



Client Name:	SFM Forest Products
Date(s) of review:	15 th and 16 th April 2010
Type of review	Pre-certification stage 1
Site visited (include address)	70 Hampton Road, Battery Point, Tasmania and coupe SFM134 (a field site in its Defined Forest Area)
Certification standard	Australian Forestry Standard, AS4708-2007
Scope of activities within the scope of certification (short description)	All forest management activities within the Defined Forest Area, including planning, roading, selective harvesting and regeneration. The Defined Forest Area is listed the the "DFA Register".
Names of review team members:	Wayne Tibbits
Name of Client Manager, and signatory to this report:	Wayne Tibbits
Exclusions to the standard/management system	

Review team declaration:

We confirm that for the purpose of this review:

- We did not have any conflict of interest with and is fully independent from the company listed above
- We had the review team has sufficient resources, and competences to complete its review and reach its conclusions,
- We had the appropriate credentials to perform this review in accordance with Global-Mark and applicable accreditation requirements (as applicable)

Comment and disclaimer on this report:

- This report does not and should not be seen as advice. Please consult a qualified advisor or consultant for advice.
- Due to the sampling nature of third party business reviews, the time available and samples size, some issues, non-compliances or improvements might not have been identified in the present report. This does not imply that these issues do not exist, or are in compliance. Employees, management and other stakeholders of the organization need to and are responsible for, continuously identifying and taking necessary controls to ensure continued compliance with the standard(s), and improvement.
- Readers of this report should make judgement taking the above into account.
- The report is confidential, and is owned by the organization listed above, Global-Mark Pty Ltd and the review team members who participated in its preparation
- Global-Mark reserves the right to make this report available to regulators, and/or funding providers if requested.



Photo - Grip on extraction track at coupe SFM134.



Photo - Stack of pulpwood at coupe SFM134.



1 Review team conclusions

The organisation's forest management system has some parts that have been functioning adequately for apparently a number of years to meet the requirements under the Forest Practices Code (2000) and it also has some new components to meet the additional requirements of the AFS that have been specifically developed following consultant advice from Forestry Tasmania. Its management and organisational structure is small but by all appearances quite effective. There is a "forest management policy". The forest types are predominantly mixed species, uneven-aged native forests, dominated by *Eucalyptus* species and owned by other parties where SFM Forest Products has management responsibility. The extent of estate on the basis of information supplied in March 2010 is 2,937 hectares of selective harvest forest and 218 hectares of reserves.

The organisation's documentation structure and its planning processes are outlined in its key document entitled "SFM Forest Management Strategy 2010". Its significant aspects and impacts are typical of forestry operations and include those associated with biodiversity, soils, water and heritage. Goals for environmental and cultural values are embedded in their objectives and targets, but we did find that the social and economic values were not really covered.

Processes for protecting forest values and forest health, and systems for maintaining long-term benefits for stakeholders are driven by the planning and monitoring with the Forest Practices Plans.

The concept of continual improvement is achieved through the means of management review and the effectiveness of its management objectives and targets to assist this process. **It is noteworthy that the set and presentation of management objectives and targets are of a high standard for an organisation of this scale and that the enthusiasm and passion displayed by the Directors and staff, and the fact that all attended the closing meeting, would support the notion that there is sufficient in place to support continual and planned improvement.**

Applicable regulations and agreements with authorities are largely identified as the Forest Practices Code (2000), where its essential requirements (what it prescribes needs to be done) are listed. We did raise a finding that the essential requirements for other pieces of legislation are not listed.

Procedures and records from document control, audit, review and corrective action programmes exist. However, we advise that at stage 2 certification review of more records may be required for nonconformities, complaints and corrective/ preventive action, audit and review programs, licence/ permit requirements and compliance may be required

Issues that will need special attention at stage 2 certification include (1) that the five findings of major nonconformity (# 5, 6, 7, 8 and 11) have been sufficiently addressed, (2) for coupe SFM134 records subsequent to this review and (3) requirements identified in this report that were not specifically addressed at this review. In particular, **the internal audit system will need to be assessed for its effectiveness on key criteria such as listed in ISO19011 and JAS-ANZ Procedure Number 26 (G 3.3.11) - including, competence of personnel, procedures, references to standards, resources, organising programmes, checks and verifications, findings, and relative importance of components of forest management system.**

Relevant stakeholder groups have been identified through SFM Forest Products following the AFS Appendix guide to list stakeholders' categories. Their "Stakeholder contacts " cover local and state government, regional authorities, environmental groups, indigenous group, other forestry organisations (FPA, industry) and contractors. Key forest values to be managed have been identified by staff through their rigorous field inspections associated with preparing Forest Practices Plans.

Also, we have requested that the forest manager forwards to us at least six weeks prior to the scheduled start of the stage 2 certification audit, (1) a list of active coupes so that we can determine both the number to sample and make the selective and non-selective (random) sample and (2) a list of stakeholders so that we can make a selection from it in order to hold discussions with some. We advise that we will ask some to respond to the Global-Mark "Stakeholder Satisfaction Survey" by the time of Stage 2 certification audit. Also, records of forest management system communication received and actions taken may be required during Stage 2 certification.

Management system implementation programme justifies proceeding to stage 2.

The formal management review process had not yet taken place by the timing of this stage 1 pre-certification review. However, the internal audit plan lists management review scheduled for June 2010 and a template of the agenda for management review exists in draft form. At the closing meeting the Directors gave clear commitment to a thorough management review before stage-2 certification audit, probably in May 2010. Therefore, at this stage we cannot determine how effective management review is in determining that the system is suitable and adequate for the organisation's needs.

We believe that the organization listed above at the site(s) listed above has the capability to systematically meet the requirements of the Australian Forestry Standard, and for the activities/products and sites listed on the Global-Mark scope of certification.



Table 1 - List of coupes visited.

Date	Coupes visited	Forest Type/Features	Operations active
16 th April 2010	SFM134 (Forest Practices Plan # AVL0056)	Uneven-aged <i>Eucalyptus</i> native forest. A number of special values for protection, including a threatened Blue Gum community for Swift Parrot habitat.	Selective harvest of <i>Eucalyptus</i> native forest. Chainsaw falling, processing and skidding extraction of logs.



2 Review teams findings

At the conclusion of this review the following presents the status of new and existing findings:




Number of findings:

- Open Total: 14
- Closed Total: 0
- Remaining open: Total: 0 (this is the first audit)


3 Comments in relations to compliance with the standard

Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
Criterion 1: Criterion 1 - Forest management shall be undertaken in a systematic manner that addresses the range of forest values		
Forest Management policy (4.1.1)  Photo - Skidding at coupe SFM134.	SFM Forest Products have a "Forest Management Policy" that essentially includes commitment to the points required in the Australian Forestry Standard. Finding No 1, Improvement Request (minor nonconformity) - Forest management policy does not mention economic & cultural values, and provision of resources appropriate to scale of impacts. Finding No 2, Observation - Forest management policy is not yet available to the public as it is in the SFM Forest Management Strategy 2010 that is soon to be loaded onto their web site (www.sfmes.com.au).	Improvement request # 1 Observation # 2
Forest Management plan (4.1.2)  Photo - Area of non-forest (not in DFA) on property with coupe SFM134.	The forest manager identifies legal and other external requirements as listed in their Appendix A. They identify updates of these requirements through processes that include information supplied by the Forest Practices Authority, Stage Government department (DPIPWE) and industry bodies. The "Aspects & Impacts Register" and "Risk assessment forms" are used to identify and assess the significance of aspects and impacts of activities. The forest manager sets management objectives and targets are listed. There are eight as QMS and/or AFS. These are for aspects of high significance. The set and presentation of these are of a high standard for an organisation of this scale. The forest manager respects stakeholder input through distributing to stakeholders the "SFM Forest Management Strategy 2010". This document is an overview that details the	Major nonconformity # 5, 6 Improvement request # 3, 4




Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
 <p>Photo - Regeneration at coupe SFM134.</p>  <p>Photo - Grip on extraction track at coupe SFM134 used to divert water flow and reduce risk of soil erosion.</p>	<p>scope and objectives of management, describes the values managed and describes the silviculture. There are eight objectives as QMS and/or AFS. These are for aspects of high significance. The set and presentation of these are of a high standard for an organisation of this scale.</p> <p>Finding № 3, Improvement Request (minor nonconformity) - The essential requirements contained within other [apart from Forest Practices Code (2000)] pieces of legislation are not listed in the register or matrix, and neither is there any text for/on local government requirements.</p> <p>Finding № 4, Improvement Request (minor nonconformity) - There are no links between aspects/impacts, legal requirements, operational controls (including monitoring) and objectives & targets, so that one can see how together they work/connect to achieve sustainable forest management outcomes.</p> <p>Finding № 5, Major nonconformity - Economic and social values impacted (part of the full suite of AFS forest management performance requirements) are not listed in the Aspects & Impacts Register.</p> <p>Finding № 6, Major nonconformity - The Aspects & Impacts Register does not list the consideration of normal and abnormal circumstances in an attempt to address the possibility of over-confidence in risk assessment. Therefore, this does not meet what "the AFS requires that monitoring and auditing protocols report the probability that they will detect important changes (if they exist) for identified significant aspects of forest management" (page 34). There was a reported corrective action when an oil spill occurred (albeit outside of the DFA) where a section 41.1 was issued to the forest manager> This supports the point that more focus on abnormal conditions is warranted for effective statistical monitoring.</p>	
<p>Implementation of the forest management plan (4.1.3)</p>  <p>Photo - At coupe SFM134 a tree cut down with some issues of directional falling as it has partly fallen over the boundary fence (see comment in red font here at 4.1.3).</p>	<p>A management system is implemented to meet the forest management performance requirements through, "SFM FPP Planning Procedure" and "SFM FPP Planning Checklist" (seen for coupe SFM142a on FPP AVL0057).</p> <p>Position Description for "Senior Forest Planner" and "Training Skills Summary" and "Employee Training Plan Form". These all work to define roles and responsibilities and ensure that adequate skills and competencies exist in staff. We sighted licenses as Forest Practices Officer - A. Morgan (24-Feb-2006), A. La Sala (23-Mar-2007), D. Ryan (19-June-2007) and D. Wise (22-June-2008).</p> <p>Communication is established in part through monthly meetings of staff. Minutes sighted (last held 12/04/2010) included AFS related matters such as new objectives & targets, feedback from stakeholders ("Exit package" for landowners who leave the DFA).</p> <p>Emergency situations are covered by three key documents - "Emergency response for fuel & oil spills procedure", "Emergency response plan" and "Working alone procedure". The last is regularly tested/implemented but the first two are yet to be tested.</p> <p>At coupe SFM134 the SFM Forest Products' Operations Coordinator explained that they would do an audit of</p>	Yes




Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
	operations the following week. This would include a focus on highlighting to the contractor both directional felling and damaged trees to remove. We would like to inspect records of this at the certification (stage 2) audit.	
<p>Monitor and evaluate forest management activities and their outcomes (4.1.4)</p>  <p>Photo - Boundary fence between coupe SFM134 and State Forest. Pink tape as specified in Forest Practices Plan.</p>	<p>Forest management activities are monitored and evaluated. Plans are checked for compliance - FPP Planning Checklist seen for coupe SFM142a on FPP AVL0057.</p> <p>Evidence of monitoring and auditing of forest operations includes "Forest harvesting monitoring report". We noted this for coupes/FPP SCO68C/MAV0001 on 10/06/09 and Cooma/BRM0431 on 25/2/10 & 3/3/2010. We checked that the form for 10/06/09 had one signature missing for "by date" of 12/06/09. In the field at coupe SFM134 we observed the SFM Forest Products' Operations Coordinator explaining to the contractor that a coupe audit was planned for Monday 19th April 2010.</p> <p>"Incident reporting and evaluation report forms" are used for corrective and preventative actions. The system is set up for periodically auditing of the forest management system through the "SFM internal audit plan" (audits scheduled for May 2010 and August 2010), and internal audit procedure and an internal audit form. All are well set out and two members of staff have been trained in auditing.</p> <p>Finding № 7, Major nonconformity - There have not been any internal audits conducted of the forest management system.</p>	Major nonconformity # 7
Periodically review and where necessary modify the forest management system (4.1.5)	<p>The forest manager's internal audit plan lists management review scheduled for June 2010, so it has not happened. A template of the agenda for management review exists in draft form.</p> <p>Finding № 8, Major nonconformity - There has not been any management review of the forest management system.</p>	Major nonconformity # 8
Criterion 2: Forest management shall provide for public participation and foster on-going relationships to be a good neighbour		
Identify and establish contact with relevant stakeholders (4.2.1)	The forest manager has identified stakeholders. The 32 are listed in the "Stakeholder contacts - full details". It covers local and state government, regional authorities, environmental groups, indigenous group, other forestry organisations (FPA, industry) and contractors.	Yes
Facilitate and encourage meaningful participation of stakeholders (4.2.2)	Not specifically assessed at this pre-certification audit.	Not assessed
Good neighbour (4.2.3)	Not specifically assessed at this pre-certification audit.	Not assessed
Criterion 3: Forest management shall protect and maintain the biological diversity of forests, including their successional stages, across the regional landscape		
Identification and assessment of the significance of biological diversity values and structural elements (4.3.1)	Active identification and assessment of the significance of biodiversity values is through the Forest Practices Plan process. At coupe SFM134 we noted the Forest Practices Plan (# AVL0056), which identified a Blue Gum community was being protected.	Yes
No conversion of native vegetation to plantation or non-forest cover except in limited circumstances (4.3.2)	The forest manager abides by this requirement. FPP for coupes SFM134 & SFM141a sighted and all harvesting is selected with no conversion of native vegetation. SFM Resource Register clearly identifies that outside of the DFA	Yes






Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
	there is some land that has had conversion, but another party manages this and SFM Forest Products are not responsible for this component of management after their harvesting.	
Implement practices to support the protection and maintenance of Significant Biological Diversity Values (4.3.3)	The forest manager implements practices to support the protection and maintenance of Significant Biological Diversity Values. For coupe SFM134 we noted the special values recorded on the coupe file from a request on 14/05/2009. At this site, all Blue Gum trees with a diameter at breast height (DBH) > 40 cm are to be retained for habitat for Swift Parrot and any tree > 70 cm DBH are to be retained for general habitat.	Yes
Establish and maintain a spatial configuration (4.3.4)	The selective harvest approach by the forest manager assists the maintenance of a spatial configuration of forest cover.	Yes
Regenerate native forest (4.3.5)	At coupe SFM134 the SFM we noted obvious regeneration of a number of species since a previous fire. Hence, the SFM Forest Products' Operations Coordinator had reason to be confident that regeneration would be as required.	Yes
		
Plantations shall constrain the spread of introduced species, provenances or populations used in plantations (4.3.6)	Not applicable in the scope for this forest manager.	Not applicable
Forest managers managing native forests shall, where appropriate, use fire and other disturbance regimes (4.3.7)	Not specifically assessed at this pre-certification audit.	Not assessed
Criterion 4: Maintenance of the productive capacity of forests		
Identification of existing productive uses of the defined forest area to support the maintenance of the land (4.4.1)	The forest manager has identified existing productive uses of the defined forest area. "SFM 3yp_coupes 2010-1013" identifies an identification of selective harvesting as the important productive use of the DFA to support maintenance of the land's long-term productive capacity. We sighted an example report for coupes on Dogs Head property (DH0001-DH0005) where growth & yield estimates were made and intensity/type of selective harvest approaches were listed. Also, field notes for SFM135 and Downie property at Lake Echo that detailed stand description in structure & composition.	Yes
Planning of forest operations to ensure productive capacity (4.4.2)	Not specifically assessed at this pre-certification audit.	Not assessed
Evaluation and use of silvicultural systems (4.4.3)	Not specifically assessed at this pre-certification audit.	Not assessed
Regeneration of native forests (4.4.4)	For coupe SFM134 we noted the obvious regeneration of a number of native species across the site.	Yes
Damage to forest growing stock	The forest manager attempts to ensure that damage to	Improvement





Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
during forest operations (4.4.5)  Photo - Damage to retained tree at coupe SFM134. See finding # 12.	growing stock during forest operations stays within tolerable levels. We did not see some damage at coupe SFM134 and include in this report photographic evidence and a finding (№ 12). Finding № 12, Improvement Request (minor nonconformity) – At coupe SFM134 we observed a # instances of trees with relatively large amounts of bark knocked off. The SFM Forest Products' Operations Coordinator brought this matter to the attention of the contractor. Whilst these trees may now be removed within allowable basal area constraints, the system does not appear adequate to ensure that damage will stay within tolerable levels.	request # 12
Implement effective measures to reduce the extent and impact of unplanned fires (4.4.6)	Not specifically assessed at this pre-certification audit.	Not assessed
Criterion 5: Maintenance of forest ecosystem health and vitality		
Identification of potential damage agents (4.5.1)	The forest manager identifies potential damage agents. There is reference to "Damaging Agents" on page 8 of the SFM Forest Management Strategy 2010. Finding № 9, Improvement Request (minor nonconformity) – There is insufficient evidence that the listed potential damage agents have been prioritised at a broad level.	Improvement request # 9
Support the maintenance of forest ecosystems (4.5.2)	Practices are implemented to support the maintenance of forest health and vitality. We did sight an example for coupe SFM142a (FPP # AVL 0057) that Gorse had been identified as a weed and control mechanisms were stated in the FPP. However, we did raise the finding below. Finding № 10, Improvement Request (minor nonconformity) – There is insufficient evidence of procedures for forest health surveillance throughout the operational stages of forest management.	Improvement request # 10
Maintenance and enhancement the forest ecosystems (4.5.3)	There is reference by the forest manager to "low-intensity fires" to "promote forest health" on page 8 of the SFM Forest Management Strategy 2010. Their FPP proforma lists mechanism disturbance as an option and an example was seen documented for one coupe.	Yes
Management of damage agents to facilitate their rehabilitation of degraded forest (4.5.4)	Not specifically assessed at this pre-certification audit.	Not assessed
Reduce reliance on chemicals (4.5.5)	Not specifically assessed at this pre-certification audit.	Not assessed
Criterion 6: Protection of Soil and Water Resources		
Identification of inherent soil and water values (4.6.1)	Not specifically assessed at this pre-certification audit.	Not assessed
Minimisation of adverse changes to water quality (4.6.2)	At coupe SFM134 we noted that forest operations were conducted in a manner to minimise adverse changes to water quality. We include in this report photographic evidence of grips on tracks to minimise transport of soil into waterways.	Yes
Hydrological flows are managed in accordance with authorised regional catchment goals (4.6.3)	We sighted an example for coupe SFM128a (on FPP ANM0044) where SFM Forest Products managed forest operations in the Ellendale water catchment area to the 5% rule in the Forest	Yes




Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
	Practices Code 2000 (C4.4 page 48). This included increasing buffers on the class 4 stream.	
Protection and maintenance of soil physical chemical and biological properties (4.6.4) 	At coupe SFM134 we noted that forest operations were conducted in a manner to maintain physical, chemical and biological properties of soil. There was no evidence that rutting exceeded that specified in the Forest Practices Code. We include in this report photographic evidence of tracks.	Yes
Photo - Bunded area with diesel.		
Water pollution and soil contamination (4.6.5)	Not specifically assessed at this pre-certification audit.	Not assessed
Criterion 7: Forest contribution to carbon cycles		
Commitment to minimising greenhouse gas emissions (4.7.1)  Photo - Burnt base of stem.  Photo - Bark heaps, coupe SFM134.	The forest manager has partly addressed this requirement. SFM Forest Products has acknowledged the "intrinsic value" of "carbon storage"; particularly through the "current shift towards selective harvesting and regeneration " and also that it "strives to reduce greenhouse gas emissions by minimizing cartage distances and regularly servicing equipment to improve fuel efficiency" (page 11 of SFM Forest Management Strategy 2010). However, as there is no evidence that these approaches are being tracked we raised a finding. Finding № 11, Major nonconformity - There is nothing in the system for the forest manager to track and demonstrate their stated (page 11 of SFM Forest Management Strategy 2010) commitment to minimising greenhouse gas emissions. Therefore, as with finding # 6, this does not meet what "the AFS requires that monitoring and auditing protocols report the probability that they will detect important changes (if they exist) for identified significant aspects of forest management" (page 34). The system does not yet demonstrate how it maintains forests' contribution to carbon cycles, when its forest management activities can contribute to GHG emissions such as machine use and burning, where at coupe SFM134 there were bark heaps that were to be burnt.	Major nonconformity # 11
Criterion 8: Maintenance of natural, cultural, social, religious and spiritual heritage values for Indigenous and Non-Indigenous people		
Recognition of the rights and responsibly of Australia's Indigenous people (4.8.1)	Not specifically assessed at this pre-certification audit.	Not assessed
Protection of natural heritage and cultural, religious, spiritual and social heritage values (4.8.2)	"SFM Aboriginal Heritage Values Search List" has been commenced as an additional way of protecting their heritage values and recognising Indigenous peoples' rights and sensitivities. The forest manager adopts the approach to protect these	Yes



Requirements of the Standard	Review team and client manager comments	Compliance (Yes, No, Could Improve, Observation)
	values in that the values are usually picked up in special values process. We sighted an example for coupe DH0002b (FPP 3 AVL0028) where an old stone house was located and protected.	
Existing legal or traditional use of the forest (4.8.3)	The forest manager indicated that there were no known examples of traditional uses in the forests of their DFA. Finding № 13, Improvement Request (minor nonconformity) - There is insufficient evidence that there is a system in place for the forest manager to take appropriate action to constrain unauthorised or illegal activities, such as firewood cutting on coupe SFM134.	Improvement request # 13
Criterion 9: Maintenance and enhancement of long term social and economic benefits		
Support of regional industry and regional communities (4.9.1) 	Opportunities are identified and actions implemented by the forest manager to support regional industry and communities in that SFM Forest Products uses local and regional contractors, for example from Oatlands. We reviewed the "SFM Contacts List" and we verified that many contractors were regionally based near the DFA properties.	Yes
Use of harvested forest products (4.9.2)	Not specifically assessed at this pre-certification audit.	Not applicable
Support to employment and skills development of forest workers (4.9.3)	Not specifically assessed at this pre-certification audit.	Not assessed
Safe working environment and comply with relevant occupational health and safety employment legislation. (4.9.4)  Photo - Relating to finding # 14.	On the basis of one coupe visited it appears that the forest manager fosters a safe working environment in the field, with contractors implementing appropriate signage and procedures to promote safe work practices. We did sight at coupe SFM134 a form from Workplace Standards Tasmania that was titled "Forest Operations Compliance Monitoring Form" that was filled in and dated 24-03-1010. However, we did note a finding (below) and that the contractor had misplaced their Operator Licence from the Tasmanian Forest Industries Training Board Incorporated. Hence, we were unable to verify that this contractor complied with these requirements. Finding № 14, Observation - At coupe SFM134 we observed a # instances of stumps that had too much scarf and not enough holding wood, and we observed the landing operator with eye protection (a face shield on the helmet) that was not being used with an operating chainsaw.	Observation # 14
Respect the rights of employees and other workers (4.9.5)	Not specifically assessed at this pre-certification audit.	Not assessed

Additional Criteria		
Environmental, social and economic aspects, impacts and	This requirement has been partly addressed by the forest manager. See text in 4.1.2.	See findings


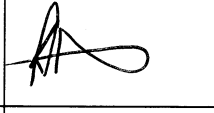

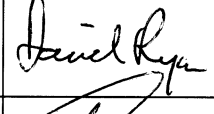




significance		
Operational control, including capacity planning, sustainable production, and maintenance of forest values	We observed a high level of operational control by members of the forest managers' team in both planning and field activities.	Yes
Statistical monitoring to protect environmental, social and economic values	The forest manager is a small-scale business with six direct employees. Hence, their level of statistical monitoring required is generally commensurate with their size. The inspection of field operations at coupe SFM134 indicated that they paid particular attention to monitoring of environmental values. However, finding # 6 emphasizes the point that more focus on abnormal conditions is warranted for effective statistical monitoring.	See findings
Statistical power requirements	As above.	See findings
Qualification, experience and authority of the staff	All members of staff were met and they have appropriate qualifications, experience and authority. They displayed an enthusiasm and passion for their work to support the requirements of the AS4708-2007.	Yes
Performance monitoring, controls, measuring, reporting and reviewing against the objectives and targets	Many of these are in place, including coupe monitoring and reporting. However, the reviewing against the objectives and targets is yet to be fully implemented.	See findings
Nonconformities, complaints and corrective/ preventive action	This is an area of the management system where our findings indicate that the forest manager needs to do more here. We advise that records may be required during Stage 2 certification.	See findings
Audit and review programs	This is an area of the management system where our findings indicate that the forest manager needs to do more here. We advise that records may be required during Stage 2 certification.	See findings
Continual and planned improvement 	The forest manager will rely on its management review and the effectiveness of its management objectives and targets to assist this process. However, the enthusiasm and passion displayed by the Directors and staff, and the fact that all attended the closing meeting, would support the notion that there is sufficient in place to support continual and planned improvement. Photo - Retained trees, some with slight bark damage.	See findings
Legal and Regulatory Requirements	This is an area of the management system where our findings indicate that the forest manager needs to do more here. Advise that licence/ permit requirements and records of compliance may be required during Stage 2 certification.	See findings
Discussions with a selection of relevant stakeholders.	We have requested that the forest manager forwards to us a list of stakeholders so that we can make a selection from it in order to hold discussions with some. We advise that we will ask some to respond to the Global-Mark "Stakeholder Satisfaction Survey" by the time of Stage 2 certification audit. Also, records of forest management system communication received and actions taken may be required during Stage 2 certification.	To be verified later
Use of marks/logos	Not applicable yet.	To be verified later

End of report

Attendance Sheet



Name	Title/Position	Signature	Entry Meeting	Closing Meeting
DAVID WISH	DIRECTOR		15/4/10	16/4/10
ANDREW MORGAN	DIRECTOR		15/4/10	16/4/10
Ann La Sala	Senior Forest Planner		15/4/10	16/4/10
* Dan Ryan	Op Manager		15/4/10	16/4/10
* Amy Dingley	finance & compliance manager			16/4/10
* BRETT STEVENSON	OPS COORDINATOR		15/4/10	16/4/10