings, tours, and other communications help to identify and improve the negative or unintended consequences of forest management as well as maximize the positive outcomes for stakeholders.

Green Diamond managers also attend numerous meetings (via Zoom and in-person) in the local area throughout the year. These meetings are both land use related (Elk River, Strawberry Rock, General Plan Update, Humboldt and State Farm Bureau, Buckeye) and general community/social meetings (local Chambers of Commerce, HSU Foundation, Cal Chamber). Comments regarding Green Diamond and general comments regarding forest management are relayed back to our FSC coordinator.

### 2023-2024 Examples:

- Met with stakeholders in the Sproul Creek watershed to discuss management activities in 2024.

## NAVIGATING STAKEHOLDER FEEDBACK

**C4.5 Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.**

### Stakeholder Grievances & Complaints

Any member of the public is welcome to contact Green Diamond to voice concerns or grievances, and we respond in a timely manner and ensure open communication. Managers discuss issues that arise to determine if there are significant issues or trends, and to consider those issues that need potential follow-up action. Most calls and emails communications to the Company were resolved by a direct response to the initiator in 2023 and 2024. If significant disputes arise related to resolving grievances and/or providing fair compensation, Green Diamond follows appropriate dispute resolution procedures.

Traffic safety remains an important topic, and it is not uncommon that complaints regarding pickups or log trucks violating speed limits are reported to our offices. In all cases, we have responded by contacting the employee or contractor or by broadcast emails that such actions are unacceptable and will not be tolerated. Several contract log trucks purchased and installed onboard GPS tracking telematics solutions which has allowed Green Diamond to definitively corroborate or refute public complaints and act accordingly. We are working with local partners such as North Fork Lumber Company to help find a solution to concerns around speed limits and the design of traffic flow. Ultimately, the decision to lower speed limits and change traffic routes is a function of Humboldt County Public Works, but through our engagement we can help seek improved outcomes for our local traffic safety by directing traffic and reminding our employees and contractors to mind their speed.

Herbicide use is a second key topic. It is not uncommon to engage with neighbors expressing concerns about practices related to location, timing, and intensity of herbicide use. In all cases, we work with adjacent and affected parties to resolve disputes. We have developed a notification process for our tribal partners that includes harvest plan maps and disclosure of intended treatments. In Sproul Creek, we identified and mapped water intakes and development near the Sproul Creek property lines where we may plan to apply herbicides and have mapped all known water intakes. We will continue to follow all state and federal requirements for the application of herbicides and work with our neighbors to address their concerns. We have updated our herbicide policy to comply with the new FSC US Pesticide Policy (FSC-POL-30-001 V3-0).

### Stakeholder Loss or Damage

With integrity as a core value, Green Diamond does not engage in negligent activities that cause damage to other people. Should unforeseen circumstances result in damage from management activities, we provide fair compensation or reasonable mitigation to local people, communities or

adjacent landowners that suffered damage or loss of income. We find success in maintaining open communication with concerned stakeholders.

Green Diamond strives to employ strategies to avoid stakeholder loss or damage. All property lines along public roads are posted with private property signs to discourage trespassing, and all mainline roads are blocked behind locked gates. Roads to open pits or other hazards are gated.

2023-2024 Examples:

- Trespass and encroachment occur occasionally. Green Diamond followed procedures to identify damage and successfully resolved the issue with neighboring landowners in 2024.

## **CONCLUSION**

Green Diamond seeks to maintain consistent engagement with our community and partners through open access to our staff and leadership. Because our operations are conducted in rural communities, we understand that our social and economic impact is significant and best understood through consistent monitoring. Our timberlands deliver more than forest products; they enhance community wellness through protection of ecosystem services (clean air and water, thriving populations of fish and wildlife, recreational opportunities, etc.) as well as creating living wage careers. We take pride in using our resources to support the people, organizations, and programs working to improve the quality of life in the places we call home.