

SUSTAINABLE FOREST  
MANAGEMENT PLAN  
SUMMARY: PEFC

*Version 2 2020  
Prepared by  
Southwood Export  
Limited*

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## ***BACKGROUND***

Southwood Export Limited (SWEL) is a chip mill owner/operator, plantation forest owner and forest manager based out of the mill office at Awarua.

SWEL was established in 1981 to process indigenous logs into chip for export to pulp and paper mills in Japan. With increasing constraints upon indigenous hardwood chip production, SWEL converted to processing exclusively plantation grown timber, principally of eucalyptus.

SWEL has been managing plantation forests since 1987, when it began establishing eucalyptus plantations to fill the void left by the demise of indigenous chip production. In addition to its own estate, SWEL manages the plantation forest estates of Southland Plantation Forest Company New Zealand Limited (SPFL) and Kodansha Treefarm New Zealand Limited (KTNZ). All forest estates managed by SWEL are in Southland or South Otago and have a total current net stocked area of approximately 12,650 ha.

The mill was updated in 2010 and has the potential to process up to 350,000 GMT of logs annually. All wood chip is stockpiled and exported through the port of Bluff.

## ***SCOPE***

This Forest Management Plan outlines the economic, social, environmental, and cultural criteria and requirements for wood production that support continual improvement in sustainable forest management.

SWEL undertakes best practice management through a systematic approach to planning and management of operations which is supported by the framework provided by the NZS AS 4708:2014. SWEL provides a full forest management service covered by this Forest Management Plan within the managed estate.

The Plan prescribes how the forests will be managed at a strategic level optimising economic outcomes and mitigating risk factors. SWEL undertakes further planning at operational levels for more site specific and immediate issues.

## 0. General Requirements

### 0.1 Defined Forest Area

The managed forest estate currently comprises fifty-seven individual mixed age forests with a stand area totalling approximately 13,165 ha and a total legal area of approximately 17,900 ha. The plantings are mostly Eucalyptus (96%); the remaining crop is made up of mixed conifers.

The area is described as follows:

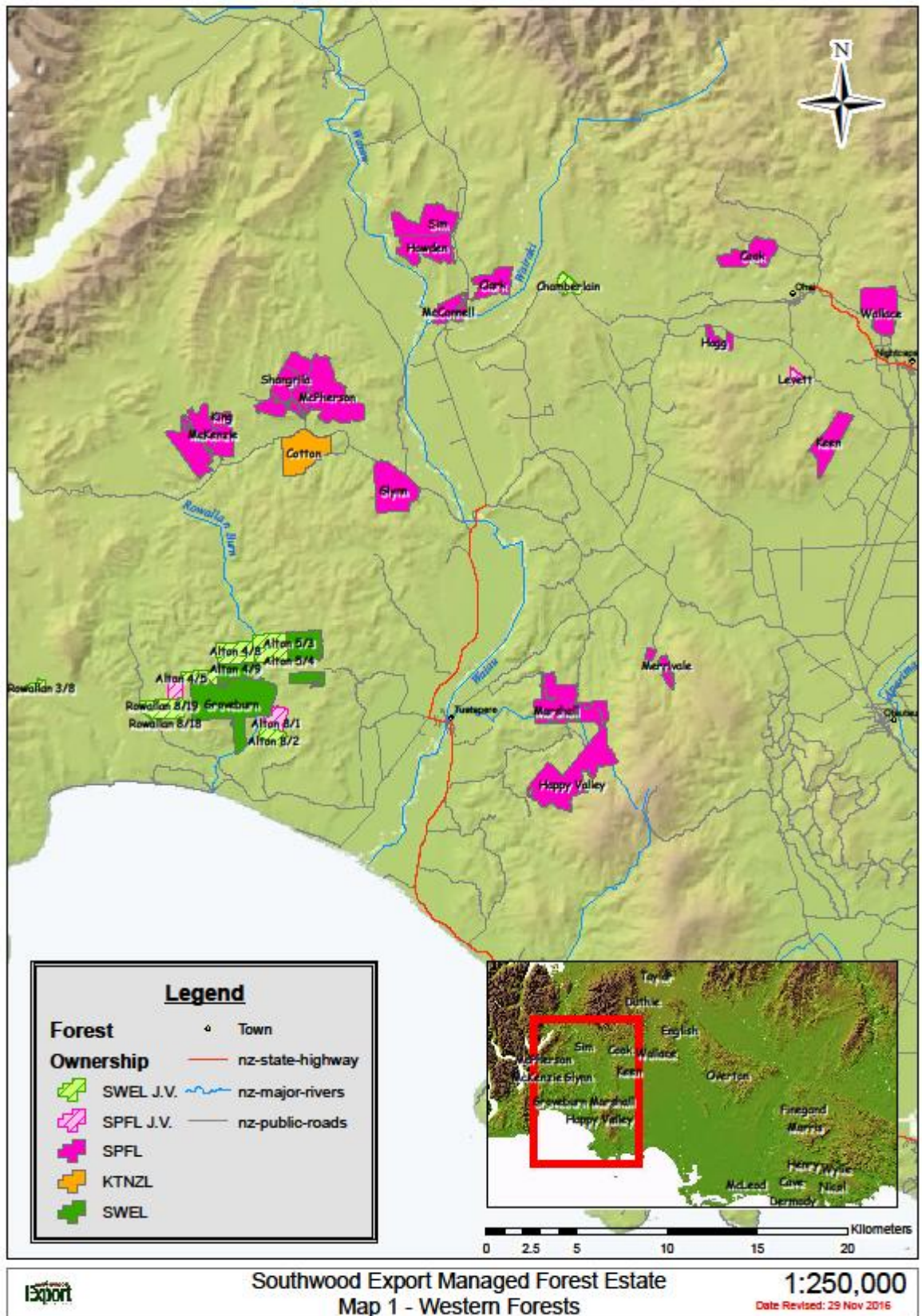
Forest Ownership	Forest Count	Area (ha)			
		Productive	Landbank	Non-productive	Grand Total
KTNZL	2	750	58	93	901
SPFL	42	9068	1630	3229	13927
SWEL	13	1445	214	1413	3072
<b>Grand Total</b>	<b>57</b>	<b>11263</b>	<b>1902</b>	<b>4735</b>	<b>17900</b>

Productive areas include stand areas; Landbank areas include land currently not in production but with the potential to be in production; non-production areas include native bush remnants, reserve areas, roads etc.

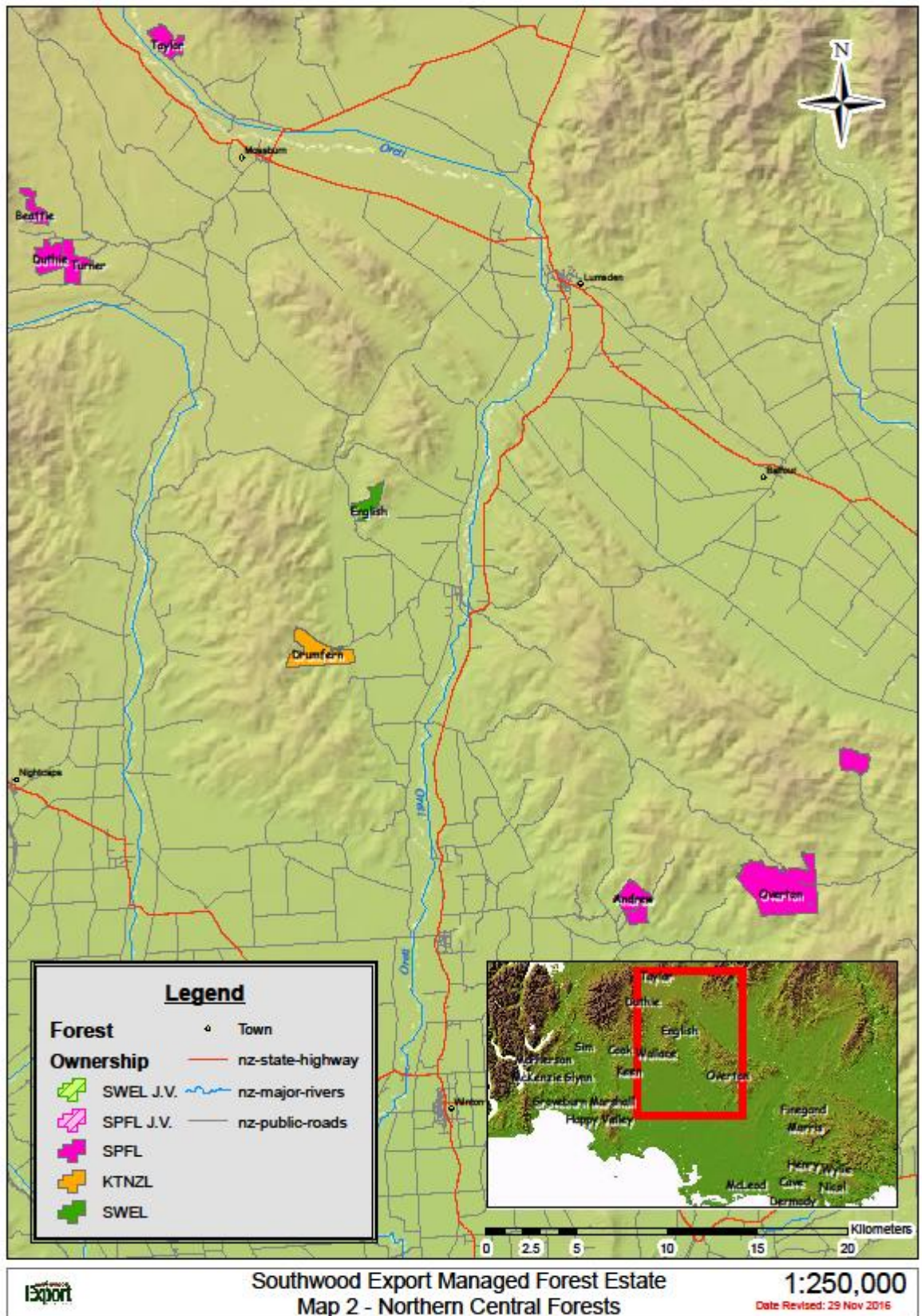
The land is mostly owned freehold by the respective forest owners, several properties are under a joint venture lease agreement. Management agreements cover the association between SWEL and associated forest owners. Most properties prior to being planted were ex-farmland, some include exotic plantation cutover sites.

The forest estate is mapped out and recorded spatially on a Geographic Information System (GIS) and all stand records are kept in a Stand Record System (Geomaster). As areas are harvested and replanted, stand boundaries are updated. These are re-mapped and recorded with a combination of handheld GPS data collected once an area is harvested/re-established and with updated orthographic aerial imagery freely available from the Land Information New Zealand (LINZ) website. This imagery is usually updated every 5 years.

Map 1 of SWEL Managed Forest Estate - Western Forests

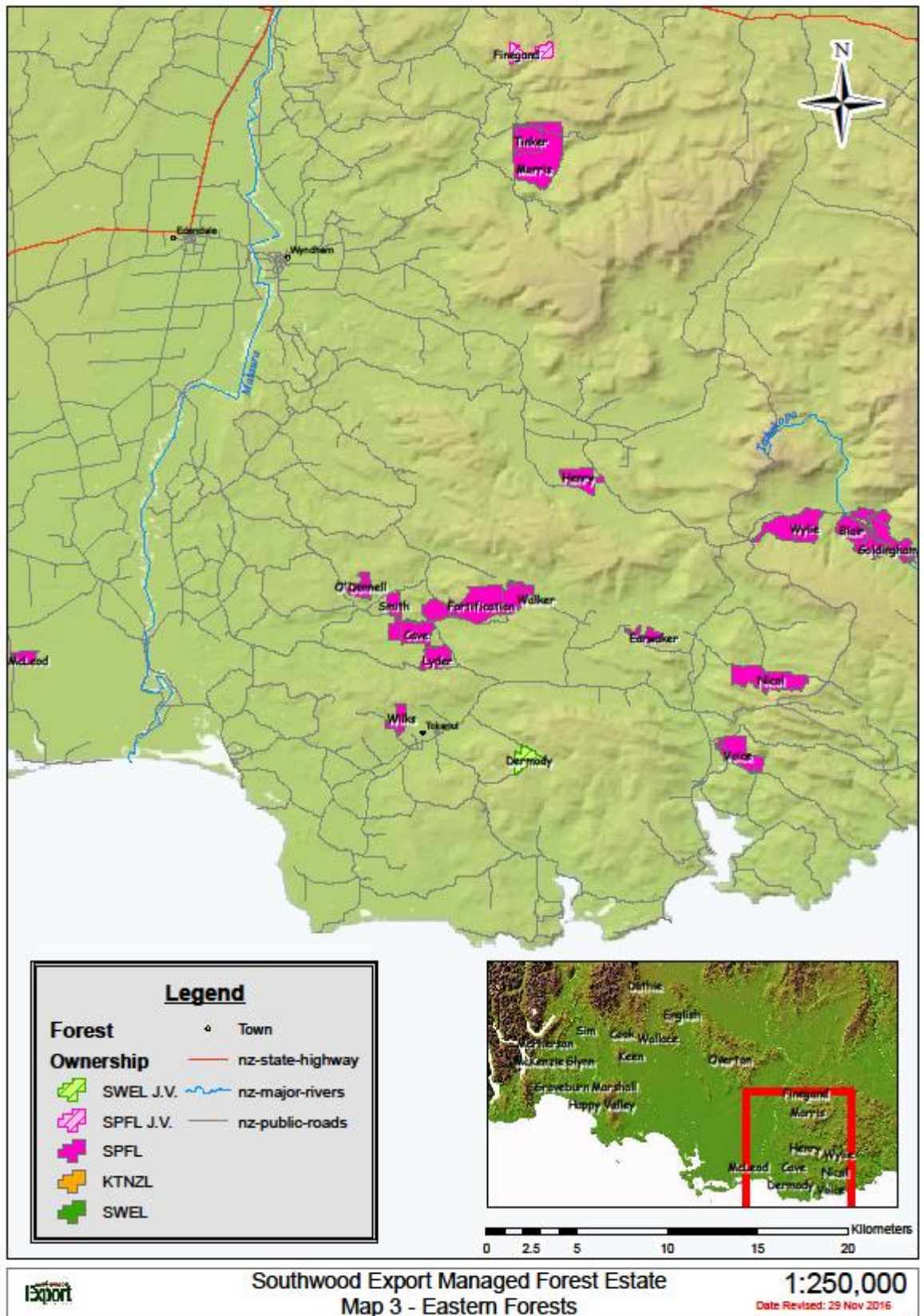


Map 2 of SWEL Managed Forest Estate - Central Northern Forests





Map 3 of SWEL Managed Forest Estate - Eastern Forests



## 0.2 Chain of Custody

SWEL forest management certification provides for chain of custody from the certified forest estate to the mill door. Product from the forest is identified as certified with accompanying documentation that includes its origin from within the defined forest area (DFA), SWEL's forest management certificate number and the claim "PEFC 100% certified". The monthly sales invoice will contain all required certification information.

The chain of custody standard provides a secure system with a defined chain of responsibility.

SWEL's chain of custody demonstrates the origin of certified material and provides the certification claims that can be passed onto the market.

# 1. Systematic Management

## 1.1 Policy

SWEL has a Sustainable Forest Management Policy that includes commitments relating to a systematic approach to forest management, stakeholder engagement, compliance with legal and other requirements, provision of resources etc. as well as providing a framework for setting objectives and targets in accordance with guidelines set out in the New Zealand Forestry Standard for Sustainable Forest Management NZ AS 4708:2014.

SWEL policy is to focus on continual improvement of performance outcomes.

SWEL commits to following the rules and regulations as part of the JASANZ PEFC Scheme:

- Make publicly available the Summary Report referred to in NZS AS 4708:2014
- Notify The CB, in writing, within five business days of any breach of regulatory requirements within the scope of certification to NZS AS 4708.
- Promptly notify the CB of any significant changes to the DFA.
- Maintain records of stakeholder communication in accordance with the requirements of NZS AS 4708:2014 and make them available to the CB on request.
- maintain a DFA register with details of all separately described blocks or forest management units
- maintain a system that can track additions and/or deletions to the DFA between audits and that can provide areas and maps of any changes

## 1.2 Forest Management Plan

The Forest Management Plan is the blueprint for achieving the principles of financial, social and environmentally sustainable forest management. The plan sets out the strategies for forest management within the SWEL managed forest estate.

### **1.2.1 Delivery of Policy Commitments**

This plan covers the management of plantations and native forests within SWEL's DFA and aims to fulfil the requirements of the policy commitments by implementing a systematic approach to forest management, striving for continual improvement in performance outcomes. Ensuring that all aspects of forest management complies with relevant legislation, regulation, Government policies and Codes of Practice. Keeping in compliance with the principles of the Treaty of Waitangi by adhering to any relevant Resource Consent conditions and engaging with local Iwi. Ensuring we have qualified staff and contractors, that the forest management system is regularly reviewed and proactive engagement with stakeholders is maintained.

### **1.2.2 Relevant Legislation**

Copies of the relevant legislative documents are available at the SWEL office:

Acts

District Plans

Regional Plans

Multilateral Environmental Agreements & ILO Conventions

### **1.2.3 Operational Impact Assessments**

For significant activities that can have impacts, operational impact assessments are carried out to assesses the need for any resource consent or notifications, and identifies potentially affected environmental, stakeholder and biodiversity values where actions are required to mitigate impacts.

Proactive engagement with stakeholders including notification of forest activities to affected parties or general feedback from the public and Costs/Efficiency in running an economically sustainable forestry business is taken into consideration.

### **1.2.4 Scope, Objectives & Targets**

SWEL's primary objective is to manage a sustainable and profitable forestry business. The sustainable management and harvesting of forests to produce quality product for the export market is core business. Within this context SWEL recognises that there are obligations to protect significant environmental values and be aware of community expectations.

This can be achieved by targeting the following areas:

- Providing a safe, healthy, and productive workforce
- Maintaining certification under NZS AS 4708:2014/PEFC
- Maintaining productive capacity of the DFA
- Contributing to forest health through weed & pest management programs
- Taking into consideration flora & fauna values and cultural values when planning activities within the DFA
- Minimising the effect of pollution from forest operations
- Contributing to the reduction of carbon emissions
- Providing economic and social benefits to the community
- Engaging stakeholders

### **1.3 Management Plan Implementation**

The management system is supported by documentation including the sustainable forest management policy, the forest management plan and associated documentation including procedures and work instructions.

Staff and contractors are informed about the purpose of forest certification and how they fit into the process.

SWEL is committed to further refinements in system documentation and procedures, consistent with the company's commitment to continual improvement.

### **1.4 Monitoring & Corrective Actions**

Monitoring of the forest is split into five main sections:

#### **1.4.1 Operational**

Audit systems are in place that deal with pre and post operational checks. This helps make contractors and staff aware of the health and safety issues, job prescriptions, and environmental considerations of the work site.

#### **1.4.2 Growth and Yield;**

Growth of the forest is monitored through the Permanent Sample Plot system.

#### **1.4.3 Environmental**

The monitoring of the environment encompasses:

- Forest Management Plan
- Establishment Plan
- Pre/Post Operation Audits
- Quality Control
- Reserve Management

#### **1.4.4 Social Values**

Maintaining healthy relationships with stake holders providing access whether it be for hunting, grazing or for providing notification of various forestry operations that could affect surrounding neighbours. A register of all stakeholder communications is kept.

#### **1.4.5 Costs and Efficiencies**

The cost and efficiency of forest operations is critical to ensure economic viability.

### **1.5 Review**

The SWEL Management Plan is periodically revised.

## 1.6 Research

SWEL has contributed to a continuing SCION research project, to investigate a parasitoid for the control of *Paropsis charybdis*, a beetle that can cause significant damage to *Eucalyptus nitens*.

SWEL pays the Forest and Wood Products and the Forest Growers levies, which are used to fund a range of research, development, and promotional programs to support the forest industries within New Zealand.

## 2. Stakeholders

### 2.1 Identify Stakeholders

SWEL maintains a register of permanent and temporary stakeholders to enable it to keep stakeholders informed of various operations.

### 2.2 Stakeholder Engagement Plan

Communication and consultation between SWEL and its stakeholders may take place for a myriad of reasons on both a formal and informal basis. The purpose of the [Stakeholder Engagement Plan](#) is to outline the basis and procedure for conducting formal communications with stakeholders. It covers the importance placed on communicating with stakeholders and how to incorporate feedback in the management of forest operations.

### 2.3 Public Disclosures

Summaries of the management plan will be made available to the public. Audit reports will be made available through SWEL's certifying body (CB) Asure Quality and can be found on their website [www.asurequality.com](http://www.asurequality.com). Any changes regarding the certifying body will be made available on the SWEL website.

## 3. Biodiversity

### 3.1 Identify Biodiversity Priorities

All areas of current reserves within SWEL managed forests have been identified, mapped and their importance listed, and any rare, threatened, or endangered fauna and flora identified.

Areas within the legal boundaries of SWEL managed forest that are not stocked with exotic trees are classified into the following:

- a. Wetlands
- b. Dominant Forest
- c. Co-Dominant Forest
- d. Riparian Zone
- e. Indigenous Regeneration
- f. Landscape Feature
- g. Rivers and Streams
- h. Sustainable Indigenous Production Forest
- i. Other

The Reserve Areas have been selected after a coarse level survey was carried out on all unplanted areas within the current estate. From this, individual areas could then be matched to ecological types. Areas that are currently under some form of legal protection (e.g. covenant) have reserve status. Other reserve areas have been selected because of a company ecological survey, and interest or notification from stakeholders. Other areas may attain reserve status in future if it is determined they contain ecologically important species or for some other significant reason.

### **3.2 Maintain or Enhance Biodiversity**

Prior to any forestry or harvesting activity which may have environmental effects, SWEL will perform a brief operational impact assessment. This will outline the specific activities involved; commencement date; whether a Resource Consent is required; stakeholder values associated with the site; which stakeholders need to be identified; risk value; and duration of effects. Contractors will be notified of any reserve, riparian or other environmentally significant areas prior to commencement of the operation. If there are any negative effects, then these shall be dealt with and recorded in an environmental incident form. This will describe the timing and location of the incident, who was involved, a description, action required, and any remedial work done.

### **3.3 Identify Significant Biodiversity Values**

There is only one forest containing a reserve considered as an area of significant biodiversity value. Located within Blair Forest is the Blair Fen Wetland. This wetland is protected by the Resource Management Act as it is considered a Significant Natural Area (SNA) by the Otago Regional Council. Any modifications to this environment require a Resource Consent.

### **3.4 Maintain or Enhance Significant Biodiversity Values**

SWEL has a management plan for the Wetland Reserve in Blair Forest. Annual inspections are undertaken by SWEL and ORC staff.

### **3.5 Monitor Biodiversity**

The purpose of monitoring is to identify native flora and fauna within reserve areas, assess whether there are any threats and remedial action required, and determine whether there are any Rare, Threatened or Endangered (RTE) species present.

Reserve management plans for High, Medium and Low Protection values/areas are monitored by SWEL to see if there are any issues that need attention, i.e. weed or pest control.

### **3.6 Reviews of Biodiversity**

A survey of indigenous flora and fauna present within the SWEL estate has been undertaken on a 5-yearly basis since March 2003. These surveys have resulted in the positive identification of several species of flora and fauna, currently listed as rare, threatened, or endangered, as present on the SWEL managed estate at that time. In addition to the identification of these species, several other species listed as rare threatened or endangered, were mentioned as being likely to be present on the estate.

Contractors working within the SWEL estate are provided with a visual aid to assist identification of rare, threatened, and endangered species. Information provided by contractors, in addition to that obtained by SWEL staff, will be used to assess any new areas that may require special management.

### 3.7 Regeneration

This requirement is not relevant as SWEL manages plantation production forests and not native production forests.

### 3.8 Introduced Genetics

Through membership in the previous Eucalyptus Breeding Co-operative and subsequent Scion Research Groups, there has been advancement in genetics. There are a number of different genotypes growing across the estate, these are recorded on the GIS system and on the Seed lot database. There is an ongoing commitment to the advancement in this area through both in-house and in-kind work.

There is no risk of genetic pollution via cross-contamination of pollen between plantation species and surrounding native species as these two forest types are completely genetically isolated.

SWEL and associated companies ensure no genetically modified trees shall be grown within SWEL managed forests.

### 3.9 Native Vegetation Conversion

Large areas of natural forest in NZ were felled by European settlers for timber or for pasture, and more recently reverting farmland was cleared under Government incentives for pasture, with some then converted to plantations.

#### **NZS AS 4708:2014 New Zealand Standard - Sustainable Forest Management (PEFC)**

Forest managers certified by PEFC must ensure that their operations conserve biological diversity and associated values, maintain ecological functions and forest integrity. Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion:

- Entails a very limited portion of the forest; and
- Does not occur on significant biodiversity value forest areas.
- Will enable clear, substantial, additional, secure long-term conservation benefits across the forest.

## 4. Forest Productive Capacity

### 4.1 Identify Productive Capacity

The major determinants of tree growth are climate and soils. Southland's mild summer temperatures, consistent summer rainfalls, are particularly good for growing *E.nitens*. Where soils or site-specific conditions have not produced good growth an alternative species may be considered.

### 4.2 Identify Harvest Rates

The harvest rate is calculated using forest growth data to determine a sustainable cut, this means that the forest resource harvested does not exceed estate growth. Factors such as market demand are also

used in the decision-making process. Sustainable volume is determined by PSP and TSP measurements.

### **4.3 Plan & Monitor Use**

Inventory data is used in conjunction with the company Growth Model to determine the Yield Table for the stand. The yield table is used to determine expected stand yields and for reconciliation of actual yield once harvested.

Permanent Sample Plots (PSP's) are established at a frequency of 1 plot per 50 ha across the estate. The purpose of these plots is to validate the growth model.

### **4.4 Infrastructure**

The planning process to develop an operational plan is comprehensive and takes account of existing and planned infrastructure. Maps attached to the operational plans indicate locations of proposed and existing roads & crossings. Building or re-instatement of infrastructure is done in accordance with the relevant forestry codes of practice.

### **4.5 Silviculture**

The primary purpose of the SWEL estate is to provide a sustainable supply of hardwood fibre to produce pulp and paper. As such, alternative species or growth regimes must compliment this purpose.

The typical regime for SWEL's forests is to plant a well-spaced and uniform crop which has an initial stocking of 850-900 stems per hectare.

The forests are currently grown on a 15+ year rotation. The actual rotation age of each stand can vary on a variety of factors which include market demand, total recoverable volume per hectare, mean piece size, topography, and economics, and may exceed the target age. The net result will be a developing matrix of differing age classes over subsequent rotations, as areas of each forest are harvested at various times. The potential for solid wood production may see production thinning of suitable areas reducing stockings down to an appropriate final crop stocking and an extended rotation.

### **4.6 Establishment**

During the initial establishment of the DFA, forest establishment plans were developed considering terrain, soil type, soil depth, elevation, cultivation techniques, distance from the chip mill and species selection/provenance. Establishment of the subsequent rotations will recognise improved genetics, improvements in establishment procedures, growth, and forest health.

### **4.7 Damage to Growing Stock**

Damage to growing stock can occur for numerous reasons including but not limited to insect attack, animal browsing, disease, and weather events, damage from forest operations, vehicles, and fire. It is important to minimise any lasting effect by early interception and control of the event.

Notification or contact by stakeholders and the general public of possible issues is welcomed and appreciated.



## 4.8 Unplanned Fire

As of the 1<sup>st</sup> July 2017 the Rural Fire Authority and Urban Fire Authority merged and became a new entity called Fire Emergency New Zealand (FENZ).

The NIWA noon weather reading (13:00hrs during daylight savings) is used as the daily fire danger level. SWEL Staff utilise the website; [www.fireweather.niwa.co.nz](http://www.fireweather.niwa.co.nz), to ensure that the correct fire danger levels are being implemented for worksites. The zone colour equates to the fire danger level & standing instructions outlined in the Southern District Interim Fire Response Plan. All SWEL staff carry a copy of this document and abide by its guidelines.

## 4.9 Non-wood Products

SWEL provides benefits to the public by providing weekend access to forests for recreation and hunting. Access is granted through a permit system. From time to time SWEL provides access for neighbouring farmers to graze stock in some forests.

# 5. Forest Ecosystem Health

## 5.1 Identify Damage Agents

SWEL staff are skilled in identifying the presence of damaging agents in the field and utilising SWELs Integrated Pest Management Strategy to minimise the impact on forest health. Weeds, insects and vertebrate pests that have the potential to significantly affect plantation growth are controlled as required, in accordance with health and environmental regulations, using licensed contractors and detailed prescriptions.

Plant & animal pests within Southland region typically are rated either “Eradication”, “Containment” or “Suppression” pests under Environment Southlands Regional Pest management Strategy 2019.

## 5.2 Maintain Health

SWEL run a forest health monitoring programme to monitor for pest, disease, and pathogen attack within the forest estate. Annual inspections both ground-based and aerially are carried out by staff and contractors to focus on mainly insect (paropsis) attack. If an unusual event occurs that cannot be categorised within the health monitoring programme, then an environmental/operational incident report is completed and followed up with the appropriate authorities (ie. Police, Council, Government (MPI)).

## 5.3 Weeds & Pests

Pests and diseases can affect the survival, growth rate and form of individual trees, as well as the quality and value of timber produced. Early detection and impact of pests and diseases needs to be considered at all stages in the development of a plantation.

### 5.3.1 Animal Pests:

Pest animals are of concern when they impact on tree growth and environmental values of the forest. Protection of young seedlings from browsing is a crucial step in the development of a successful plantation.

### 5.3.2 Plant Pests:

Competitive weeds must be controlled during plantation establishment as they have an impact on growth rates and survival. The main competitors are grasses and woody weeds. The control of certain noxious weeds is required by local territorial authorities under the regional pest management strategy.

An identification guide to noxious weeds in Southland has been developed for use by Environment Southland. The field guide is used as a tool for staff and is used for the identification of weeds when conducting plantation visits.

### 5.4 Fire & Disturbance Regimes

Not applicable in the New Zealand Standard.

### 5.5 Rehabilitate Degraded Forest

The need and extent of any rehabilitation will be considered on a case by case basis.

### 5.6 Chemical Use

SWEL's policy is to use herbicides in a safe and responsible manner with having due care for the environment. The aim is to use the minimum amount of herbicide required to effectively control target weeds.

SWEL's operational procedures will be based on the NZ Standard, Code of Practice for the Management of Agrichemicals NZS 8409:2004 and SWELs' operational guidelines.

SWEL undertake not to use any World Health Organisation (WHO) Class 1a & 1b pesticides that aren't legally approved for sale & use under New Zealand law as determined by the [Environmental Protection Authority \(EPA\)](#) and Hazardous Substances and New Organisms (HSNO) Act. SWEL managed forests undertake not to use any pesticides banned by the [Stockholm Convention on Persistent Organic Pollutants 2001](#).

### 5.7 Damage Agent Salvage Operations

SWEL would consider economic salvage of damaged forest on a case by case basis.

## 6. Soil & Water Resources

### 6.1 Identify Soil & Water Values

SWEL managed forests follow the New Zealand Environmental Code of Practice for Plantation Forestry, through best environmental practises (BEPs).

### 6.2 Water Quality

There will be ongoing monitoring of water quality & quantity in at least two sites within the SWEL managed forest estate. Monitoring sites are situated in areas that are deemed to be representative of stream types found throughout the SWEL estate. The sites will be monitored to examine water quality over a period of harvesting using the 'Stream Health Monitoring and Assessment Kit' (SHMAK) provided by NIWA.

### **6.3 Water Quantity**

The management of riparian areas will be conducted along the guidelines set by the Southland District Plan, the New Zealand Environmental Code of Practice for Plantation Forestry.

### **6.4 Soil Properties**

Forest operations are managed in accordance with forest industry guidelines and best practice to maintain as best as possible the integrity of the physical, chemical, and biological properties of the soil within the forest plantation areas.

### **6.5 Pollution**

Pollution of the environment is prevented during operations by making use of appropriate setbacks from environmentally sensitive areas and following industry and council guidelines and requirements.

## **7. Carbon**

### **7.1 Carbon Cycle**

To measure carbon storage within all SWEL managed forests, SWEL adopted the Carbon Storage guidelines and tables used by the Ministry of Primary Industries (MPI) to determine the Emissions Trading Scheme (ETS) values for forests entered in the ETS.

## **8. Cultural Values**

### **8.1 Indigenous Peoples' Values**

SWEL has a memorandum of understanding with Te Ao Marama Inc:

Te Ao Marama Inc. is an organisation which represents the four local iwi: Te Runaka O Awarua, Hokonui Runanga, Oraka/Aparima Runaka and, Waihopai Runaka. The operations of SWEL are wholly encompassed by the territory of these four iwi. They are recognised by local territorial authorities as the representative of local iwi with respect to all resource management act (RMA) resource consent matters.

### **8.2 Other Heritage Values**

Heritage values & significant cultural sites should be brought to the companies' attention during the planning process and the correct management procedure put into place as per the requirements of the district plan.

From time to time a site may be discovered during forest operations (particularly earthworks and land preparation). If such a site is believed to be discovered the site will immediately be protected from disturbance until the validity of the site is proven.

**Cultural Policy:**

*The company will abide by all requirements of any central or local government legislation.*

*Culturally significant sites will be managed.*

*Access for cultural reasons unless stipulated by government or local authority policy will be under the same conditions as access for any other party.*

*The company will consider any additional cultural issues or matters that may be specific to any specific area.*

**8.2.1 Archaeological Sites**

These are sites that show evidence of human activity of an age greater than 100 years (pre. 1900). All such sites are granted automatic protection under the Historic Places Act 1993, irrespective of whether they have been previously recorded, or damaged/alterd. This means that it is against the law to damage the sites without the authority of the Historic Places Trust. Such sites include but are not limited to; pa (fortifications), umu (earth ovens), urupa (burial areas), old roads, gold mining sites and human remains.

**8.2.2 Accidental Discovery of an Archaeological Site**

Prior to entering a block, the Southwood Export Ltd. employee responsible for monitoring the crew/grazier will inform those persons of any known archaeological sites in the area. The location of known sites will be clearly marked on all maps.

Should anyone in the forest discover an archaeological site that they have not been informed of they are to immediately leave the site undisturbed and notify Southwood Export of its location.

**8.3 Legal & Traditional Uses**

As contained in the MOU between SWEL & Te Ao Marama Inc, There are no known sites, either historical or current, within the SWEL estate that have particular importance for the traditional gathering of customary resources. However, it is likely that various waterways within the estate were used for the collection of eel (tuna) on an incidental basis. Access onto SWEL land by members of the local iwi for activities such as the gathering of customary foods/resources, is to be facilitated via the recreational access permit system.

If SWEL wishes to use traditional knowledge of local iwi for forest management systems or operations then Te Ao Marama shall be consulted with and arrangements made prior to utilising this traditional knowledge.

## 9. Social and Economic Benefits

### 9.1 Regional Development

SWEL managed forests are dispersed across Southland and intercepted with a number of rural communities.

SWEL maintains contact with stakeholders in the communities, and particularly those who may be directly or indirectly affected by operations. Important in this respect is notification to residents and stakeholders of harvesting and cartage operations.

### 9.2 Optimal Use

There is potential to expand the range of forest products to compliment and subsidise the production of hardwood fibre.

Eucalypts are currently the primary hardwood plantation species offering an alternative to indigenous species. SWEL is a member of a specialty wood partnership and research programme which is a grouping of several companies along with government, UFC, Scion that is funding a 7 year research programme into alternatives to *P.radiata*.

### 9.3 Illegal Activities

SWEL operates a permit system to provide access for recreation activities in the managed forest estate, primarily for recreational hunting. To maintain security, SWEL staff monitor forests to detect any unpermitted entry or breaches of permit rules such as removal of vegetation from forest (firewood theft). Should any illegal activity be observed or reported to any SWEL staff, the appropriate authorities (ie. Police) will be immediately notified.

### 9.4 Skills Development

All staff and contractors during induction are given training and supervision appropriate for the implementation of the management plan. New employees are taken through the company's management plan and health and safety plan before they commence duties.

The process of open tendering for contract work gives the company an idea of what formal training records the contractor and his staff hold and whether they have the correct amount of training to be awarded the work.

SWEL Staff will assist contractors to receive the appropriate training and in some instances contributing financially to the upskilling of the contractor workforce through formal forestry training organisations such as Competenz.

### 9.5 Health & Safety

SWEL values its people and their wellbeing. SWEL is committed to providing a safe and healthy workplace for all staff, contractors, and visitors. As managers, SWEL has a general Health and Safety Plan which covers all aspects of the operation. SWEL complies with the Health and Safety in Employment Act 2015(HSE Act) and its associated regulation.

Any health and safety accidents or incidents (including near misses) are recorded.

## **9.6 Workers' Rights**

The main contract work for SWEL forest operations is publicly advertised on an open tender basis so that every contractor has equal opportunity to apply.

SWEL complies with the employment laws of New Zealand.

## 10. Appendices

### 10.1 Appendix A: Sustainable Forest Management Policy



## **SUSTAINABLE FOREST MANAGEMENT POLICY**

Southwood Export Limited (SWEL) is a chip mill owner/operator, plantation forest owner and forest manager based out of the mill office at Awarua.

Southwood Export Ltd manages a private forest estate in such a way as to ensure that the optimal environmentally sustainable forest management practice is applied at all times.

Southwood Export Ltd provides:

- A systematic approach to sustainable forest management that is independently certified to the New Zealand Forestry Standard for Sustainable Forest Management, NZS AS 4708:2014; and
- Forest-to-market solutions that optimise returns to growers.

Southwood Export Ltd is committed to:

- Undertake Company activities in a safe, socially responsible manner that respects the diverse social and cultural values of stakeholders and the local community.
- Manage our forests within an environmentally, socially and economically responsible way.
- Actively engage with our stakeholders
- Comply with the requirements of all relevant legislation, regulation, Government policies and codes of practice relating to our business.
- The Treaty of Waitangi being New Zealand's founding document and the rights and obligations articulated in the Treaty.
- Set and review objectives and monitor operations to continually improve forest management outcomes and environmental performance
- Implement effective operational control and strive to maximise value and recovery of forest products.
- Minimise environmental impact and pollution from our operations
- Ensure forest management does not degrade or convert native forest.
- Provide sufficient resources, information and training for staff and contractors to implement this policy.
- Communicate this policy with staff, business partners, service providers and customers and make it publically available.

Signed:

A handwritten signature in blue ink, appearing to be "M. J. S.", is written over a horizontal line.

(General Manager)

Date: 07 / 08 / 2020