
Elevating Equity and Inclusion in North Carolina



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As newspapers have reminded us recently, North Carolina has had a challenging history with industry. Mills and factories came and left, and often took more than they gave. This real and painful history was generally inflicted upon the most vulnerable communities. We at Enviva acknowledge the history, and we understand that we operate in the geographic footprint of those who didn't always act in the region's best interest. Over the years, corporations have earned every raised eyebrow, and we understand why some of our neighbors view the wood pellet industry with skepticism.

Enviva is different. Legal compliance is a floor, not a ceiling. Our facilities not only comply with but generally go above and beyond all state and federal standards for controlling emissions, and our plants do not present a health hazard to our communities. We have received every original and renewal permit we have applied for throughout the tenure of our five North Carolina facilities and we are proud of the health and safety standards we challenge ourselves to meet daily.

We aspire to be environmental justice leaders. Meeting our obligations under environmental laws is just a starting point. In the spirit of first, do no harm, we continuously evaluate our activities and recommit ourselves to not diminishing our neighbors' quality of life. We consistently work to reduce our facilities' dust and noise levels, and we work to minimize our impact on traffic patterns from our deliveries. These actions won't show up in emissions stats, but they are standard throughout Enviva's operations.

We also want to be a positive force where we do business in the communities of Ahoskie, Northampton, Sampson, Hamlet,

and Wilmington that we call home. Our local outreach and sponsorships are a baseline. The onset of the coronavirus pandemic gave us the opportunity to invest even further, but we recently challenged ourselves to do more; from curating relationships with trade schools, historically black colleges and universities, and professional organizations, to creating substantial workforce development pipelines, to teaching vocational and trade skills to North Carolinians that will last a lifetime. We are also expanding our supplier base and internal workforce to reflect the rich diversity within North Carolina.

Additionally, Enviva wants to work with North Carolina's small agriculture and forestry businesses to help North Carolinians start more family-owned businesses, while also producing more pellets. For years, we have assisted truckers in paying for their rigs as well as helping loggers finance chippers and skidders. We are looking to partner with more small businesses to create real opportunity and wealth for our neighbors.

Finally, North Carolina's Black families have been mistreated and their wealth devalued by outmoded heirs property laws. Enviva has long assisted Black families who seek to create forest management plans that will secure their property, obtain the applicable tax benefits, and begin to restore the land's value. We want to do more to support heirs' property and Black land retention, and we want to hear from neighbors who need help with this.

We still have a long way to go. But we believe we're different and we invite all of our community stakeholders to look beyond the easy dismissal of industry as a bad actor and learn more about our real environmental impact relative to common misperceptions.

Come work with us as employees, suppliers, and/or community partners - we can't wait to prove ourselves friends of all North Carolinians. Enviva will continue to work to keep environmental justice a priority while creating community wealth and equity. We are grateful to be in business in the Tar Heel state, and we can't wait to continue giving back as we grow.