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SFM Environmental Solutions Pty Ltd

Forest Management Plan

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**SFM acknowledges the traditional custodians of the land which we manage.
We show respect to their culture and their elders who have managed the land in the past.**

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Table of Contents

1. INTRODUCTION 4

1.1 Background 4

1.2 Purpose 5

2. FOREST MANAGEMENT POLICY 5

3. LEGISLATIVE FRAMEWORK 5

4. CORPORATE GOALS AND OBJECTIVES 6

5. STAKEHOLDER ENGAGEMENT 8

6. PLANNING 9

6.1 Resource Description 12

6.2 Local Government 13

6.3 Water Catchment Management Authorities 13

6.4 Access and Security 13

6.5 Chain of Custody 13

7.0 CORPORATE GOALS 14

7.1 Goal: Sustainable Forest Management 14

7.1.1 Benefits from the Forest 14

7.1.2 Native Forest 14

7.1.3 Plantations 16

7.1.4 Damage to Growing Stock 18

7.1.5 Product Segregation and Recovery 18

7.1.6 Non-wood Products and Values 18

7.1.7 Pests and Diseases 19

7.1.8 Research and Development 19

7.2 Goal: Environmental Protection 20

7.2.1 Conservation 20

7.2.2 Impact Mitigation 21

7.3 Goal: Social Responsibility 26

7.3.1 Supporting Regional Communities 26

7.3.2 Corporate Responsibilities 27

8.0 MONITORING 29

9.0 DOCUMENT REVIEW 30

APPENDIX A: CRITERIA OF RESPONSIBLE WOOD CERTIFICATION SCHEME AS/NZS 4708-2021 31

APPENDIX B: NATIONAL FOREST STEWARDSHIP STANDARD PRINCIPLES 31

1. Introduction

1.1 Background

SFM Environmental Solutions Pty Ltd (SFM) is a forest management company which has been operating successfully since 2001. SFM is 100% Tasmanian owned and operates across Tasmania, Victoria, South Australia and south west Western Australia. We currently have offices based in Hobart, New Norfolk, Launceston and Mt Gambier. SFM manages native regrowth forests, softwood and hardwood plantations and specialised projects.

SFM has developed strong relationships with individual landowners, plantation estate owners, timber processors, customers and other stakeholders. Our attention to detail, knowledge of industry developments and the timely completion of complex projects ensure we deliver professional forest management, which enables us to maintain a loyal client base.

SFM is committed to achieving sustainable forest management across its management portfolio. SFM ensures that it allocates sufficient resources to implement the Forest Management Plan and to ensure the long-term viability of the forest and non forest values that it manages.

SFM is currently certified to the Australian / New Zealand Standard ® AS/NZS 4708:2021– Sustainable Forest Management (Responsible Wood Certification Scheme) and the Forest Stewardship Council ® (FSC ®) Principles and Criteria. The Criteria of Responsible Wood are shown in Appendix A and the FSC Principles are shown in Appendix B.

The SFM's managed estate comprises of a Defined Forest Area (DFA) also referred to as the Forest Management Unit (FMU). SFM has full management control over land and forest as described within the DFA / FMU.

SFM's activities can be summarised into six broad categories:

- Native regrowth forest planning, harvesting, cartage and sale of timber products;
- Plantation planning, establishment and maintenance for carbon sequestration and timber production;
- Plantation planning, harvesting, cartage and sale of timber products;
- Road construction / maintenance including quarry management;
- Management of forest values including biodiversity, soil, water and cultural heritage;
- Specialised projects –
 - Hydrowood – A highly innovative project which utilises specialised equipment to salvage standing timber found underwater in Lake Pieman, Tasmania.

It is SFM's policy that the clearing and conversion of native forest to non-forest uses is not permitted unless it is required for exceptional circumstances and meets key principles of SFM's Native Vegetation Management Policy, Responsible Wood, and FSC Principles and Criteria. SFM will not utilise threatened species for commercial purpose unless permitted under commonwealth or state legislation, or CITES convention.

SFM keeps records of all such instances for scrutiny by external auditors.

SFM is committed to employing the same high standards of forest management and quality control across all of its operations.

1.2 Purpose

The Forest Management Plan is an overview of the management system framework implemented across the SFM managed estate, including the DFA / FMU. It outlines corporate goals and sustainable forest management principles implemented to maintain and or enhance environmental, economic, social and cultural values.

2. Forest Management Policy

SFM's Forest Management Policy is located on the SFM website - www.sfmes.com.au/resources

3. Legislative Framework

SFM is committed to complying with all relevant Commonwealth and State legislation. SFM manage a comprehensive Legal Register which provides details of acts, regulations, policies, codes of practice, guidelines, certification standards and voluntary agreements. Details in the Legal Register are considered in the SFM management system framework and planning / operational processes.

SFM have implemented a number of internal systems processes which ensures compliance with our legal obligations. This includes accessing a third party website which provides the current status of relevant legislation. This ensures SFM are able to respond and implement change in a timely manner. Further to this, the tracking of operational documents in the form of contracts, formal agreements, licenses, leases, permits to ensure currency and fulfillment of arrangements that obligate SFM to certain terms/conditions, and those that obligate others to certain terms/conditions (i.e permissions given by SFM and permissions obtained by SFM).

SFM will comply with anti-bribery and corruption legislation by not offering or receiving bribes in money or any other form. SFM is committed to ensuring all of its business is free of corruption, through transparent processes and dealings. This is outlines in SFM's Anti-Bribery and Corruption Policy.

4. Corporate Goals and Objectives

Section 7 outlines SFM's corporate goals and objectives at a strategic level together with details of the systems processes in place to achieve them.

Table 1 below, outlines how the goals and objectives will be realised, with an emphasise on practicality and the ability to deliver tangible outcomes. Progress is monitored quarterly and reviewed as per the SFM Management System Review Procedure.

Corporate Goals include -

- Sustainable Forest Management;
- Environmental Protection;
- Social Responsibility.

Table 1: Corporate Goals and Objectives

FMP Goals	Objectives	Targets	Indicators
Sustainable Forest Management	Minimise uncontrolled outbreaks of pests, diseases, weeds, or nutrient deficiencies above set thresholds	No uncontrolled outbreaks of pests, diseases or weeds above set thresholds	Area affected by damage agent
Sustainable Forest Management	Minimise breaches of legislation, legal action or fines/ prosecutions	No breaches of legislation, legal action or fines/prosecutions	Number of breaches, value of legal action, value of fines
Sustainable Forest Management	Maximise the carbon storage of the forest estate	No long-term nett loss of carbon stored in the DFA/FMU per hectare of land	Volume of carbon stored by forest type
Sustainable Forest Management	Prevent damage to growing stock (mechanical v's non-mechanical)	No damage to growing stock exceeding 10% of nett planted / coupe area	Area of forest damaged
Sustainable Forest Management	Ensure that clearfelled plantations are re-established within 12 months of harvest if commercially viable to do so	No commercially viable areas remain in fallow for longer than 12 months	Annual area of harvest V's annual area of establishment
Sustainable Forest Management	Ensure that established areas have the highest stocking rate possible	Average annual stocking of established plantations is 90% or greater	Average stocking rate for plantation established (measured in March/April annually)
Sustainable Forest Management	Minimise the negative impacts of fire on the estate under management	Less than 5% of the estate impacted annually by uncontrolled fire	Annual area of the estate impacted by uncontrolled fire

FMP Goals	Objectives	Targets	Indicators
Sustainable Forest Management	Ensure forests are managed to improve productive capacity by implementing appropriate and timely management	Silviculture decisions aim to maximise the site productive capacity, improving tree crop performance	Annual area of estate thinned; annual area post plan weed controlled; annual area coppice controlled; annual area fertilised
Environmental Protection	Maintain or Enhance Biodiversity / High Conservation values	Maintain / Enhance biodiversity / High Conservation values	Area affected by damaging agents
Environmental Protection	Avoid chemical damage to non target areas	No chemical damage to non target areas	Area sprayed / Non target area affected
Environmental Protection	Avoid impact to cultural heritage values	No impact to cultural heritage values by operational activities	Number of cultural heritage values damaged
Environmental Protection	Avoid impacts to soil and water values	No impact to soil and water values by operational activities	Number of soil / water values impacted
Social Responsibility	Ensure safe workplace in all aspects of business operations	No LTI to staff / Contractors	LTI Frequency Rate compared to Industry Average / Accident Severity Rate
Social Responsibility	Ensure safe workplace in all aspects of business operations	No LTI / MT to staff / Contractors	Timely reporting of Near Misses / Incidents to allow measure of trends
Social Responsibility	Support local community use of forest areas for non-forest pursuits	Long term increase in forest areas for non- forest pursuits	Number / variety of non-forest pursuits
Social Responsibility	Support relevant sustainable forest management research and development projects.	Contribute financially / in-kind to relevant sustainable forest management research and development projects	Number / variety of R&D Projects
Social Responsibility	Prevent property damage to the public or neighbours as a result of operational activities	No property damage to the public or neighbours as a result of operational activities	Number of Complaints; Number of incidences detected through monitoring
Social Responsibility	Support local businesses by using local procurement	Long term increase in local procurement	\$ spent locally, number of local contractors, number of local service providers.

5. Stakeholder Engagement

SFM is committed to the constructive engagement and communication with stakeholders. Stakeholder's perspectives and expertise can provide a positive contribution to forest management and opportunities to improve systems processes.

In addition to the Forest Management Policy, SFM has made the following documents available on the SFM website. The aim is to share information encouraging stakeholder engagement and facilitate communication -

- SFM Forest Management Plan;
- SFM Natural, Cultural and High Conservation Values Management Plan;
- SFM Certification certificates;
- Summaries of 3rd party certification audit reports; and
- DFA / FMU maps.

SFM has also developed a Stakeholder Engagement Plan which outlines how stakeholders are identified and how engagement and communication occurs to ensure the proactive and effective approach in communicating with stakeholders, identifying their concerns and delivering clear messages as to the nature of SFM activities. The Plan also provides details on -

- The provision of opportunities for stakeholders to meaningfully participate in forest management planning processes;
- The provision of information and notifications to stakeholder;
- Activities which SFM must/will communicate with stakeholders;
- Who will make contact with stakeholders;
- Methods of communication with stakeholders;
- Timeframes around operational communications;
- Documentation and records of communications;
- Managing outcomes of communications.

A register of interested and affected stakeholders is maintained and updated on a regular basis. A record of key stakeholder interactions is also maintained and reviewed annually.

SFM acknowledges that on occasion, stakeholders may have a grievance or dispute associated with the company and or it's activities. SFM seeks to avoid grievance and disputes by implementing sound management practices and complying with relevant legislation.

All grievances and disputes will be treated seriously with measures taken to resolve the grievance in a considerate, fair and equitable way for all involved. The SFM Complaints, Disputes, Grievances and Resolution Procedure is located on the SFM website - **www.sfmes.com.au/resources**.

In addition to this, SFM welcomes stakeholders to self-identify their interests or concerns at any time and can access contact details via the SFM website - **www.sfmes.com.au/contact**.

6. Planning

SFM undertakes two basic types of management for its clients:

- (i) Forest management whereby forests are managed from planting/regeneration through to harvest, in a sustainable, ongoing manner; and
- (ii) Forest management whereby SFM manages the planning and implementation of specific forest operations only.

An initial property assessment is conducted by a member of SFM's operations team on properties where landowners have asked for a proposal from SFM on the management of the forest.

The property assessment looks at initial estimates of the volume of merchantable timber, silvicultural system proposed, identification of natural, cultural, social and High Conservation Values / Significant Biodiversity Values and any aspects of the property that may prevent acceptance into the SFM Forest Management System.

If the property is suitable, and the identified natural, cultural, social and High Conservation Values / Significant Biodiversity Values can be adequately protected, SFM will write a proposal for the landowner's consideration.

When an agreement is reached, SFM and the landowner sign an Agreement (landowner is defined as holder of legal title, or authorised agent of the owner of land). Formal assessment and planning work on the property may then begin.

The SFM Forest Management Plan and relevant natural, cultural, social and High Conservation Values / Significant Biodiversity Values Evaluations are used in conjunction with the applicable Estate Management Strategies (EMS) as the primary framework for undertaking the assessment and development of a Property Management Plan (PMP) for those properties under long-term management.

Consideration is also given to the SFM Stakeholder Engagement Plan, Socio-Economic Plan, Integrated Pest Management Plan, Operational Planning requirements and the relevant Procedures are also used as required.

Operational Planning consists of the identification and consideration of all elements of an operational phase. Operational phases can include road construction / maintenance, timber harvesting, cartage, chemical application, site preparation activities, planting, fertilising, pruning, amongst others. Operational planning usually identifies the operational specifications for the job (e.g. location, area, treatment details).

The Operational Planning process takes into consideration:

- The evaluation of natural, cultural, social and High Conservation Values / Significant Biodiversity Values within and/or adjacent to the operation area as well as the appropriate protection measures for these values;
- Catchment management and stream protection;
- Erosion control;
- Standards and specifications;
- Forest hygiene (i.e., pests, weeds, pathogens, fire and other damage agents that may impact the forest;

- Legal requirements;
- Monitoring requirements;
- Safety considerations;
- Risk assessment;
- Contractor capability, capacity, skill and equipment composition;
- Operational infrastructure needs;
- Infrastructure/utilities management;
- Operational restrictions; and
- Stakeholders and/or neighbour requirements.

This information is all pulled together into an Operational Plan, which is signed by all parties prior to commencement of an operation and outlines the parameters of an operational phase.

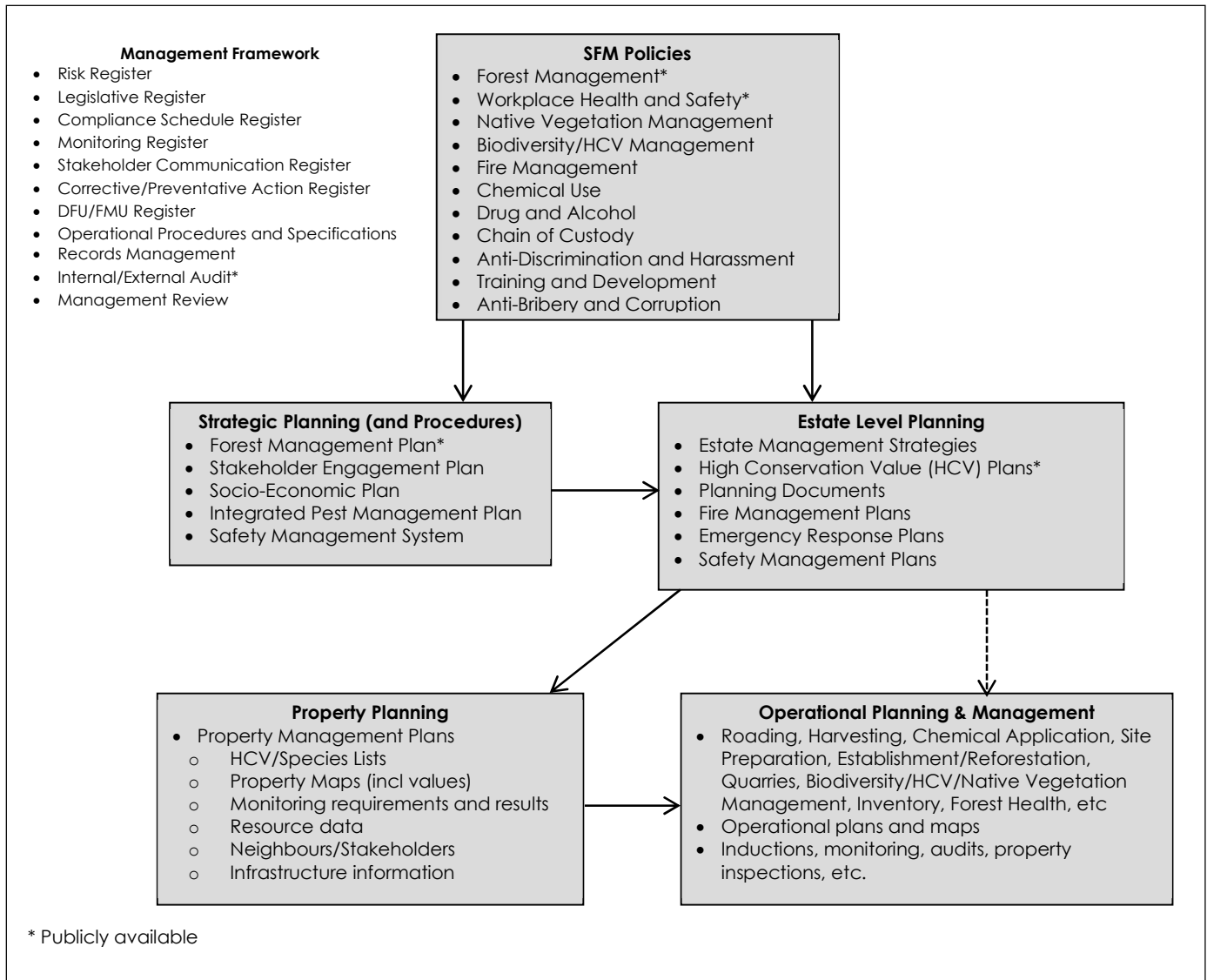
Operational Plans are generally supported by procedural documents which outlines mandatory minimum standards and quality control measures for each operation type.

Once drafted, Operational Plans are subject to a systematic internal peer review prior to finalisation and, if required, certification/authorisation to ensure that due diligence has been taken into account in their preparation.

The Operational Planning process has a significant mapping component, incorporating features such as existing roads, crossings and landings, land tenure boundaries, flora and fauna, forest community types, geological values, watercourses, hazards, emergency meeting points, access points and other values. These features are located and mapped using GIS technology where appropriate.

A diagrammatic representation of the planning processes and supportive management framework is shown in Figure 1.

Figure 1: Flowchart of SFM Planning Process and Management Framework:



6.1 Resource Description

SFM's DFA area includes native regrowth forest, softwood and hardwood plantations. The DFA area is located across Tasmanian and the Green Triangle. Properties are included in the DFA once a legal mechanism is in place ie Property Management Agreement / Timber Purchase Agreement, which grants SFM full management control.

SFM's DFA changes periodically as properties pass into and out of SFM's management control. At present the DFA is 30,735ha

SFM's FSC certified area includes three FMUs covering approximately 39,444 ha. The FMU's are located in Tasmania, Green Triangle and south west Western Australia and comprise softwood and hardwood plantations. The FMUs defines the scope of the FSC certified area, which is covered by a Group Certification Scheme.

Each landowner is required to be a Group Member of the Scheme but, as the Resource Manager of the Group, SFM has management control and responsibility over forest areas included in the FMUs.

The location of properties and areas within the DFA and FSC Group Scheme which make up the Resource Base are shown on maps available on the company website (www.sfmes.com.au) , with a summary provided in the table below. New properties will be identified periodically as they come under SFM's management control.

SFM also manages land which is currently not included in the DFA / FMU. The SFM Forest Management System processes are applied to all planning and operations regardless of certification status.

Table 2: SFM Estate

Estate	State	FSC	RW
Green Triangle Limestone	Victoria / South Australia	✓	✗
Western Australia Limestone	Western Australia	✓	✗
Lenah Estate	Tasmania	✓	✓
PTP	Victoria	✗	✓
Hydrowood	Tasmania	✗	✓
Private – Native Forest	Tasmania	✗	✓
Private - Plantation	Tasmania	✗	✓
ActivAcre	Tasmania	✗	✗

6.2 Local Government

Operations managed by SFM are located across many local government areas. Our interaction with local government authorities may consist of general stakeholder communication, planning permits, operational notifications, development applications, road use and maintenance, and communication regarding school bus routes and truck traffic.

SFM strives to proactively build relationships with local government representatives and staff through field days and timely and effective communication.

6.3 Water Catchment Management Authorities

Water catchment management issues are considered at the operational planning level as well as at the wider landscape level. The water catchment management authorities responsible for watershed within SFM's management area are considered to be stakeholders of SFM. Specific catchment goals and requirements, where present, are incorporated into our operational and Property Management Plans (PMP's).

6.4 Access and Security

Forest managed by SFM comprises individual properties which are generally secured with fences, gates, and locks. In some cases, the landowners who reside on the property, works with SFM to control access and trespass.

For properties which are geographically dispersed, this approach is impractical and ongoing monitoring is required for unauthorised or illegal activity in the forest area. Any suspicious or illegal activity detected by our staff or contractors is recorded and reported to the relevant regulatory authority.

6.5 Chain of Custody

SFM maintain chain of custody for forest products produced from the DFA and / or FMU up to the point of sale. SFM ensures that forest products that are sold as "certified" are identifiable as originating from the DFA and/or FMUs by the provision of appropriate documentation which identifies the location in which the forest product is sourced, name of contractor, name of the customer / destination, and volume delivered.

7.0 Corporate Goals

7.1 Goal: Sustainable Forest Management

Objective: SFM undertakes forest management in a manner which will maintain or enhance the productive capacity of the land and forest.

7.1.1 Benefits from the Forest

SFM recognises the range of benefits from the forest. These include economic benefits from what is commonly known as forest produce, cultural benefits, recreational benefits, environmental benefits and ecosystem services, amongst others.

SFM primarily manages the forests for environmental benefits, cultural benefits and economic benefits.

7.1.2 Native Forest

Silvicultural Systems

The native forest managed by SFM is characterised largely by multi-aged regrowth. Silvicultural techniques are designed to ensure adequate regeneration and the maintenance of stocking levels over time.

The duration of Timber Purchase Agreements between landowners and SFM means that individual private properties are managed on a medium-term basis (e.g., 3-10 years) and come under SFM management control at a variety of ages and with varying forest management histories.

Individual landowners may hold specific land management objectives, which may be accommodated if permissible under relevant state codes of practice for forest operations, and the Responsible Wood and FSC certification requirements.

Each property is harvested at an age appropriate to the forest type and structure. Where present, mixed age structures are maintained.

Stands are harvested using either hand or mechanical felling, depending on the site and safety considerations.

The logs are snigged to the landings, graded and cut to appropriate lengths. Logs are loaded directly from the landing and carted to sawmills or processing plants.

SFM's silvicultural prescriptions are designed to maintain the long term productive capacity of the land and forest areas under their management control. Silvicultural systems are carefully chosen taking into account current stand age and structure, species composition, inventory understorey, and other factors including altitude and exposure.

Since many of the properties have been partially harvested in the past, management prescriptions are designed to preserve advance growth (saplings) where present, as well as encourage regeneration when appropriate.

Where the forest structure is already characterised by a range of ages, various partial harvesting techniques are utilised. Seed bed can be prepared in unstocked gaps by top disposal burning or mechanical disturbance to promote the establishment of new seedlings.

In even-aged forests with well-formed trees, pole thinning is employed to encourage the growth of trees containing potential sawlogs for the future. At high altitudes, shelterwood is retained to allow new growth to develop under the canopy of mature trees, which are removed when the younger trees are of adequate size. Prescriptions are determined based on Technical Bulletins and other guidance prepared by regional or State authorities, and other relevant literature.

SFM will not harvest any native forest on New Forest Pty Ltd owned assets. The native forest will be managed for a range of values primarily conservation.

The Hydrowood underwater salvage operation is based at Lake Pieman, Tasmania. The operation recovers standing native timber that was inundated during the construction of hydro impoundments through the 1970s and 1980s.

Recovered or salvaged timber is a growing niche industry across the globe and with Tasmania's unique highly valued special timbers, this project allows furniture makers, sawmillers and craftsman to access this otherwise lost timber resource. SFM has entered into an agreement with Hydro Tasmania, with the operation implemented and monitored under an Environmental Impact Assessment and Management Plan, Lake Pieman Project approved by the relevant State authorities.

Stand Growth Rates

Given that the ages and harvesting histories of individual properties within the DFA are often largely speculative, it is difficult to precisely describe the average growth rates of specific stands. However, SFM is committed to ensuring that the removal of selected timber products is likely to preserve or enhance the long-term productive capacity of these properties.

The goal of sustainable forest management is addressed in the first instance by assessing the stand and researching its history, then identifying forestry practices that could affect the future capacity of the area to produce wood and non-wood products.

Regrowth height and density are instrumental in determining management prescriptions and estimating rotation length. For some areas which have been harvested in the past, a selective harvest that leaves an area fully stocked, while creating gaps in the regrowth canopy, may be the most reliable way to ensure long-term productive capacity.

Following harvest, regeneration monitoring, restrictions on grazing and the assessment of the need for remedial regeneration treatments serve to promote sustainability.

Regeneration

It is paramount that selectively harvested areas are left in a stocked or regenerated state within the period of SFM's management control. The partial harvesting techniques utilised by SFM rely on natural seeding, retained seed trees and the presence of advanced growth to re-colonise the site.

Regeneration surveys, via formal strip line surveys or structured visual assessment, are scheduled within two to three years of the completion of harvesting, and areas requiring remedial treatments identified.

Fire

Low-intensity fires can be used to reduce fuel load and/or promote forest health and/or regeneration. In particular, lower-altitude areas with grassy understories may have low-intensity burns specified in their operational plans.

Individual burn plans for these coupes are developed, and burns undertaken with consideration to community safety, seasonal fire risk and the desired ecological outcomes.

Due to the predominance of dry sclerophyll forest types in its management control, SFM does not utilise clearfell, burn and sow techniques.

Degraded Areas of Forest

Degraded areas of forest are generally excluded from operational areas in the initial stages of property assessment. In a few cases SFM has included already degraded areas under the operational plans prepared for an adjacent commercial area and intends to undertake remedial treatments to regenerate these areas.

Remedial treatments include light burning, scarification, and/or hand sowing of local seed or planting of seedlings. A similar approach would be taken if regeneration requirements were difficult to meet on an area of forest under SFM's management control.

Retained Native Vegetation in and around Plantation Areas

Native vegetation that occurs outside of treatment areas is maintained intact and is not managed for timber values.

These areas are assessed for natural, cultural, High Conservation Values / Significant Biodiversity Values. Identified values may be managed to enhance these values. They may be managed for other non-timber values, including apiary, recreation and hunting. They are subject to annual assessments with the remaining estate to ensure damaging agents are identified and is controlled.

7.1.3 Plantations

Silvicultural Systems

SFM's aim is to maximise the productive potential and value of the plantation whilst maintaining and/or enhancing the sustainability and environmental values of the land.

The selection of an appropriate silvicultural system and species requires the consideration of a number of factors. These include but are not limited to proximity and diversity of markets, site environmental factors, natural and cultural values, long term property objectives, operational constraints and community expectations.

The silvicultural systems in place for plantations managed by SFM will historically have generally been chosen and implemented by a previous manager of the plantation. Rotation lengths can vary between 10 years (hardwood/pulpwood) to 30 years plus (softwood/sawlog). In this time a number of managers may have implemented various silvicultural systems.

SFM reviews stand history, current stand condition, inventory, market availability, resource owner's objectives, and site and environmental factors prior to deciding upon the future silvicultural management of the stand.

Species Selection

Plantation species are generally chosen on the basis of their site suitability, potential for high sustainable growth rates, and prevailing market opportunities for products. Plantation species which may come under the management of SFM primarily include *Pinus radiata* (pine), *Eucalyptus globulus* (blue gum) and *Eucalyptus nitens* (shining gum).

In general terms, *E. nitens* is more cold-tolerant and frost-resistant, can be planted up to elevations of 750m, but does not self-prune particularly well. *E. globulus* is more drought-tolerant and can be planted up to elevations of 350m if frost hollows are avoided. The performance of species and provenances in comparable areas local to the plantation in question will inform the choice of stock used for re-planting.

The preference of local mills for particular species is also taken into account. For example, Norske Skog Boyer Mill will only use *Pinus radiata*. *E. globulus* is the only species used by industry for commercial eucalypt plantations in the Green Triangle Region.

Management objectives will generally have been determined by the landowner upon establishment and range from pruning and thinning regimes designed to maximise clearwood for veneer and sawn timber, to stands managed primarily for pulp production.

Softwood Plantations

Softwood plantations in Australia are generally managed with the aim of producing high quality sawlogs. Planting, thinning and pruning regimes will vary depending on local markets, species selection and site conditions.

P. radiata plantations in the southern states of Australia that are located on good quality sites, close to high value markets are normally thinned twice to three times before final harvest at approximately 30 years old, aimed at producing a high percentage of sawlogs.

In Tasmania, lower quality sites with limited access to high value markets may result in leaving stands un-thinned and grown primarily for a lower value pulpwood market. Operational constraints such as terrain may also limit silvicultural options.

Hardwood Plantations

The silvicultural systems used for most hardwood plantations on private property are designed to produce a crop of pulpwood quality trees somewhere between age 10 – 20 years depending on location and site quality.

SFM support silvicultural systems that aim to produce solid wood products but understand that markets are limited and as such, investment in stand improvement is highly speculative.

For this reason, SFM always apply a site specific silvicultural regime with a focus on achieving the highest possible Net Present Value (NPV) for the client. For example, management regimes may vary in establishment type (planted, or coppice), weed control (chemical type and rates), fertilizer blend and amounts, and thinning methods (some coppice may be better left un-thinned).

Site Establishment

SFM aims to prepare quality plantation sites, promoting long-term site productivity in a cost-effective manner. Site preparation shall not result in unacceptable erosion, compaction, rutting or mixing of soils or water quality degradation. Site preparation activities may include rough heaping +/- burning, chopper rolling, ripping, mounding, braccie, weed control, planting, coppice management, fertiliser application, etc.

Stand Growth Rates

Baseline inventory data is gathered when a property first enters long term management. For older stands there may be historical data that can be obtained from a previous forest manager.

Where required, SFM conducts its own inventory, designed to capture information about various product groups present within the stand. Actual and assessed harvest volumes may be compared post-harvest to reconcile, analyse and improve the accuracy of inventory methods and yield modelling tables.

SFM will aim to partner with larger forestry agencies and industrial growers to increase its knowledge of site productivity across a range of geographical locations.

Remedial Treatments

Within plantations, underperforming areas may develop on waterlogged patches, frost hollows, unsuitable soils, salinity or rocky knolls. These areas are evaluated for their potential to be converted to native vegetation, and remedial treatments such as scarification, light burning and/or sowing may be applied. Control of wildlings or coppice in these areas may also be employed.

For plantations established before riparian buffers were required, the appropriate buffers will be left unplanted in the next rotation, with the aim to convert those riparian areas to native vegetation cover over time. As above, various remedial treatments will be evaluated for their potential to expedite this process.

7.1.4 Damage to Growing Stock

"Growing stock" includes commercial trees within the harvest boundary of an operational area. Potential causes of damage to growing stock include mechanical damage, pests and diseases, illegal activity, storms, nutrient deficiencies, windthrow and unplanned fire. Mechanical damage to retained growing stock is minimised through the use of directional felling, and the cutting of logs to shorter lengths before snigging where necessary.

An awareness of predominant wind directions and the potential for windthrow following harvest are taken into consideration when planning the placement of harvest boundaries and patches of reserved forest. Assessments of damage to retained growing stock are conducted as part of normal harvest monitoring and reviewed during annual management reviews.

7.1.5 Product Segregation and Recovery

Correct segregation of wood products to their highest-value end use is central to SFM's forest management strategy.

Monthly product segregation reports are generated for each operation and delivered to the landowner. These reports are reviewed by management at the end of each operation to compare segregation results with initial product estimates for the property.

Recovery is also important to ensure value is maximised. This is achieved through management of low stump heights and optimisation of the products from the site.

7.1.6 Non-wood Products and Values

Many of SFM's operations are conducted on private land, and the scope for the procurement of other non-wood resources (e.g., Apiary, flowers and foodstuffs) is largely in the hands of the individual landowners. However, some parts of the estate under management, access is provided for the purposes of apiary, flowers and foodstuffs via a permit system. Provisions for grazing and stock shelter well after establishment / regeneration, can often be accommodated by management strategies.

There may be call for access to properties by Indigenous people for use of the site for non-wood products and values including bush tucker, visiting sites of intrinsic value or other ceremonial purposes. Access can also be provided under certain circumstances for recreational pursuits, including orienteering, special interest car clubs, recreational hunting, etc.

7.1.7 Pests and Diseases

Activities and risks which could impact the future capacity of an area to produce wood and non-wood products are evaluated during the planning process. Examples of risks include browsing, weeds and *Phytophthora cinnamomi* (root-rot fungus).

The control and management of nutrient disorders, weeds, pests and diseases is essential in the management of forests prior to, and following, forest management activities. The requirement for disinfection of machinery prior to entering or leaving a coupe is specified in operational plans where susceptible communities are present. Noxious weeds have the potential to not only invade properties managed by SFM, but also adjoining properties.

Depending on the management arrangements where noxious weeds occur, observations of noxious weeds are either identified to the landowner, who is legally responsible for their control, or SFM will undertake noxious weed control on land if the management responsibility lies with us. The presence of some agents which are potentially damaging to forest health may be identifiable from visible symptoms. Indicators of stand health such as crown vigour or unusually high numbers of epicormic shoots are noted.

If areas of poor stand health are identified, the landowner is informed to discuss remedial options. If outcomes likely to result in poor regeneration outcomes, the areas would most likely be excluded from operations base.

The management of forest pests and diseases is supported by information contained in the SFM Integrated Pest Management Plan. Nutrient disorders are identified via soil or leaf sampling and rectified through nutrient supplementation where tolerance thresholds for nutrient disorders are exceeded.

7.1.8 Research and Development

SFM is committed to supporting the ongoing research and development undertaken in the forestry industry. It is an integral part of sustainable forest management ensuring that the industry continues to evolve in response to changing environmental conditions, technological advancement and societal demands. Based on sound science, SFM are able to make continual improvements to operational processes where considered appropriate, efficient and effective.

SFM currently supports 18 research and development projects ranging from wood optimisation, threatened fauna studies, fire detection and suppression, forest biosecurity and alternatives to weed control. Support is in the form of financial, committee representation and hosting field trials on the SFM managed estate.

7.2 Goal: Environmental Protection

Objective: SFM aims to conduct its forestry operations in a manner which will maintain and enhance the integrity of natural and cultural values.

7.2.1 Conservation

Natural and Cultural Values

An evaluation for the potential presence of natural and cultural values within the forest underpins the planning process for proposed operational area and more broadly, the management of these values across SFM estates.

Natural and cultural values which may be present within, or adjacent to, the proposed operational area are assessed by SFM staff. This process involves both field visits and desktop research using state based and company managed databases to identify the location and/or potential presence of values including flora, fauna, vegetation communities, cultural heritage (both Aboriginal and non-Aboriginal), geomorphology, soil, water, forest hygiene, exotic gene flow, landscape management, areas of research and areas of sensitivity (i.e. badly damaged or degraded areas, adjacent sensitive tenures including National Park).

Often the planning work will involve the input of external specialists who have the knowledge and experience to aid in the development of suitable management recommendation, and in compliance with relevant legislation.

High Conservation Values¹ and Significant Biodiversity Values²

Some properties managed by SFM contain threatened species of flora, fauna and vegetation communities which are rare, vulnerable or endangered. These maybe assessed as meeting the definition of a High Conservation Values (FSC) or Significant Biodiversity Values (Responsible Wood) criteria. They are identified during the planning process in much the same way as natural and cultural values described above.

High Conservation Values (HCVs) and Significant Biodiversity Values (SBV) are classified as values of outstanding and or critical importance within forests. They are intended to capture conservation and biodiversity issues of high priority or significance on a national, regional or global scale, and to ensure that values of national or international conservation and biodiversity significance are identified and managed.

A HCV Management Plan has been prepared for each FMU. This work is undertaken in consultation with external specialists and involves field verification of identified sites. This provides confirmation of data, allows the collection of information to determine suitable management recommendations and the establishment of monitoring sites including vegetation conditions assessments. Details are also captured in Property Management Plans (PMP's) and or in SFM GIS database.

For properties under long term management, which are not dual certified, the identification of Significant Biodiversity Values is through planning processes and ecological assessments. Again, details are captured in Property Management Plans (PMP's) and or in SFM GIS database. SFM are committed to ongoing assessment and monitoring of environmental and cultural values to ensure that management processes implemented are maintaining and/or enhancing these values.

High Conservation Value¹ – term as defined by FSC National Forest Stewardship Standard of Australia FSC-STD-AUS-01-2018 EN.

Significant Biodiversity Value² – term as defined by Responsible Wood AS/NZS 4708:2021 Sustainable Forest Management .

Reserves

Areas reserved from operational are identified by following the process expressed in 6.2.1. The FSC National Forest Stewardship Standard for Australia, stipulates that certificate holders shall identify conservation measures for the protection and/or restoration of representative sample areas. These areas in combination with other components of the conservation area network comprise a minimum of 10% of the Forest Management Unit. SFM exceeds this requirement, having approximately 20% of its FSC-managed forest area in reserves.

These areas are mapped and recorded in SFM GIS and documentation including HCV Assessment and Management Plans and Estate Management Strategies.

On large native forest properties on which SFM has management control over substantial areas, unharvested corridors are established between coupes to maintain wildlife habitat connectivity and to protect riparian and other environmental values. Where present, informal or formal reserves on adjacent properties are linked to these wildlife habitat corridors, providing a continuity of habitat across tenure.

Soil and Water Values

The evaluation of natural, cultural values is the first step in the process of identifying geomorphological, soil and water values, and any potential impacts that operations may have on geomorphology, soil and/or water values. As part of this assessment process, the location and catchment areas of all watercourses within and adjacent to the proposed operational area are mapped. Streams are assessed for any erosion features which may require enlargement of the standard streamside reserves.

SFM will undertake water quality monitoring where operations exist in close proximity (<2km) to town water catchments. Parent rock materials, soil types, erodibility characteristics and slopes are all taken into consideration and contribute to the placement of operation boundaries, and the types of machinery permitted on the property.

A number of the properties under SFM management are in known Karst areas, and geomorphological features associated with Karst are managed to ensure they are protected.

Consideration is also given to areas of salinity, highly erodible soils, landslip areas, rocky outcrops, steep slopes on basalt talus soils, amongst others. Where these are identified, they are mapped and protected from disturbance.

As indicated in Section 6.1.3 Remedial Treatment, plantations established before riparian buffers were required, the appropriate buffers will be left unplanted in the next rotation, with the aim to convert these riparian areas to native vegetation cover over time. The environmental and social outcomes by managing these areas for conservation purposes far out ways economic returns with improvements in water quality, restoration of habitat and enhancement of soil and ecosystem health.

SFM is also involved in catchment water quality projects, working collaboratively with stakeholders in the restoration of river ecosystems. The collective efforts resulting in shared benefits that extend across the broader community.

7.2.2 Impact Mitigation

SFM recognises that its management activities can have positive and negative outcomes. Benefits of the management activities that the organisation performs includes maintain

/enhancement of natural, cultural, HCV/SBV, rehabilitation of degraded areas, local employment, local training and development and local engagement of service providers.

Adjacent Land and Landscape-Level Impact

The lands adjoining SFM's operations typically consist of cleared or bush grazing runs, other agricultural uses, native grasslands, and/or native forests.

Impacts on adjacent land are considered in the evaluation of natural and cultural and HCV/SBV, specifically with regard to formal and informal reserves and special management zones on either private or Crown land. Fuel loads on adjoining lands are also taken into account when preparing burn plans.

At the scale and intensity that SFM operates, and given the non-contiguous nature of the estate, the impact on landscape-level values is limited. Consideration of issues such as whether remnant patches of forest are involved, the impacts of harvesting on skyline vegetation, and limiting annual harvesting levels in town water supply catchments are all formally addressed during the planning process.

The harvesting of large areas of plantation is afforded special consideration in relation to water catchments and visual amenity and is done in consultation with water catchment management authorities and local government.

Mapping layers which predict the extent of endemism, refugia and other landscape-level indicators of biodiversity, where available, are used to give a landscape context to the proposed operational area.

Established plantations need to be managed in such a way as to maintain or enhance any adjacent native forest areas. Wildlings from pine plantations which may establish in adjacent forest can be identified during monitoring visits and eradication measures implemented (in consultation with adjacent landowners).

The Forest Practices Authority (Tasmania) has developed guidelines to manage hybridisation between *E. nitens* and species such as *E. ovata* (FPA, Flora Technical Note 12). This includes monitoring existing plantations reaching maturity that adjoin susceptible native forest communities.

Operational Monitoring

SFM regularly monitors all of its active operations and takes responsibility for ensuring that all contractors engaged comply with relevant legislation.

This includes the completion of monthly reports which check the operation for compliance with specific aspects of environment, health and safety regulations, and the provisions of operational plans.

Where applicable and possible, reports are completed with the landowner and contractor present. This provides an opportunity for all parties to discuss the progress of the operation.

Table 3: Operational Monitoring

Operational Phase	Monitoring Measure	Plantation/Native Forest
Harvesting – Clearfall	Progressive harvesting Stump heights Log segregation Recovery	Plantation
Harvesting – Thinning/ Selective harvesting	Progressive harvesting Stump heights Log segregation Recovery Retained stocking/density Retained tree damage	Plantation and Native Forest
Tree Marking	Tree removal selection Silvicultural specification Retained stocking/density	Plantation and Native Forest
Chemical Application	Weather during application Application volumes and rates Application area Off-site impacts Efficacy	Plantation
Site Preparation	Area treated Row spacing Heap spacing and dimensions Ripping depth Mounding height	Plantation
Planting	Spacing/stocking Plant quality Planting quality Survival Regeneration success	Plantation and Native Forest
Road Works	Specifications Area of work	Plantation and Native Forest
Quarry Works	Specifications Area of work	Plantation
Burning	Weather before and after burning Burn objectives	Plantation and Native Forest

Use of Chemicals

SFM is committed to minimising its usage of chemicals in forest operations. SFM's Integrated Pest Management Plan is used to assist in the management of forest pests and diseases. In all circumstances, SFM considers non-chemical alternatives in the first instance.

SFM maintain the following –

No pesticides will be used if they are banned by any international agreement defined in the -

- Stockholm Convention on Persistent Organic Pollutants;
- World Health Organisation Class 1a and 1b pesticides will not be used unless legally approved for use;
- Pesticides on FSC's list of 'Highly hazardous' pesticides will not be used within an SFM FMU without an ESRA (Environmental and Social Risk Assessment).

In native forest management SFM is able to avoid chemical use other than where absolutely necessary for management of declared weeds.

No chemicals are used for vertebrate or invertebrate pest control within native forest areas. Browsing by native animals may be controlled by licensed shooters.

Where used, chemicals will be applied by licensed operators and according to label conditions or off-label permits. Legislation covering chemical use is governed by State laws.

Any chemicals that are listed as prohibited under the FSC Pesticides Policy will not be used unless it is an emergency situation. In this case, an application for their use would be submitted to the certification body prior to use and an ESRA will be completed prior to use, consistent with the requirements of FSC Pesticide Policy.

Pollution Prevention

Every operational plan contains prescriptions for the management of fuels, oils, chemicals, rubbish and emissions. This includes a requirement for the reporting of any spill that could cause or threaten to cause environmental harm.

Contractors carry spill kits proportionate to the scale of the operation and volume of fuel, oil, or chemical on site.

SFM has developed an Emergency Response Procedure which outlines the type of environmental emergencies and safe control, cleanup and reporting to prevent or reduce the impact on the environment.

Carbon

A long-term goal of the forest industry as a whole is the sustainable harvesting of timber so that the carbon removed by harvesting is less than or equal to that stored in new growth. Both standing timber and solid wood products play important roles in carbon storage, and SFM's focus on selective harvesting, product optimisation and site establishment / regeneration acknowledges this intrinsic value.

The carbon stock of plantation areas is more easily quantified than that of native forest, using generally accepted carbon accounting methodologies. Carbon accounting for the business as a whole has been assessed and includes an estimation of the carbon stock in the forest and any changes on an annual basis.

SFM has undertaken a baseline assessment of carbon emissions across a number of managed estates. This is an important step in ensuring the business is in a position to have a positive impact by understanding emission sources and appropriate management. This includes minimising cartage distances and regularly servicing equipment to maintain fuel efficiency.

The Australian carbon market now recognise the significant contribution of forests to sequester carbon dioxide and help-offset greenhouse gas emissions. The ActivAcre program addresses both the increasing demand for Australian Carbon Credit Units (ACCUs) and timber. ActivAcre establish plantation forests on less productive farmland which will also provide other benefits such as biodiversity enhancement, control of erosion and salinity and as shelter for stock.

Unplanned Fire

Unplanned fires have the potential to be significant threats to forest under SFM management. Fuel loads on surrounding areas are assessed annually prior to fire season and during the planning process, and any requirement for post-harvest fuel management identified.

All forest operations (in Tasmania) are required to have a trained fire weather observer on site during the fire season, who must take fire weather readings throughout the day. Shutdown requirements for fire prevention are distributed to contractors at the start of each operation.

In the Green Triangle, the rostered Duty Officer from SFM will check the weather daily and will enforce forest work bans and fire standby when required.

All contractors must have adequate firefighting equipment on site throughout the fire season and be prepared to demonstrate to SFM that it is in good working order at the start of the fire season.

SFM also ensures that the firebreaks, dams, access tracks and helipads are maintained seasonally to ensure fire preparedness and readiness.

SFM maintains a Fire Plan for both Tasmania and the Green Triangle, which is updated annually to reflect the properties under management control, areas of responsibility, and emergency contact details.

In Western Australia, SFM has a management agreement with another organisation to provide fire management services.

Infrastructure

SFM plan, establish and maintain infrastructure for the ongoing delivery of forest products and services. Infrastructure includes roads, bridges, culverts, firebreaks and quarries. Monitoring is undertaken on a regular basis to assess structural integrity, soil erosion, water quality and safety measures. Careful planning, regular inspection and timely maintenance are key elements in preserving forest infrastructure while minimising negative impacts on the environment.

Threatening Processes

Table 4 below provides a summary of threatening processes to land under SFM's management, and proposed management controls.

Table 4: Summary of threatening processes to land under SFM's management

Activities / processes	Management controls
Illegal native vegetation removal	SFM Native Vegetation Management Policy, PMP's, Operational Plans
Fire, Flood, Storm	SFM Fire Plan, PMP's, Operational Plans
Inappropriate grazing regimes	PMP's, FPP's, Operational monitoring
Soil and water values degradation	Forest Practices Codes, PMP's, Operational Plans, Operational Monitoring
Theft of threatened species	Annual property assessments, Conservation Monitoring
Disturbance of sensitive habitats	SFM Natural, Cultural and High Conservation Values Management Plan, PMP's, Operational Plans, Conservation Monitoring
Inappropriate timber harvesting	Forest PMP's, Operational Plans, Forest Practices Codes, Operational Monitoring
Pests & weeds	Operational Plans, Annual Property Assessments, Conservation Monitoring, Weed Management Programs
Disease and pathogens	Operational Plans, Annual Property Assessments, Conservation Monitoring
Rubbish dumping	Annual Property Assessments, Conservation Monitoring
Illegal hunting	Annual Property Assessments, Conservation Monitoring
Illegal removal of forest products (e.g. firewood, gravel)	Annual Property Assessments, Conservation Monitoring
Illegal four-wheel driving, motorbiking	Annual Property Assessments, Conservation Monitoring
Chemical damage	SOP's and Operational monitoring
Trespassing	Annual Property Assessments, Conservation Monitoring
Theft of water	Annual Property Assessments, Conservation Monitoring

7.3 Goal: Social Responsibility

Objective: SFM aims to conduct its forestry operations in a manner which is in harmony with local and Aboriginal communities.

SFM understands that sustainable forest management is not solely about protecting and preserving our natural environment. It is also about recognising and nurturing the interconnectedness between forests, communities and economies, supporting regional communities and assessing the positive social and economic impacts of our forest management system processes.

7.3.1 Supporting Regional Communities

SFM provides employment opportunities for regional contractors to perform activities including timber harvest, establishment, planting, fire prevention works, pest, weed and disease control, etc.

Where possible, regional processors and sawmillers are used to process timber close to its source, returning value to the community.

Truck movements may be suspended during hours of school bus operation on regional roads, in consultation with local government and individual schools. The recovery and value adding of otherwise wasted products will be encouraged wherever possible.

In carrying out operations, SFM aims to protect and enhance the social framework in which it operates by informing the community of our operations and responding appropriately to community concerns.

SFM will continue to support local organisations in identified areas of operations.

Assessing Economic and Social Impacts

SFM has conducted an Impact Assessment appropriate to our scale of operations and implemented a corporate Socio-Economic Performance Plan which aims to protect and enhance the social fabric in which we operate, by informing the community of SFM's operations and responding appropriately to community concerns.

Information collected by SFM will be used to gauge the company's economic and social performance based on the ongoing perceptions expressed by the community. Where necessary, appropriate action can be taken to address any identified concerns.

Aboriginal and Traditional Uses

SFM recognises traditional owners across the estate it manages. SFM aim is to have meaningful engagement with Aboriginal communities to develop relationships which foster the exchange of knowledge to develop our understanding of the unique cultural, spiritual and historical connections to land and forest.

Reasonable requests for access to properties managed to SFM by members of the Aboriginal community for the purpose of participating in traditional pursuits will be assessed on a case-by-case basis.

SFM undertake an assessment for Aboriginal cultural heritage across areas planned for operations, in accordance to the accepted procedures for the relevant State. Where artifacts are discovered, or previously known to exist, their locations are identified and protected from operations.

7.3.2 Corporate Responsibilities

Work Health and Safety

SFM is committed to providing a safe and healthy work environment for all our employees, contractors and visitors. Our Work Health and Safety policy outlines our dedication to preventing accidents, injuries and illness in the workplace and promote a culture of safety across all levels of the organisation. Key aspects include hazard identification and risk assessment, training and education, PPE, hazard identification and incident report.

Employment and Skills Development

The importance of maintaining employee skill levels, which meet current industry challenges and requirements, is essential for sustainable forest management. Records of each employee's

accreditations and qualifications are held by SFM and reviewed at the annual Management Systems Review against the evolving needs of the company.

Similarly, SFM requires proof of legitimate accreditation from all its contractors for their individual employees and the tasks they perform. Workers and contractors are kept up to date with their skills and knowledge as SFM management becomes aware of developments in the industry.

SFM is committed to ensuring its workers have job-specific training and supervision to safely and effectively implement the Forest Management Plan and to enable:

- Compliance with legal requirements;
- They can recognise and report instance of harassment and/or discrimination;
- Safe handling, application, storage and disposal of pesticides and hazardous substances;
- Work to be carried out in a safe and socially responsible manner;
- Identification of Indigenous peoples' legal and cultural responsibilities and rights and sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous peoples and how to protect them;
- Identification where local communities have legal rights related to management activities;
- Social, economic and environmental impact assessments and the development of appropriate mitigation measures;
- Awareness and understanding of the organisation's certification requirements;
- Implementation of actions related to the maintenance and/or enhancement of declared ecosystem services; and
- Implementation of procedures for cleaning up spills and waste material.

Workers' Rights

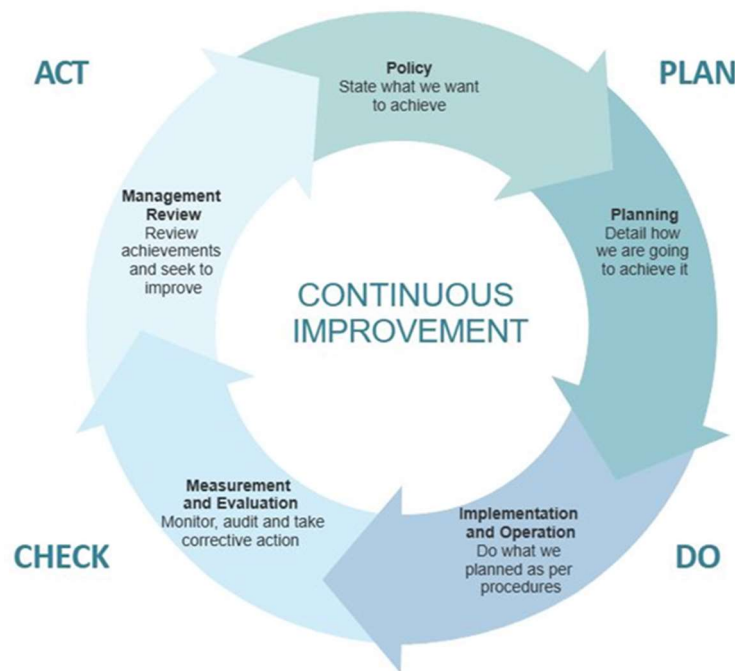
All employees at SFM are engaged and promoted on the basis of qualifications, skills and experience. SFM is an equal-opportunity employer, which acknowledges the rights of employees and contractors to participate in labour organisations and collective bargaining, and to associate freely.

Negotiations with employees is carried out in good faith and with best efforts to reach mutual agreement. A suite of company policies covering employee rights and responsibilities has been established and is available to all employees.

8.0 Monitoring

SFM implement a comprehensive monitoring program across forest management activities. This is to ensure compliance with relevant acts, regulations, guidelines, codes of practice and certification standards. Monitoring is also an important tool to understand, demonstrate and improve the effectiveness of policies and procedures in the management of forest activities. This is in line with the 'Plan, Do, Check, Act' principle.

Figure 2: 'Plan, Do, Check, Act' Principle



SFM's monitoring program consist of the following –

- External audits – including certification bodies and, in Tasmania, the Forest Practices Authority (FPA). The FPA undertake an annual compliance program which audits a sample of Forest Practices Plans (operational plans). This is to ensure planning and operational compliance with the Forest Practices Code.
- Internal audits – this includes all operations, management system processes, property inspections and conservation values.
- Monitoring – in the form of hazard and incident reporting, chemical usage, regeneration surveys, progressive harvesting assessments, socio economic performance, ecological monitoring in the form of vegetation condition assessments across native ecosystems including native vegetation and wetlands.

SFM has developed a Guide to Monitoring Procedure which provides details of internal audits and monitoring requirements across it's forest management activities. The results of all audits and monitoring are reviewed as part of the annual Forest Management System Review. This

information is used to determine the suitability, adequacy and effectiveness of the forest management system or may identify areas which require improvement.

As part of its 5-yearly review of monitoring processes, SFM will make publicly available upon request, a summary of monitoring results.

9.0 Document Review

SFM will undertake a full review of the Forest Management Plan once every five years. Periodic updates may occur to incorporate results from ongoing systems review including:

- Monitoring results, area data and results from independent third party certification audits;
- Stakeholder engagement results;
- Substantial estate expansion;
- New scientific and technical information;
- Changing environmental, social or economic circumstances;
- Significant changes to legislation, standards or SFM policies.

SFM are committed to stakeholder consultation and will invite feedback during the review process. All feedback received will be documented, considered and included if determined to be appropriate.

Appendix A: Criteria of Responsible Wood Certification Scheme AS/NZS 4708:2021

SECTION 4 - Context of the forest manager

- Understanding the forest manager in its context
- Understanding the needs and expectations of stakeholders
- Determining the scope of the certified forest management system
- Forest management system

SECTION 5 - Leadership

- Leadership and commitment
- Sustainable forest management policy
- Roles, responsibilities and authorities

SECTION 6 - Planning

- Actions to address obligations, risks and opportunities
- Management objectives

SECTION 7 - Support

- Resources
- Competence
- Awareness
- Stakeholder communication and engagement
- Documented information

SECTION 8 - Operation

- Operational control
- Emergency preparedness and response

SECTION 9 - Performance evaluation

- Monitoring and evaluation
- Internal audit
- Management review

SECTION 10 - Improvement

- General
- Nonconformity and corrective action
- Continual improvement

SECTION 11 - Sustainability criteria

- Maintain forests and carbon
- Forest ecosystem health
- Biodiversity
- Soil and water resources
- Forest productive capacity
- Cultural values
- Social and economic benefits

APPENDIX B – Requirements for group forest management

- B.1 Scope
- B.2 Context of the group organization
- B.3 Group management system
- B.4 Leadership
- B.5 Planning
- B.6 Support
- B.7 Communications
- B.8 Operation
- B.9 Performance evaluation
- B.10 Improvement

APPENDIX D - Use of who class 1a and 1b chemical pesticides

- Scope
- Permitted WHO Class 1A and 1B chemicals

Appendix B: National Forest Stewardship Standard Principles

PRINCIPLE 1: Compliance with laws

The Organisation shall comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.

PRINCIPLE 2: Workers' rights and employment conditions

The Organisation shall maintain or enhance the social and economic wellbeing of workers.

PRINCIPLE 3: Indigenous peoples' rights

The Organisation shall identify and uphold Indigenous Peoples legal and customary rights of ownership, use and management of land, territories and resources affected by management activities.

PRINCIPLE 4: Community relations

The Organisation shall contribute to maintaining or enhancing the social and economic wellbeing of local communities.

PRINCIPLE 5: Benefits from the forest

The Organisation shall efficiently manage the range of multiple products and services of the Management Unit to maintain or enhance long-term economic viability and the range of social and environmental benefits.

PRINCIPLE 6: Environmental values and impacts

The Organisation shall maintain, conserve and/or restore ecosystem services and environmental values of the Management Unit and shall avoid, repair or mitigate negative environmental impacts.

PRINCIPLE 7: Management planning

The Organisation shall have a Management Plan consistent with its policies and objectives and proportionate to scale, intensity and risks of its management activities. The Management Plan shall be implemented and kept up to date based on monitoring information in order to promote adaptive management. The associated planning and procedural documentation shall be sufficient to guide staff, inform affected stakeholders and interested stakeholders and to justify management decisions.

PRINCIPLE 8: Monitoring and assessment

The Organisation shall demonstrate that, progress towards achieving the management objectives, the impacts of management activities and the condition of the Management Unit, are monitored and evaluated proportionate to the scale, intensity and risk of management activities, in order to implement adaptive management.

PRINCIPLE 9: High conservation values

The Organisation shall maintain and/or enhance the High Conservation Values in the Management Unit through applying the precautionary approach.

PRINCIPLE 10: Implementation of management activities

Management activities shall be selected and implemented consistent with the Organisations economic, environment and social policies and objectives and in compliance with the FSC Principles and Criteria collectively.