

# SFM Environmental Solutions

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## Forest Management Plan Summary

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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.

## **Revision**

SFM originally intended that this document be reviewed, inclusive of stakeholder consultation, at least every 5 years. SFM elected to defer the review until the FSC Australia National Forest Stewardship Standard ([FSC-STD-AUS-01-2018 EN](#)) was released and changes were able to be incorporated into the document which occurred in 2019. Minor updates have occurred since release of the summary plan in 2010, and further minor reviews may be undertaken, with revised versions posted on SFM's website.

Version	Changes	Date
V1	Original	01/09/2010
V2	Revised	01/10/2011
V3	Minor update	20/05/2013
V4	Minor update	17/06/2014
V5	Minor update	26/02/2015
V6	Minor update	28/08/2015
V7	Minor update	06/10/2015
V8	Minor update	12/09/2017
V9	Minor Update	28/05/2018
V10	Minor Update	04/10/2018
V11	Updated FSC P&C	26/07/2019
V12	Updates for FSC FM Australian Standard	05/09/2019

# TABLE OF CONTENTS

<b>1.0 INTRODUCTION</b>	<b>4</b>
1.1 Background	4
1.2 Purpose of this Document and Planned Reviews	5
1.3 Engagement	6
<b>2.0 POLICIES</b>	<b>7</b>
<b>3.0 MANAGEMENT OBJECTIVES</b>	<b>7</b>
<b>4.0 PLANNING</b>	<b>9</b>
4.1 Resource Base	11
4.2 Legal Context	12
4.3 Anti-corruption Commitment	13
4.4 Positive and Negative Externalities of Management Activities	13
4.5 Local Government	13
4.6 Water Catchment Management Authorities	13
4.7 Access and Security	13
4.8 Chain of Custody	13
<b>5.0 CORPORATE GOALS</b>	<b>14</b>
<b>5.1 Goal: Sustainable Forest Management</b>	<b>14</b>
5.1.1 Benefits from the Forest	14
5.1.2 Native Forest	14
5.1.3 Plantations	16
5.1.4 Damage to Growing Stock	18
5.1.5 Product Segregation	18
5.1.6 Non-wood Products and Values	19
5.1.7 Pests and Diseases	19
<b>5.2 Goal: Environmental Protection</b>	<b>19</b>
5.2.1 Conservation	19
5.2.2 Impact Mitigation	21
<b>5.3 Goal: Social Responsibility</b>	<b>24</b>
5.3.1 Supporting Regional Communities	24
5.3.2 Corporate Responsibilities	26
<b>6.0 MONITORING</b>	<b>27</b>
<b>APPENDIX A: CRITERIA OF RESPONSIBLE WOOD AS4708-2013</b>	<b>28</b>
<b>APPENDIX B: NATIONAL FOREST STEWARDSHIP STANDARD PRINCIPLES</b>	<b>30</b>

## 1.0 Introduction

SFM Environmental Solutions Pty Ltd (SFM), trading as SFM Forest Products and SFM Asset Management, is a forest management company which has been operating successfully since 2001. SFM is 100% Tasmanian owned and now operates throughout Australia in the forest and timber industry sectors.

SFM is committed to achieving sustainable forest management throughout its operational portfolio. SFM ensures that it allocates sufficient resources (both financial and human) to implement the Forest Management Plan and ensure the long-term economic viability of the forests that it manages. SFM has developed numerous strong relationships with individual landowners, plantation estate owners, timber processors, customers, other stakeholders, and government agencies. 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 carries certification under Australian Standard ® AS-4708-2013 – Sustainable Forest Management (Responsible Wood) 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.

This Forest Management Plan is publicly available to anyone, in full, on the SFM Website.

## 1.1 Background

SFM currently manages native/natural regrowth forests and softwood and hardwood plantations. Operations conducted by SFM fall into three broad categories:

- (i) Native forest management and harvesting on private land;
- (ii) Plantation management and harvesting for private individuals and companies;
- (iii) Harvest plan preparation and contractor supervision.

Under SFM's Native Vegetation Management (NVM) Policy, 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 NVM Policy, Responsible Wood, and FSC Principles and Criteria. SFM is committed to employing the same high standards of forest management and quality control in all of its operations.

SFM employs professionally qualified, highly trained staff and maintains quality operating systems to ensure the viability of the company and the natural resources we manage. SFM's team of forestry professionals has extensive experience within the Australian forest industry with forest planning, assessments, associated permits and operational supervision along with associated experience in research and development. SFM is committed to undertaking and managing silvicultural prescriptions conducive to the long-term productivity of the properties we manage.

Within the context of Federal, State and Local Government regulatory frameworks, and our own management strategies, which ensure environmental protection, we work cooperatively to address the needs of our clients when selecting a forest management regime.

SFM is committed to delivering maximum sustainable returns to their clients commensurate with the productive capacity of the forest and land. Correct segregation and treatment of the forest resource ensures that wood products are always directed to their highest end-use value when markets permit. This in turn maximises returns to SFM's clients by selling each product at their maximum value and not allowing higher value products to be undersold.

SFM ensures that its forest management is based on the results of current and ongoing scientific research where available and other sources of information, including expert opinion, ecological theory and practical experience. SFM actively supports the conduct of relevant research activities carried out by other organisations.

## **1.2 Purpose of this Document and Planned Reviews**

The purpose of this Forest Management Plan Summary is to provide an overview of SFM's Corporate Goals for forest management and describe the systems in place to achieve them.

The initial draft of the Forest Management Strategy was distributed to a range of stakeholders, including Local Government, community and environmental groups and landowners in the regions where we had current operations in early 2010. Comments received were reviewed and, where appropriate, incorporated into this document. The list of stakeholders was then expanded, the document was re-named the Forest Management Plan, and the process of stakeholder review was repeated in September 2010.

Stakeholder feedback was again sought in April 2011 for an updated version of the document, comments incorporated, and the document re-released in October 2011. As part of the process of expanding its certified scope to the mainland of Australia, SFM re-released the document as an Australia-wide Forest Management Plan Summary for the company.

The Forest Management Plan is revised and updated periodically to incorporate:

- Monitoring results, including results of certification audits;
- Evaluation results;
- Stakeholder engagement results;
- New scientific and technical information; and
- Changing environmental, social or economic circumstances.

Further minor reviews may be undertaken in response to significant changes in legislation, standards or SFM policies, with revised versions posted on SFM's website.

### **1.3 Engagement**

SFM are committed to engagement on their Forest Management Plan Summary and will seek feedback after each major review. However, SFM welcomes feedback at any time, and all comments will be considered for inclusion in our current and future policies, management plans and procedures.

SFM will ensure use culturally appropriate engagement processes to ensure that affected stakeholders are proactively and transparently engaged. SFM manage a Stakeholder Engagement Register, and seek to ensure that appropriate representative and contact points are identified, interested and affected stakeholders are identified and to determine agreed communication protocols. SFM welcomes any stakeholders to self-identify their interest and be involved in engagement processes.

## 2.0 Policies

SFM is committed to the principles of sustainable forest management for the production of wood and other values, as well as managing and mitigating environmental, economic, social and cultural impacts.

SFM's Forest Management Policy is publically available on the website ([www.sfmes.com.au](http://www.sfmes.com.au)).

SFM also has Policies relating to:

- Anti-discrimination and harassment
- Chain of Custody
- Chemical Use
- Drugs and Alcohol
- Fire Management
- Native Vegetation management
- Work Health and Safety

## 3.0 Management Objectives

Forest Management Objectives, Targets and Indicators are identified below. They are monitored quarterly and reported annually.

<b>FMP Goals</b>	<b>Objectives</b>	<b>Targets</b>	<b>Indicators</b>
Environmental Protection	Avoid damage to biodiversity values	No damage to biodiversity values by operational activities	Biodiversity values damaged during operational activities
Environmental Protection	Avoid chemical damage to non-target areas	No chemical damage to non-target areas	Area sprayed; Area of non-target zones affected
Social Responsibility	Ensure safe workplace in all aspects of business operations	No LTI to staff	LTIFR
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
Environmental Protection	Avoid impacts to cultural heritage values	No impacts to cultural heritage values by operational activities	Number of values impacted/damaged
Environmental Protection	Avoid impacts to soil and water values	Minimise impacts to soil and water values by operational activities	Soil and water values damaged during operational activities
Environmental Protection	Maintain or enhance integrity of natural and cultural values	Maintain integrity of natural and cultural values during operational activities. Enhance integrity of natural and cultural values via annual conservation monitoring.	Soil and water values damaged during operational activities and/or not managed for threats such as weeds, illegal activity etc.

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
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
Sustainable Forest Management	Prevent damage to growing stock	No damage to growing stock exceeding XX% of nett planted area	Area of forest damaged by damage agent

## 4.0 Planning

SFM undertakes two basic types of management for its clients:

- (i) A full forest management service whereby forests are managed from planting/regeneration through to harvest; 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. This property assessment looks at initial estimates of the volume of merchantable timber, silvicultural system proposed and any aspects of the property that may prevent acceptance into the SFM Forest Management System. If the property is suitable, 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 Summary and relevant High Conservation Value (HCV) Evaluation Summary are used in conjunction with any applicable Estate Management Strategy (EMS) as the primary framework for undertaking the assessment and development of a Property Management Plan (PMP) for those properties under long-term management. The SFM Operational Plan, Stakeholder Engagement Plan, Socio-Economic Plan, Integrated Pest Management Plan and relevant Procedures (including Standing Operating Procedures) are also used as required.

Operational Plans are completed for properties where required, with these plans underpinned by reference to the Legislative Register prepared for each State and other relevant registers and checklists. Separate Operational Plans may be completed to cover roading, harvesting, spraying and reforestation/establishment. The planning process takes into consideration:

- The evaluation of natural, cultural, social, high conservation and biodiversity values;
- Catchment management and stream protection;
- Erosion control;
- Operational restrictions; and
- Stakeholder requirements.

Draft 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.

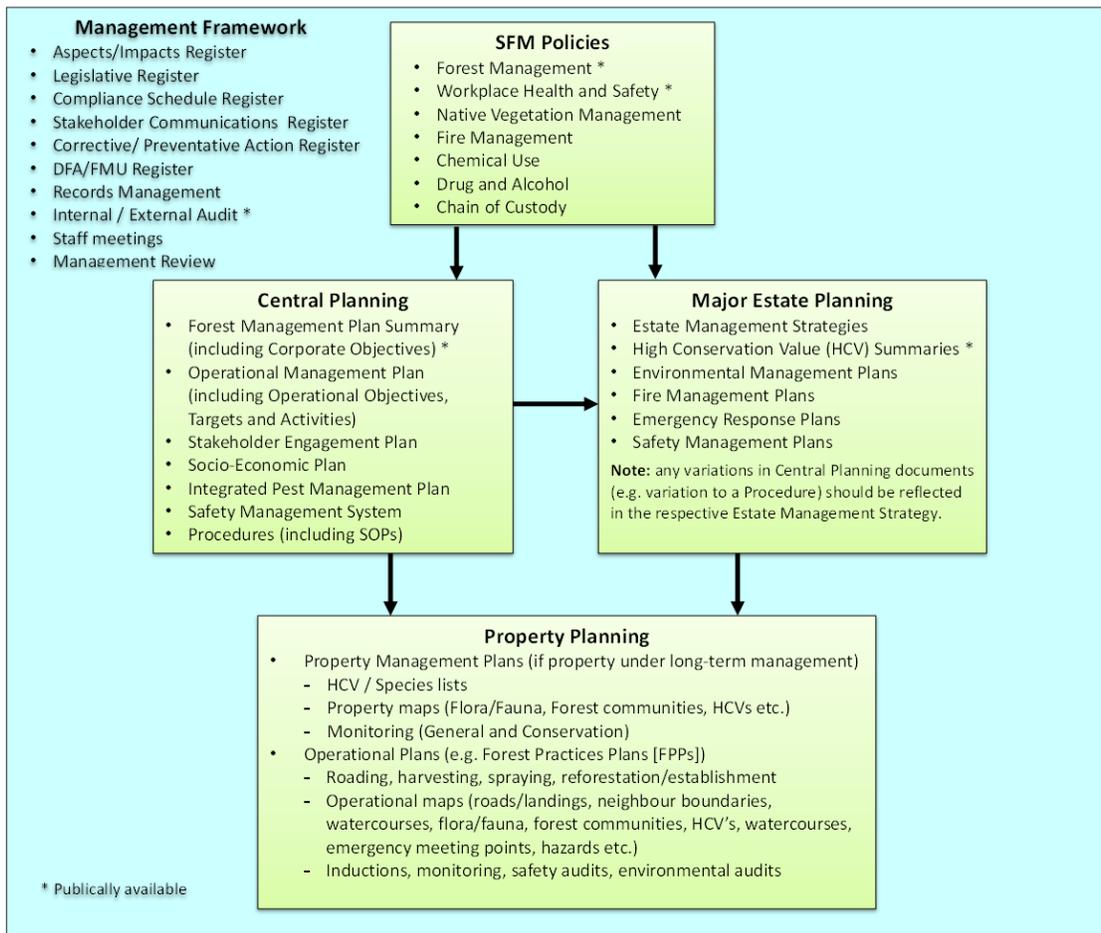
The planning process has a significant mapping component, incorporating features such as existing roads and landings, private property boundaries, flora and fauna, forest community types, watercourses, hazards, emergency meeting points and other

natural, cultural, social, high conservation and biodiversity values. These features are located and mapped using GIS technology where appropriate.

SFM maintains an operational planning process that sets annual management objectives and targets to support the achievement of corporate goals and the delivery of performance outcomes. The review process is supported by reference to a register maintained by SFM which identifies and assesses the significance of aspects and impacts of activities relevant to the requirements of the certification standards that SFM subscribes to.

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

**Figure 1. Flow chart of SFM planning process and management framework**



## 4.1 Resource Base

Under AS4708-2013 Sustainable Forest Management, an organisation's Defined Forest Area (DFA) consists of:

*an area of forest (including land and water) to which the requirements of this Standard are applied. It includes productive and non-productive forest areas, streamside reserves, conservation areas, and roads, etc....*

SFM's Responsible Wood Scope of Certification includes all native forest and plantation forest management activities within the DFA, which encompasses properties in Tasmania and on the mainland of Australia.

The native forest portion of the DFA currently consists of predominantly multi-aged, regrowth forest in the drier forest types, which are managed using various partial harvesting techniques. The nature of the business means that the makeup of the DFA changes periodically as properties pass into and out of SFM's management control.

Properties are included in the DFA once a Timber Purchase Agreement has been signed, provisional coupe boundaries defined, and natural and cultural values assessed. A register of properties included in the DFA is updated quarterly to reflect current operations, and submitted to Global-mark, the certifying body used by SFM, and to Responsible Wood.

SFM has entered into an agreement with Hydro Tasmania for the aquatic salvage of timber from Lake Pieman over a three-year period. All operations will be implemented and monitored under an Environmental Management Plan approved by Hydro Tasmania and under Forest Practice Plans approved by the Forest Practices Authority. Lake Pieman forms part of SFM's DFA certified to Responsible Wood.

From time to time SFM may enter into agreements with government agencies / non government organisations, whereby limited clearing of native forest is required by legislation, for infrastructure development, or regulation for essential public purposes.

SFM recently entered into an agreement with Tasmanian Irrigation Pty Ltd (TI) to recover native forest and plantation prior to the construction of the Scottsdale Irrigation Scheme / Camden Dam Project (SIS Project). The Scottsdale Irrigation District was declared in July 2016 following approval of the projects Business Case by the Tasmanian Government in 2014. The SIS Project will supply 8600ML of water, per season to over 100 irrigators located in the north east of Tasmania. The native forest and plantation operations will be implemented and monitored under Forest Practice Plans approved by the Forest Practices Authority and a Dam Works Practice Plan approved by the Department of Primary Industries, Parks, Water & Environment (Water and Marine Resources). TI Protocols / Environmental Protection Guidelines approved under the Environment Protection and Biodiversity Conservation (EPBC) Permit 2017/7981, as issues by the Commonwealth Department of Environment and Energy, will be applied where required.

A key tenet of certification is that certified areas may not involve the conversion of native forest to plantation or other non-forest uses, except under certain circumstances. Exemptions can be made in cases of public infrastructure projects for public purpose, if offsets of undisturbed native forest are provided and maintained by the proponent. These exemptions are also scrutinised against the requirement that product recovered from the cleared areas be segregated and sold for optimal use. TI do not have areas of native forest to offsets however have committed to providing a financial offset which will be donated to an established state based conservation program. Consistent with SFM's Native Vegetation Management Policy, SFM is committed to recovery, value-adding and optimal use of harvest products. The SIS Project forms part of SFM's DFA certified to Responsible Wood.

Under Forest Stewardship Council certification, forest areas owned by other parties but managed by SFM are considered individual Forest Management Units (FMUs). The collection of 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. A register of FMUs included in the Group Scheme is updated within one month of any changes to the membership, and submitted to Soil Association Woodmark, SFM's FSC certifying body.

SFM's FSC-certified area includes three FMUs covering approximately 17,730ha. The FMUs certified are; Forest Management Green Triangle Border (FMGTB), Forest Management Green Triangle Limestone (FMGTL), and Forest Management Western Australia Limestone (FMWAL). The FMUs are certified to full Forest Management certification via the Adapted Woodmark Forest Management Standard (ST-FM-001-06AU) for Australia.

The locations 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](http://www.sfmes.com.au)). New properties will be identified periodically as they come under SFM's management control.

## **4.2 Legal Context**

SFM recognises the importance of ensuring that its forest management practices comply with or exceed the requirements of all relevant legislation and policies at both the State and Federal level and applicable international legislation and agreements. All activities covered by this Forest Management Plan are designed to comply with all applicable laws. The legislative register maintained by SFM details the legislative and regulatory framework applicable to each State. The formal agreements entered into between SFM and land/forest owners are structured to ensure that SFM establishes a clear legal right to manage the forests under its control.

### **4.3 Anti-corruption Commitment**

***SFM will not offer or receive 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, and shall comply with any and all anti-corruption legislation. Any corruption observed will immediately be reported to Police immediately.***

### **4.4 Positive and Negative Externalities of Management Activities**

SFM recognises that its management activities can have positive and negative outcomes. Strategies to mitigate impacts have been identified in section 5.2.2 below.

Benefits of the management activities that the organisation performs includes improvement/enhancement of HCV's, rehabilitation of degraded areas, local employment, local training and development and local engagement of service providers.

### **4.5 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, development applications, road use and maintenance issues, 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 direct communication and interaction.

### **4.6 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).

### **4.7 Access and Security**

Individual properties are generally secured with fences, gates, and locks. In some cases, the landowners reside on the property work with SFM to control access and trespass. Staff and contractors are aware of their responsibilities regarding access and security for private property.

### **4.8 Chain of Custody**

SFM ensures that forest products and services that are sold and supplied as "certified" are identifiable as originating from the DFA and/or FMUs by the provision of appropriate documentation. To achieve this SFM maintains policies and procedures that demonstrate control of the forest products up to the point of sale.

## 5.0 Corporate Goals

SFM's commitment to the Corporate Goals stated herein, and the successful implementation of a forest management system which meets the certification requirements of the Australian Standard and the Forest Stewardship Council, are subject to periodic external audits. The results of these audits will be made available on the company website ([www.sfmes.com.au](http://www.sfmes.com.au)).

SFM has developed a management system to demonstrate its commitment to the following:

- Sustainable Forest Management
- Environmental Protection
- Social Responsibility

### 5.1 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.**

#### 5.1.1 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.

#### 5.1.2 Native Forest

##### *Silvicultural Systems*

The native forest managed by SFM is characterised 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 (eg 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 trucked 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, 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 staff experience, Technical Bulletins and other guidance prepared by regional or State authorities, and other relevant literature.

### **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. As part of its 5-yearly review of monitoring processes for the FSC Forest Management FMU, SFM will publish a summary of results of regeneration surveys that it undertakes.

### **Fire**

Low-intensity fires can be used to reduce fuel load and/or promote forest health. In particular, lower-altitude areas with grassy understoreys 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 and seasonal fire risk.

Due to the predominance of dry sclerophyll forest types in its management control, SFM does not currently utilise clearfell, burn and sow techniques. However SFM does employ staff with high-intensity burning expertise which could be utilised in different and appropriate forest types. For this method of silviculture, collection and sowing of on-site seed is the preferred alternative, followed by the sourcing of seed from geographically similar sites.

### **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. A similar approach would be taken if regeneration requirements were difficult to meet on an area of forest under SFM's management control.

## **5.1.3 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 40 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, Ta Ann Tasmania has expressed a preference for *E. globulus* over *E. nitens* for their rotary peeled veneer. *E. globulus* is the only species used by industry for 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 unthinned 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 unthinned).

### **Site Preparation**

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 operations involve the use of fuels and oils, which have the potential to cause environmental damage if spillages occur (see page 24 Pollution Prevention and requirements for spill kits).

### **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 analyse and improve the accuracy of inventory methods and yield modeling 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 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. These areas will contribute to the 5% of the area of the plantation which is required to be managed to restore the area ultimately to natural forest cover (Woodmark Generic Standard and Checklist adapted for Australia, v. 4.1).

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

### **5.1.4 Damage to Growing Stock**

“Growing stock” includes trees within the harvest boundary of an operational area. Potential causes of damage to growing stock during forest operations include mechanical damage, 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. As part of its 5-yearly review of monitoring processes for the FSC Forest Management FMU, SFM will publish a summary of results of the progressive harvest surveys it undertakes.

### **5.1.5 Product Segregation**

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.

### **5.1.6 Non-wood Products and Values**

Since SFM's operations are conducted on private land, scope for the procurement of other non-wood resources (e.g. honey, flowers and foodstuffs) is largely in the hands of the individual landowners. Provisions for grazing and stock shelter within harvested areas after regeneration has been established can often be accommodated by management strategies. There may be call for access to properties by Indigenous peoples' for use of the site for non-wood products and values including bush tucker, visiting sites of intrinsic value or other ceremonial purposes.

### **5.1.7 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, fire, weeds and *Phytophthora cinnamomi* (root-rot fungus).

The control of weeds, pests and diseases is essential in the management of forests prior to, and following, harvesting 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. Any observations of noxious weeds are identified to the landowner, who is legally responsible for their control.

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, and the areas would most likely be excluded from operations based on the poor chance of regeneration success.

The management of forest pests and diseases is supported by information contained in the SFM Integrated Pest Management Plan.

## **5.2 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.**

### **5.2.1 Conservation**

#### ***Natural and Cultural Values***

A preliminary evaluation for the presence of natural and cultural values within the forest underpins the planning process for each forestry operation. This evaluation addresses the requirements of Forest Stewardship Council Principles 6, 8 and 9 and the Responsible Wood Criteria 3, 5, 6, 7 and 8. The evaluation of High Conservation Values is addressed in FSC Principle 9 and biodiversity values are addressed in Responsible Wood Criteria 3.

The identification and management of special values is undertaken in accordance with HCV Evaluation Summaries developed for each major estate.

Issues of potential environmental significance 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 natural values databases to identify the location and/or potential presence of issues including flora, fauna, biodiversity, cultural heritage (both Indigenous and European) geomorphology, soil and water, and visual landscape.

### **High Conservation Values**

Some properties managed by SFM contain threatened species of flora and fauna, and ecological vegetation communities which are rare, vulnerable or endangered.

High Conservation Values (HCVs) are classified as values of outstanding and 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 properly identified and addressed. HCVs may be identified during the planning process in much the same way as other natural and cultural values described above.

This management plan is based on the principle that the company's routine planning for biodiversity management will include consideration of HCVs. Individual PMP's for FSC Group Scheme properties and Responsible Wood properties under long-term management will include a description of any HCVs identified on that property, and the management approach to be employed. Stakeholder consultation regarding HCVs will be conducted sequentially as new properties become Provisional Members in the FSC Group Scheme.

A system of post-operational Conservation Monitoring, to ensure that all High Conservation Values identified have been maintained and/or enhanced following harvesting, has been implemented across the DFA and FMUs. As part of its 5-yearly review of monitoring processes for the FSC Forest Management FMU, the results of the Conservation Values monitoring program will be evaluated and published.

### **Reserves**

Areas reserved from harvest are chosen by taking into account the issues identified in the natural and cultural values evaluation. The National Forest Stewardship Standard for Australia, under which SFM holds its FSC certification, 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 16% of its FSC-managed forest area in reserves.

On large 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 and cultural values is the first step in the process of identifying soil and water values, and any potential impacts of a forestry operation on water quality. 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 unharvested streamside reserves. Water quality monitoring may be undertaken 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 harvest boundaries, and the types of machinery permitted in the coupe.

## **5.2.2 Impact Mitigation**

### **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 native forests. Impacts on adjacent land are considered in the evaluation of natural and cultural values, specifically in regards 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 as per Appendix 3 in the SFM Integrated Pest Management Plan. 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 its active operations, and takes responsibility for ensuring that all contractors engaged comply with relevant environmental regulations. This includes the completion of monthly reports which check the operation for compliance with specific aspects of health and safety regulations, any regulatory requirements, and the specific silvicultural prescriptions to be employed is. Where possible, reports are completed with the landowner and contractor present. This provides an opportunity for all parties to discuss the progress of the operation.

During the course of the harvest, and shortly thereafter, progressive harvesting assessments are employed on 10% of coupes selectively harvested by SFM (Tasmanian operations) in any financial year. Progressive harvesting assessments are undertaken using Field Procedures for Native Forest Uneven-Aged Treatment Progressive Harvesting Assessments, Forestry Tasmania.

Progressive harvesting assessments determine the levels of standing wood remaining and quantify any damage to retained stems which may have occurred as a result of the harvesting. These figures are compared to the prescriptions in the operational planning documents and are also used to provide feedback to the contractor and provide a baseline for the planning of future harvests. The percentage of the retained stems within the tolerable damage level will be 10% or less for each coupe assessed. Damage is also assessed during the completion of monthly reports for active selective harvest operations.

As part of its 5-yearly review of monitoring processes for the FSC Forest Management FMU, the results of various operational monitoring will be evaluated and published.

## **Use of Chemicals**

SFM is committed to minimising the use of pesticides, herbicides and fertilisers in its operations. 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.

When managing plantations, a small suite of chemicals may be used to address specific threats to the tree crop. All chemicals are applied by licensed operators and according to label conditions or off-label permits. Legislation covering chemical use is governed by State laws. If the use of a chemical that was listed under the FSC Pesticides Policy became necessary, an Environmental Social Risk Assessment (ESRA) will be completed prior to use. Any chemicals that are listed as prohibited under the 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 would be completed prior to use, consistent with the requirements of FSC and the Pesticide Policy. In all circumstances, SFM considers non chemical alternatives in the first instance.

The Integrated Pest Management Plan maintained by SFM is used to assist with the management of forest pests and diseases.

## **Pollution Prevention**

Every operational plan covering areas in SFM's Defined Forest Area and Group Scheme 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, and carrying spill kits proportionate to the scale of the operation and volume of fuel, oil, or chemical on site. Internal Emergency Response Plans document the SFM approved procedures for environmental emergencies.

## **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 regeneration acknowledges this intrinsic value.

SFM strives to reduce greenhouse gas emissions by minimising cartage distances and regularly servicing equipment to maintain fuel efficiency.

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 addressed and includes an estimation of the carbon stock in the forest and any changes on an annual basis.

## **Unplanned Fire**

Unplanned fires have the potential to be significant threats to forest under SFM management.. Fuel loads on surrounding areas are assessed 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 maintains a Fire Plan for both Tasmania & the Green Triangle, which is updated annually to reflect the properties within the DFA and Group Scheme area, areas of responsibility, and emergency contact details.

## **Infrastructure**

SFM will plan, establish and maintain adequate infrastructure such as roads and bridges to ensure efficient delivery of forest products while minimising negative impacts on the environment.

## Summary of threatening processes to SFM DFA

Table 1 below provides a summary of threatening processes to SFM's DFA, and proposed management controls.

**Table 1. Summary of threatening processes to SFM's DFA**

<b>Activities / processes</b>	<b>Management controls</b>
Land clearing	SFM Native Vegetation Management Policy, PMP's, Forest Practices Plans(FPP's)
Fire, Flood, Storm	SFM Fire Plan, PMP's, FPP's
Inappropriate Grazing Regimes	PMP's, FPP's, Operational monitoring
Soil and Water Values degradation	Forest Practices Code, PMP's, FPP's, Operational monitoring
Disturbance of sensitive habitats	SFM Natural, Cultural and High Conservation Values Management Plan, PMP's, FPP's,
Inappropriate timber harvesting	Forest PMP's, FPP's, Forest Practices Code, Operational & General Monitoring
Pests & Weeds	FPP's, General monitoring and eradication or control programs
Disease	FPP's, General monitoring, Staff awareness of current issues

## 5.3 Goal: Social Responsibility

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

Community concerns about the social impacts of the forest industry as a whole have been expressed to varying degrees over a number of decades. Issues include the long-term viability of the industry, its impacts on the environment and its impacts on regional populations, community facilities and service provision. The majority of these concerns relate to clearfelling and the conversion of native forest to plantation. SFM's ongoing operations consist mainly of selective harvesting, plantation management on private land and the management of small- to medium-sized plantation estates.

### 5.3.1 Supporting Regional Communities

SFM provides employment opportunities for regional harvesting contractors. 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. Examples of proactive community

engagement include a field day at one of our operations for local government councilors and staff, the hosting of a work experience program for students at a regional high school, and joining with St Vincent de Paul, Forestry Tasmania (now Sustainable Timbers Tasmania) and Norske Skog, together with local community and Tasmania Fire Service personnel, to hold a “Warmer Winter Weekend” which supplied over 500 tonnes of fire wood to communities in need. SFM has supported the local fire brigades in areas which we operate, and has in the past entered into a five year sponsorship agreement with Tas Fire Service, which provided wet weather gear to different local brigades annually. SFM will continue to support local organisations in identified areas of operations.

### **Stakeholder Engagement**

SFM is committed to constructive engagement with stakeholders to communicate our activities, consider their views and enhance our ability to contribute to local communities and economies.

The concerns and priorities of the owner of the land on which operations are proposed may influence the flexibility with which SFM is able to respond to the concerns of affect stakeholders, including neighbours, and other interested stakeholders. SFM is committed to balancing the economic, environmental, social and cultural objectives of all interested and affected parties in the context of relevant legislation and contractual obligations. A register of interested and affected stakeholders is maintained and updated on a regular basis, with stakeholder feedback and areas of interest being regularly reviewed by SFM management. Comments may be made to the company at any time via the ‘Contact’ section of the website ([www.sfmes.com.au](http://www.sfmes.com.au)).

SFM recognises the importance of informing landowners on neighbouring properties of the nature and timing of any proposed operations. In addition to this, SFM endeavours to identify other individuals near the operation whose routine activities may be affected by a proposed operation. This always includes the relevant local government authority. In some cases, a development application may be required for forestry activities, depending on the council, zoning jurisdiction, and type of operation. SFM is open to meeting with council representatives to provide information in relation to local concerns, and negotiating a mutually acceptable outcome.

### **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. As part of its 5-yearly review of monitoring processes for the FSC

Forest Management FMU, SFM will publish a summary of results of its Socio Economic Performance Plan.

### ***Dispute and Issue Resolution***

SFM has a corporate Dispute and Issues Resolution Procedure designed to find a consensus between SFM and a complainant. This procedure respects and satisfies the ground rules of the FSC Australia disputes process, FSC criteria 4.5 and Responsible Wood criteria 2.2. In cases where a dispute relates to the Principles and Criteria of the FSC, the certifying body will be informed in a timely manner as per requirements set out in the SFM Dispute and Issues Resolution Procedure.

### ***Indigenous and Traditional Uses***

A desktop or field assessment for Aboriginal cultural heritage within the area of operations is made for each operational area, according to the accepted procedures for the relevant State. Where artifacts are discovered, or previously known to exist, their locations are identified in the relevant operational plan and map, and reserved from harvesting operations. Further information on the management of Aboriginal and European cultural heritage sites may be included in the relevant Property Management Plan and/or HCV Evaluation Summary.

Reasonable requests for access to properties managed by SFM by members of the community for the purpose of participating in traditional pursuits will be referred to the landowner for consideration on a case-by-case basis. Due consideration of unplanned fire, safety and other environmental risks will need to be taken into account. Similarly, reasonable requests by other community groups or individual for uses of the forest (e.g. recreational) which are compatible with SFM's forest management aims will be considered on their individual merits and risks.

### ***Illegal Activities***

SFM will take all required action to prevent unauthorised or illegal activities within the DFA or FMUs where practical to do so.

## **5.3.2 Corporate Responsibilities**

### ***Occupational Health and Safety***

Industry standards of health and safety are maintained by SFM and enforced among its sub-contractors, in accordance with Commonwealth and State legislation. All operations comply with the relevant Forest Safety Code as verified by monthly Coupe Safety Audits of contractors, recorded on SFM's Forest Operation Compliance Monitoring Form. Any safety issues identified are managed using the company's Corrective and Preventive Action Procedure. As part of its 5 yearly management review process SFM will publish a summary of results of its WHS performance for the period.

## **Employment and Skills Development**

The importance of maintaining staff 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 Review against the evolving needs of the company. Similarly, SFM requires proof of proper 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 recognize 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;
- 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 staff 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 workers are 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.

## **6.0 Monitoring**

The Forest Management Plan implementation is monitored through a range of operational procedures and measured through the objectives, targets and indicators. The results of monitoring are fed back into the forest management system to generate improvements and/or measure implementation in a cycle of continuous improvement and allow responsive action to be taken where issues are identified.

## Appendix A: Criteria of Responsible Wood AS4708-2013

### General Requirements

- 0.1 Defined Forest Area
- 0.2 Chain of Custody

**C1 – Systematic Management** - *Forest management shall be undertaken in a systematic manner appropriate to the nature and scale of the enterprise and provide for continual improvement.*

- 1.1 Policy
- 1.2 Forest management plan
- 1.3 Implementation
- 1.4 Monitoring and corrective actions
- 1.5 Review
- 1.6 Research

**C2 – Stakeholders** - *Forest management shall demonstrate proactive stakeholder engagement*

- 2.1 Identifying stakeholders
- 2.2 Stakeholder engagement plan
- 2.3 Stakeholder participation
- 2.4 Stakeholders affected by forest operations
- 2.5 Records
- 2.6 Public disclosures

**C3 – Biodiversity** – *Forest management shall maintain or enhance biodiversity*

- 3.1 Identify biodiversity priorities
- 3.2 Maintain or enhance biodiversity
- 3.3 Identify significant biodiversity values
- 3.4 Maintain or enhance significant biodiversity values
- 3.5 Monitor biodiversity
- 3.6 Reviews of biodiversity
- 3.7 Regeneration
- 3.8 Introduced genetics
- 3.9 Native Vegetation Conversion

**C4 – Forest Productive Capacity** - *Forest management shall maintain the productive capacity of forests and land*

- 4.1 Identify productive capacity
- 4.2 Harvest rates
- 4.3 Plan and monitor use
- 4.4 Infrastructure
- 4.5 Silviculture
- 4.6 Establishment
- 4.7 Damage to growing stock
- 4.8 Unplanned fire
- 4.9 Non-wood products

**C5 – Forest Ecosystem Health** - *Forest management shall maintain forest ecosystem health and vitality*

- 5.1 Identify damage agents
- 5.2 Maintain health
- 5.3 Weeds and pests
- 5.4 Fire and disturbance regimes
- 5.5 Rehabilitate degraded land
- 5.6 Chemical use
- 5.7 Damage agent salvage operations

**C6 – Soil and Water Resources** – *Forest management shall protect soil and water resources*

- 6.1 Identify soil and water values
- 6.2 Water quality
- 6.3 Water quantity
- 6.4 Soil properties
- 6.5 Pollution

**C7 – Carbon Cycles** – *Forest management shall maintain or enhance forests' contribution to the carbon cycle*

- 7.1 Carbon cycle
- 7.2 Minimise fossil fuel use
- 7.3 Measurement of carbon storage

**C8 – Cultural values** - *Forest management shall protect and maintain, for Indigenous and non-Indigenous people, their natural, cultural, social, recreational, religious and spiritual heritage values.*

- 8.1 Indigenous peoples' values
- 8.2 Indigenous heritage values
- 8.3 Other heritage values
- 8.4 Legal and traditional uses

**C9 – Social and Economic Benefits** - *Forest management shall maintain and enhance long-term social and economic benefits*

- 9.1 Regional developments
- 9.2 Optimal use
- 9.3 Illegal activities
- 9.4 Skills development
- 9.5 Health and safety
- 9.6 Workers Rights

## **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 Organisation's economic, environment and social policies and objectives and in compliance with the FSC Principles and Criteria collectively.