



2020

Sustainability
Progress
Report

MOSAIC
FOREST MANAGEMENT



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Message from the President and CEO

2020 was a year like no other, as every community in our interconnected world was touched by a global pandemic that quickly and dramatically impacted our daily lives and caused hardship and loss for so many.

This report provides an overview of our progress against our sustainability goals in this very unusual year. The COVID-19 pandemic offers a unique lens on how our business contributes to sustainability, health, and well-being.

Forestry was deemed an essential business in British Columbia, and we were fortunate to continue to operate following strict health protocols. If sustainability is viewed as a "three-legged stool" of economic, social, and environmental priorities, 2020 certainly provided an opportunity to recognize the importance of businesses and economic stability in our society. We are grateful and proud to have been able to support more than 2,000 people, their families, and communities through our operations during this very challenging economic time that saw unemployment soar in so many sectors.

And while as a company, we already knew that our working forests provided added value to our neighbours for recreation, COVID-19 offered a new appreciation for the importance of our continued efforts to offer safe, responsible public access. We have heard from community members how valued and appreciated these opportunities were during the height of closures and restrictions.

And at the same time, despite all the challenges and changes, our team made solid progress on the environmental and social goals that define our company's commitment to responsible business practices. We operated safely – pivoting rapidly to new COVID-19 protocols to successfully avoid any work-related COVID-19 exposures and achieving the safest operating record with the lowest Medical Incident Rate in company history. We advanced our path to carbon neutrality, achieving certification of our organizational carbon footprint by the Carbon Trust.

Through continual improvement and our corporate policy on Indigenous Relations, Mosaic went from Bronze to Silver level Progressive Aboriginal Certification, becoming the first forest company in BC to achieve this distinction. And we expanded our community giving program, recognizing the serious toll that COVID-19 was taking on families and the most vulnerable in our communities. From firewood donations to frontline workers, to Food Bank donations across BC's Coast, Mosaic and our employees worked hard to lend an extra helping hand through these challenging times.

All of this was possible because of the dedication of the exceptional team of professionals in our company and the talented contractor workforce that supports our business. My sincere thanks to everyone for their commitment and focus on our goals and shared success – this report is a testament to your skill and resilience in a challenging but ultimately successful year for our company.

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

Our Values

- 1 Safety & Wellness**
Our highest priority.
- 2 People**
A diverse and inclusive culture where people are inspired, empowered and engaged.
- 3 Sustainability**
Responsible, science-based environmental management.
- 4 Integrity**
Respectful and honest in our relationships by always doing the right thing and holding ourselves to account.
- 5 Superior Performance**
Long-term value creation through operational excellence, innovation and an unrelenting focus on continuous improvement.

Key Achievements for 2020

Achieved best safety performance in company history, with a lowest-ever Medical Incident Rate of 0.82 on 1.47 million person hours worked.

—

Planted 11.2 million seedlings.

—

Achieved Scope 1, 2 and selected Scope 3 carbon footprint certification by the Carbon Trust.

—

Became the first forestry company in BC to achieve silver-level in the Progressive Aboriginal Relations Certification from the Canadian Council for Aboriginal Business.

Donated \$345,000 to community organizations across Coastal BC, including supporting wildlife and fish habitat improvement through a \$100,000 donation to the Pacific Salmon Foundation and \$140,000 to the Marmot Recovery Foundation.

—

Provided comprehensive leadership training to all people managers in the company.

—

Reduced on-site burning of woody debris by a further 9.7%, for a total reduction of over 26.4% since 2018.



Safety

Safety is our number one priority at Mosaic – nothing is more important than ensuring everyone gets home safely every single day. We believe all injuries are preventable, and that is the goal of our comprehensive safety program.

2020 ACHIEVEMENTS

- **Achieved a Medical Incident Rate (MIR) of 0.82 on 1.47 million person hours** – the best safety performance in the history of the company.
- **Implemented comprehensive COVID-19 protection measures**, with zero COVID-19 cases reported in Mosaic’s business operations.
- Working with contractors and logtruck drivers, **deployed on-board GPS technology** on log trucks to enhance safety feedback loops, including continuous reports on speed compliance in communities.
- **Implemented more stringent road speed limits** across Mosaic forest lands to improve safety on our road network.
- **Enhanced remote communication** through our radio repeater network and a continuous call centre monitoring service to allow for faster emergency response and safety enhancements to Mosaic’s Working Alone Policy.

2021 COMMITMENTS

- Transition log truck fleet management to **100% of the fleet on telematics**.
- **Reduce MIR target** by a further 15%.
- Introduce **new predictive tracking metric that measures safety-incident potential**, to address trends before they result in a serious accident.
- **Pilot Electronic Stability Control system** in logging trucks, a new technology aimed at reducing rollover incidents.



CELEBRATING 500 INCIDENT-FREE DAYS AT OUR CENTRAL ISLAND OPERATIONS

Our team at Northwest Bay, Central Island Operations marked a significant safety milestone in late 2020—500 days without a recordable safety incident!

This 500-day achievement sets a new safety performance record for the 65-person crew at Northwest Bay. 2020 was a breakthrough year, with an over 40% decrease in injuries across all operations.

Our business is challenging and requires the diligent, proactive management of workplace hazards. This safety performance is the result of the relentless efforts of our employees and contractors.



Responding to COVID-19

Forestry was deemed an essential service early in British Columbia's pandemic response. Mosaic quickly mobilized to implement safety protocols designed to protect our staff and contractors as we continued to operate our business.

Within a week, all office-based staff were working from home, and the company provided needed resources to allow employees to equip their working space adequately. Field crews and contractors were provided with strict COVID-19 protocols, including personal protective equipment and physical distancing requirements, to allow for safe work in our forests. While we built detailed COVID-19 exposure plans, we were grateful to have had zero COVID-19 cases reported amongst staff or contractors in 2020.





Log Truck Safety Campaign

Safety Campaigns are one way that Mosaic brings our commitment to safety to life in our business. In September and October, we highlighted

log truck safety, rolling out a series of educational campaigns over a six-week period focused on mitigating hazards and risks associated with trucking.



Our People

In 2020, the COVID-19 pandemic transformed the way we support our people for success at work. Our human resources and leadership teams implemented comprehensive efforts to, first and foremost, protect employees' physical safety and mental well-being, along with a program to ensure staff felt supported and connected in the new reality of remote work and social distancing. Mosaic's team demonstrated exceptional resilience and professionalism, allowing our company to continue operating, while supporting each other and maintaining a sense of community during difficult circumstances.

Despite the significant disruptions brought by COVID-19, we continued to advance our people strategy — executing training and development plans, advancing our diversity strategy, and expanding community giving with a focus on people hit hardest by the pandemic.

2020 ACHIEVEMENTS

- **Established the Mosaic "Citizen of the Year" Award**, recognizing exceptional contributions to the community by a Mosaic employee.
- Began the development of a **comprehensive Diversity and Inclusion Strategy**.
- Provided **comprehensive leadership training to all people managers**, and **additional company-sponsored training and development sessions to employees** on diverse topics including stress management, market dynamics and retirement planning.
- Established a **Company-wide People Committee**, which leads employee engagement-focused activities such as charity events, remote social events and connection opportunities, and donations.
- Offered **company-wide unconscious bias and fundamentals of diversity and inclusion** training to all employees.

Staying Connected while Staying Apart

Increased communication, regular check-ins by leaders, and organized virtual social events helped staff maintain a sense of teamwork and connection while working from home during COVID-19.

In 2020, we held nine virtual town halls, where the CEO spoke to and answered all staff questions. We increased the frequency of "one-up" leader conversations with employees and incorporated a clear focus on mental health and wellness. Our employee committee organized virtual social connections each Friday – hosting a diverse program of activities from fitness challenges to book clubs and recipe exchanges. A telehealth program was deployed that allowed our employees to consult medical practitioners, fill prescriptions, and obtain referrals through their smart phone or computer.

Together, these efforts helped us stay connected while we adhered to public health orders and stayed physically apart.

2021 COMMITMENTS

- **Conduct an Employee Experience Survey** focused on assessing engagement, and diversity and inclusion against key sector metrics.
- **Embed a comprehensive Diversity and Inclusion Strategy** in the people and performance management frameworks.
- **Launch Employee Referral Program** to enhance and reward employees for supporting Mosaic's recruitment success.
- **Introduce Keynote Speaker Series** to provide diverse and enriching learning experiences for employees.
- **Enhance employee training offerings** by expanding online course registration and calendars and offering new courses in negotiation skills, project management and effective communication.
- **Expand internship program** to create new Operations internships roles to provide training and skill-building opportunities in field-based positions.

Mosaic's contractor workforce is 2,000 people strong and these, often family-owned businesses in communities up and down BC's Coast, are key to our success. Forestry is a complex and demanding profession, and Mosaic's contractors undertake tree planting, planning, harvesting, trucking and logistics work on our forest lands, safely and efficiently.



DIVERSITY AND INCLUSION

In 2020, Mosaic undertook a comprehensive Diversity and Inclusion review that included evaluating internal culture and approaches, benchmarking best practices and defining the path forward for our strategy. In this first year, we revised our company values to reflect our diversity commitment, developed diversity and inclusion principles, and started a program of company-wide training. The strategy framework was developed through deep engagement with the senior leadership team, focusing on actions and accountability, grounded in skill-building and best practice.

Mosaic's diversity and inclusion vision is built on a commitment to creating a workplace where everyone feels they belong and can contribute their whole, authentic self towards achieving our strategic goals.

Through our strategy, we commit to becoming more diverse and inclusive by:

- building awareness and understanding,
- improving our employee policies & practices to counter biases,
- disrupting unconscious bias, and
- removing barriers that lead to disadvantages or inequalities

Our 2020 actions included providing all employees with fundamental skills-based training in the fundamentals of diversity, inclusion, and unconscious bias. This training complements our existing Respectful Workplace Training program and our comprehensive Indigenous Cultural Awareness training.

In 2021, we will embed this new strategy in all our employee processes and management frameworks, including incorporating diversity and inclusion goals into the senior leadership team's personal goals on which their annual compensation is based. We will also conduct an employee experience survey and launch inclusive leadership training for all company people managers. A significant milestone in 2021 will be creating key performance indicators related to diversity and inclusion that will track our progress and provide accountability for results.



Everyone has a role to play in an inclusive workplace.

Mosaic's Diversity and Inclusion Strategy recognizes that the tone is set at the top and everyone can contribute.

Citizen of the Year Award

In 2020, Mosaic established a “Citizen of the Year” award to recognize our employees' outstanding contributions to the community. The first-ever Mosaic Citizen of the Year Award recipient was John Ondusko, a Data Analytics and Integration Specialist based in our Nanaimo office. John was nominated for his efforts in running many fundraising events, usually involving the most delicious home-baked bread and BBQs. He not only donates all the required ingredients and spends many hours preparing and delivering

his items, but all proceeds from his fundraisers are directed to local community food banks in need. John has also done endurance motorcycle-rides where he would travel as far as 2,400 kilometres over 24 hours, raising money for great causes.

John's award included a \$2,500 donation to the organization of his choice, which he directed to the Cowichan Valley Basket Society that works to fight hunger in the region.

“There are a lot of hurting people out on the coast, and for a lot of them it is through no fault of their own. I consider myself to be very fortunate, right place at the right time with the right support network. Folks at the food banks work pretty hard getting the help directly where it is needed, with no ulterior motive or obligation on the part of the folks using the service. My schedule doesn't give me a lot of time for hands on participation so I figured the financial support would be my contribution.”

- John Ondusko
Mosaic 2020 Citizen of the Year



SUPPORTING NEW LEADERS THROUGH THE GREEN MENTOR PROGRAM

Mosaic is a proud partner with Project Learning Tree, an educational organization that provides professional development and career services to youth in Canada, pursuing a career in forestry and environmental management. Their industry-leading “Green Mentor” program pairs experienced professionals with up-and-coming leaders, and Mosaic’s employees - Molly Hudson, Director of Sustainability and Ken Price, Manager of Partnerships – participated as mentors in this excellent program in 2020.



“PLT Canada’s mentorship program is one of the things that gives me hope about how the forest sector will grow in the future. We need more young people to see what modern, sustainable forestry is all about so they can see themselves in a green career.”

- Ken Price
Mosaic’s Manager of Partnerships



TOP:
SKY JARVIS, WHO IS WORKING TOWARDS HER REGISTERED PROFESSIONAL FORESTER AND REGISTERED PROFESSIONAL BIOLOGIST DESIGNATIONS

BOTTOM:
KEN PRICE, MANAGER, PARTNERSHIPS FOR MOSAIC FOREST MANAGEMENT



Environmental Leadership

From investments in the smallest seeds at our Mount Newton Seed Orchard to landscape-level forest management that provides habitat for wide-ranging species like bears and ungulates, our focus is on sustainability at every scale. We are committed to science-based decision-making and demonstrate accountability through third-party certification that provides transparency to our partners and stakeholders.

All our forestry operations are independently certified to the Sustainable Forestry Initiative® Forest Management Standard. SFI® mandates the use of best management practices that are comprehensive and go well beyond legal requirements and include independent third-party audits of practices against 13 principles, 15 objectives, 37 performance measures and 101 indicators of Sustainable Forest Management. Additionally, in 2020, we achieved certification by the Carbon Trust on our organizational carbon footprint.



Certification by the Carbon Trust



In 2020, we took another step forward in our goal of achieving carbon neutrality by securing certification of our organizational carbon footprint by

the Carbon Trust, a global climate change and sustainability consultancy. This end-to-end organizational carbon footprint of sequestration and emissions across our entire business provides the data we need to make informed decisions required to achieve carbon neutrality. It forms the new baseline for Mosaic's journey to enhance its environmental outcomes.

“Mosaic’s bold steps toward carbon-neutrality are key to helping British Columbia build a cleaner, more innovative future that benefits everyone. Mosaic is demonstrating that by working together, industry and government can fight climate change and achieve our CleanBC goals.”

- Ravi Kahlon
BC's Minister of Jobs, Economic Recovery and Innovation

2020 ACHIEVEMENTS

- Planted **11.2 million seedlings**.
- **Achieved Scope 1, 2 and selected Scope 3 carbon footprint certification** by the Carbon Trust.
- **Reduced on-site burning of woody debris by a further 9.7%**, for a total reduction of over 26.4% since 2018.
- In partnership with the Ministry of Forests, Lands and Natural Resource Operations and Rural Development, **hosted a research project on Mosaic lands studying amphibians, small wetland habitats and forest harvesting**.
- **Launched a research project for small owls** on Mosaic lands.
- **Supported stream and fish habitat improvement** through \$100,000 donation to the Pacific Salmon Foundation.
- **Supported \$140,000** to the Marmot Recovery Foundation.

2021 COMMITMENTS

- **Pilot 9-hectares of tree planting** utilizing drones.
- **Pilot the use of drones** to assess wildlife populations and habitat conditions.
- **Support community science and local university-led research on changing climates and watersheds**, including the Koksilah Watershed Research Project led by the University of Victoria and the Coastal Hydrology Research Lab in their continued work on snow and ice research.
- In partnership with the Ministry of Forests, Lands, Natural Resource Operations and Rural Development and local stewards, **implement a restoration project in sensitive Coastal Douglas-fir ecosystem areas, including removal of invasive plants and creation of educational signage**.

Taking Climate Change Weather Monitoring to New Heights

A partnership between Mosaic, Vancouver Island University, the Comox Valley Regional District and the Ministry of Forests, Lands, Natural Resource Operations and Rural Development has brought a new state-of-the-art weather station to Mosaic Forest Management's private managed forest lands.

Identified as a priority in the Comox Lake Watershed Protection Plan, this high-elevation station located in the upper reaches of the Cruikshank River will transmit real-time data to researchers at VIU and FLNRORD while monitoring important weather data related to the role of snow and ice in the water balance of the Comox Watershed.

"This weather station will provide important data on high elevation climate conditions, and the long-term partnership commitment with Mosaic and others sets the stage for us to track critical metrics and trends over time. The project is an excellent example of collaboration between multiple organizations and leverages the strengths of each by providing opportunities to apply the results to help solve both current and future problems."

- **Bill Floyd**, Research Hydrologist, Ministry of Forests, Lands, Natural Resource Operations and Rural Development and Director of the Coastal Hydrology Research Lab at Vancouver Island University





Goshawk Rescued and Released through Mosaic Monitoring Program

In August 2020, Mosaic staff biologist David Vey released a rehabilitated Northern Goshawk into the wild on Mosaic lands. David had found the chick fallen from its nest two months earlier and brought it to MARS Wildlife Recovery Centre, where the talented team provided the bird with specialized care on its road to a full recovery and successful release back into the wild.

The Northern Goshawk is the largest accipiter hawk in British Columbia. Mosaic has detailed procedures to identify, monitor and protect Northern Goshawk habitat within their managed forest lands.

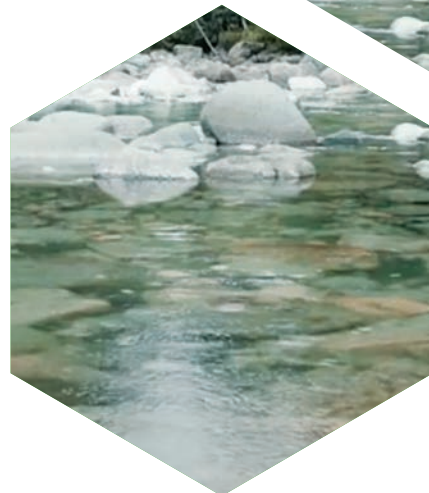
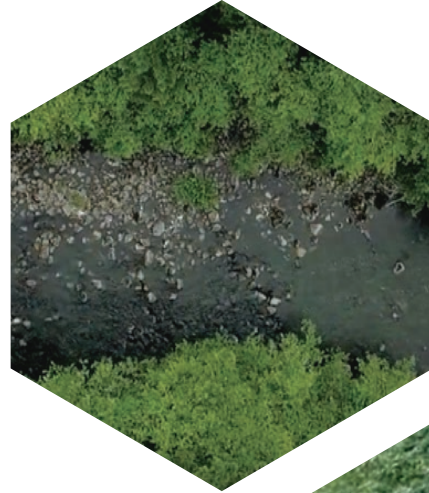
SUPPORTING COMMUNITY WATERSHED MONITORING

For the past 10 years, the Regional District of Nanaimo has facilitated a grassroots community watershed monitoring program, empowering local water stewardship groups to collect and monitor data on watershed health. The program is enabled through a three-way partnership between the RDN, Mosaic and the Ministry of the Environment and Climate Change Strategy.

Mosaic supports this important initiative by sponsoring the lab analysis costs for quality assurance and quality control, supplying volunteers with safety gear and providing access to the upper watersheds located within our private managed forest lands. This is an excellent, collaborative program that provides community involvement and insight into the careful management of watershed resources.

Data collected through this program is analyzed by the RDN and Environment Ministry, and contributes to the provincial watershed database. Data is collected for turbidity, dissolved oxygen, temperature and conductivity for 68 sites in 25 watersheds across the Region, with the long-term objective of using multiple years of data to improve watershed monitoring and management.

Results of the monitoring programs are posted publicly on the RDN's website, and you can learn more about this collaborative watershed management program here: <https://www.rdn.bc.ca/community-watershed-monitoring>.





Indigenous Partnerships

Mosaic is committed to recognizing and respecting the rights of Indigenous Peoples. Co-operation and mutual respect are the foundation of our Indigenous relations in all our business activities. We work closely with 27 First Nations on BC's Coast and have formalized memorandums of understanding with 14 Coastal First Nations.

2020 ACHIEVEMENTS

- **Achieved Silver-level Progressive Aboriginal Relations Certification** from the Canadian Council for Aboriginal business, becoming the first forestry company in BC to achieve this distinction.
- **Sponsored a significant cultural storytelling vignette series** in partnership with the Homalco-owned media organization to document the stories and Éy7á7juuthem language, which is the language of the Homalco, K'omoks, Klahoose and Tla'amin people.
- **Further streamlined access across Mosaic-managed lands for Indigenous partners' cultural and ceremonial purposes** through 34 separate agreements.
- At the request of partner Nations, **worked collaboratively to support their efforts to manage access to their communities** in response to COVID-19.
- **Expanded recruitment efforts for new Indigenous employees** through participation in Indigenous-focused career fairs and formalized Indigenous scholarships and bursaries.
- **Completed three new formalized memorandums of understanding** with partner Indigenous Nations.
- **Provided firewood for community and cultural use** to 12 First Nation communities.
- **Supported the creation of Indigenous-led firewood businesses**, with wood sourced from Mosaic facilities and operating areas.
- **Awarded more than \$90,000 in scholarships, bursaries and training initiatives** for Indigenous learners and workers.
- **Allocated over \$12.5 million in direct spending** with Indigenous-owned businesses and suppliers.

2021 COMMITMENTS

- **Expand First Nations Fibre Sourcing Program**, supporting Indigenous businesses, licence holders and forest owners to secure strong values for their products.
- **Support the North Island College (NIC) Big House Project** in Campbell River by working with NIC, We Wai Kai and Wei Wai Kum First Nations to locate the logs required for this project.
- **Partner with Indigenous communities to acquire LiDAR** for the community and forestry planning needs.
- Work with the First Nations Forestry Council to **sponsor a student and provide summer student employment in 2022.**
- Work with the Sustainable Forestry Initiative, to which Mosaic is certified, to **review and enhance Objective 8 of the standard, which recognizes the rights of Indigenous Peoples.**
- **Add an additional five Indigenous scholarship opportunities** to our scholarship program.

PARTNERING WITH TS'UUBAA-ASATX NATION

Ts'uubaa-asatx Nation – formerly known as Lake Cowichan First Nation – is undertaking an exciting new residential development project on the shore of Lake Cowichan. Once completed, North Shore Estates will offer a mix of multi-unit and single-family homes for lease by Ts'uubaa-asatx Nation members and non-members.

Mosaic is supporting Ts'uubaa-asatx's vision for the project, specifically the development of a marina, which provides a unique selling feature of this residential development with prime recreational access. This project is an important plank in Ts'uubaa-asatx Nation's economic development plan and is now in the initial stages of construction with wide community support.

WORKING WITH LOCAL FIRST NATION-OWNED BUSINESSES

Halalt First Nation member John Brebber recently returned to the community with a vision to leverage his previous experience as owner-operator of a firewood processing and delivery company to create jobs for Nation members and serve a community need. John approached Mosaic about the possibility to create a partnership where John's new firewood business could utilize cut-off material from our dryland sort as fibre for his new business venture.

John's proposal was a great fit for Mosaic, and we are proud to partner with him as he creates a valuable product and local jobs from residual fibre from our operations. John expects to process and deliver more than 700 cords of wood this year in the Cowichan Valley. In his first year in business, he has already provided training and employment to Halalt and Penelakut Nation members.



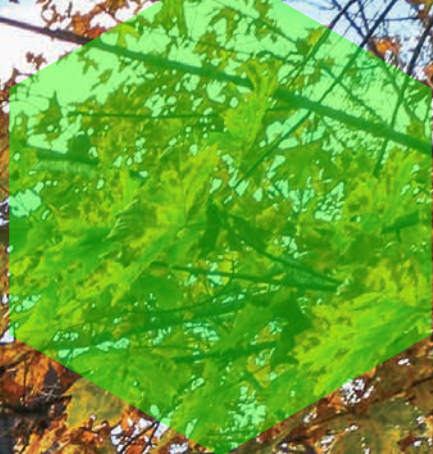
Taking Progressive Aboriginal Relations Certification to the Next Level



After an independent, third-party verification and review by a jury of Indigenous business leaders, the Canadian Council for Aboriginal Business announced in September that they had increased Mosaic to Silver Level Certification within the Progressive Aboriginal Relations (PAR) framework.

TimberWest was the first forestry company in British Columbia to achieve PAR certification, and this certification, at the Bronze Level, was extended to all Mosaic-managed lands in 2019. Mosaic is now the only forestry company in BC to achieve Silver-level recognition.

PAR certification is a Canadian Council for Aboriginal Business program that evaluates performance and impact in key areas important to Indigenous communities. It signals that Mosaic is a committed partner with the policies, systems, and resources dedicated to achieving positive outcomes in Indigenous relationships. The increase to Silver certification reflects substantive progress in Leadership, Employment, Business Development, and Community Relations.



In the Community

2020 ACHIEVEMENTS

- **Maintained public access and camping opportunities safely through 2020**, implementing COVID-19 safety protocols to provide recreational opportunities for our neighbours.
- **Donated \$345,000 to community organizations across Coastal BC**, including new programs to support those hit hardest by the COVID-19 pandemic.
- **Began building a new public campground** in partnership with BC Hydro.
- **Renewed access agreements with a variety of organisations** including the Victoria Fish and Game Club and the Alberni Motocross Association among others.

2021 COMMITMENTS

- **Pilot an open public access corridor** through our road network to access popular public recreation sites Scout Beach and Lowry Lake in the Port Alberni region, and evaluate for safety and other forest risks like dumping, unsanctioned campfires and theft.
- **Explore an expanded agreement for six all-terrain vehicle clubs**, with broader permissions and safety requirements.
- **Establish a new mountain biking area in Lake Cowichan** in partnership with the Lake Cowichan Trailblazers.
- **Establish a new Mosaic campground to bring the total to 14 not-for-profit campgrounds** on Mosaic private lands.
- **Increase support for Search and Rescue organizations** active on Mosaic lands.

RECREATION OPPORTUNITIES FOR OUR NEIGHBOURS

Mosaic's working forests are the heart of our business, and along with providing jobs for our staff and contractors and sustainable wood products for our customers, our forests also provide valuable recreation opportunities for our neighbours. The value our communities derive from recreating on our lands became even more apparent during early 2020 when COVID-19 restrictions closed most local, provincial and federally operated parks.

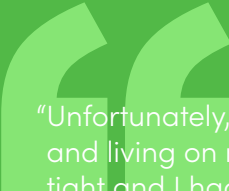
As a company, we knew we had the opportunity to provide our neighbours with something many people were desperately seeking during this time – access to wide-open spaces to enjoy safely with their families. Our team worked to ensure we could keep access to our lands open for recreation while complying with all COVID-19 safety protocols. While we did have to close our campgrounds in line with other camping areas across most of Canada, we were able to keep – and in some cases worked to expand – access to our working forests for weekend day use. We reopened our 12 not-for-profit campsites as soon as we were allowed and welcomed British Columbians back – and we were pleased to work with BC Hydro to begin building a 13th campsite near Campbell River.

In total, Mosaic has more than 125 formal access agreements that facilitate the use of our lands for hiking, mountain biking, research, beekeeping, fishing, ATV use and other access requests – even hang-gliding! While we need to manage access for safety reasons related to active operations and liability issues as private landowners, we are working in partnership with communities and government to expand access where we can do so safely.

Supporting the Next Generation of Forest Stewards

Our scholarships program supports students pursuing a career in fields related to our business, focusing on Indigenous learners. In 2020, we supported more than \$90,000 in scholarships for students at all stages

of their educational journey – from graduating high school students going on to study in university, to post-secondary students and researchers at institutions across BC.



“Unfortunately, being a young adult and living on my own, finances were tight and I had no idea how I was going to make it to the end of the program without having to work full time and do school full time. **Now I can focus more on my education and being the best welder I can be.**”

– **Victoria Paulo**
VIU Welding Student

“**My future career goal is to become a wildlife biologist...By awarding me the Mosaic Forestry Award, you have lightened my financial burden which allows me to focus on the most important aspect of school, learning.** Your generosity has inspired me to give back to the community – I hope one day to be able to help students achieve their goals, just like you’ve helped me.”

– **Darian Menzel**
University of Northern British Columbia Student

“**I am so excited and grateful to get this award. I come from a large family that is very active in our culture. Trying to juggle school and family is hard enough without trying to get enough work hours to cover tuition on top of everything else.** I am in the Tourism and Hospitality Management diploma program with a focus on adventure guiding. Eventually, I'd like to get my bachelors. I am hoping to be able to work and live in my traditional territory in a sustainable way.”

– **Molina Dawson**, Student Recipient
Mosaic Natural Resources Award for Aboriginal Students

“**I want to formally thank you for the Mosaic Forestry Award.** I am currently in the University of British Columbia Masters of Sustainable Management program and am thrilled to be on track to becoming a Registered Professional Forester. I am honoured to receive this award and it has made a significant difference to my education and career.”

– **Randy Mitten**, Recipient
UBC-Mosaic Forestry Award for Indigenous Students

SUPPORTING OUR COMMUNITIES

Giving back is a core value of our organization, and in 2020, we were proud to be able to reach out and support those in our communities facing added challenges due to COVID-19.

- **In February, we announced a \$20,000 donation to KidSport**, matching permit sales from our firewood cutting program to support this community-based organization providing financial assistance to cover registration fees to remove financial barriers that prevent kids from playing organized sport.
- **In April, we supported 21 food banks across Coastal BC**, with a \$15,000 corporate donation and a matching program for employee donations to their local food bank.
- **We donated 1,000 Douglas-fir seedlings to the Mount Arrowsmith Biosphere Region's Youth Program**, a program designed to teach students the importance of environmental, social, cultural, and economic sustainability on a local scale.
- **We donated a log to G.P. Vanier Secondary School in Courtenay** to support a hand-carved welcome sign at the school, installed in June just in time to welcome 2020 Grads to their unique, socially distanced drive-by grad celebrations.
- **In June, our team at Northwest Bay organized free firewood for frontline workers**, reaching out through the Hospital Employees Union to provide more than 60 cords of split firewood to healthcare workers.
- **We provided a \$30,000 contribution to community and food programs** in Campbell River, Port Alberni, Duncan, Lake Cowichan and Sooke for the holiday season.
- **The generosity of Mosaic employees led to a re-purposing of our 2020 Holiday Season budget to supporting local community groups, with a \$25,000 donation to the Vancouver Sun Kids Fund "Adopt-a-School" program.** This donation meant five schools on Vancouver Island were able to provide meals and improve food security for students in need.



TOP ROW, LEFT TO RIGHT:
 \$15,000 DONATION TO
 FOOD BANKS ACROSS
 COASTAL BC
 FREE FIREWOOD DONATED
 TO FRONTLINE WORKERS
 BOTTOM ROW, LEFT TO
 RIGHT:
 HAND-CARVED WELCOME
 SIGN MADE WITH
 DONATED LOG
 SEEDLINGS DONATED TO
 MOUNT ARROWSMITH
 BIOSPHERE REGION'S
 YOUTH PROGRAM

Campsite Photo Contest

Swimming, fishing, paddling and stunning views were just some of the unique summer memories captured in the 2020 Mosaic Campsite Photo Contest.

We received a record-breaking 445 entries, and contest winners **Naomi Pope**, **Sheila Fiscus**, and **Carmen Crevier** each won a total of two weeks of camping at any combination of Mosaic's campgrounds with their winning entries.

NAOMI POPE, MACKTUSH CAMPGROUND
MAGICAL MACKTUSH



SHEILA FISCUS, WOKAS
MY HAPPY PLACE



CARMEN CREVIER, 1ST LAKE, WINDY POINT
FAMILY LOVIN AT THE LAKES





Responsible Stewardship: At the Heart of our Business

MosaicForests.com |     



Canadian Council for
ABORIGINAL
BUSINESS



Promoting
Sustainable Forest
Management
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SUSTAINABLE
FORESTRY
INITIATIVE
SFI-00015

MOSAIC
FOREST MANAGEMENT

Timberland Manager for  **ISLAND**
TIMBERLANDS