

Management System Certification Audit Summary Report

Organization:	Rayonier NZ Ltd – trading as Matariki Forests Trading Limited				
Address:	Level 1/8 Mahuhu Crescent. Auckland CBD, Auckland 1010. New Zealand.				
Standard(s):	AS/NZS 4708:2021 PEFC-ST-2001-2020 PEFC Trademark rules		Accreditation Body(s):	OUA	
Representative:	Andy Felming				
Site(s) audited:	Canterbury, Hawke’s Bay & Northland		Date(s) of audit(s):	20th to 22nd & 27th to 29th August 2024	
EAC Code:	06	NACE Code:	02	Type of certificate:	Single with multiple MUs
Effective No.of Personnel:	97		No. of Shifts:	1	
Lead auditor:	Gabriel Arnaboldi		Additional team member (s):	Carol Rivera (auditor) Brett Gilmore (auditor)	
Additional Attendees and Roles:	-				
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1. AUDIT OBJECTIVES:

The objectives of this audit were:

To determine conformity of the management system, or parts of it with audit criteria and its

- ability to ensure applicable statutory, regulatory and contractual requirements are met,
- effectiveness to ensure the client can reasonably expect to achieve specified objectives
- Ability to identify as applicable areas for potential improvement

2. SAMPLING JUSTIFICATION

	Mandays	Metodología de muestreo y base teórica
Main assessment	15 Mandays	<p>The audit was done in two separate weeks. The first week the team did the document review and field visits in Napier or Hawkes Bay (Lead assessor and auditor) and one more auditor did the filed visits in Canterbury. – Sites were selected according to the operations on and post damage areas after the cyclone,</p> <p>The second week the Lead assessor did the document review in Bay of Plenty and the auditor the filed visits in this area.</p> <p>The sampling was done based on the FMS Audit Duration Calculator v2, where 3 FMUs of a total of 5 had to be visited. The selected FMUs were Canterbury, Hawkes Bay and Bay of Plenty. The number of blocks to be visited in each FMU was also taken from this spreadsheet, for Canterbury (closest city Rangiora) and Hawkes Bay close city Napier 3 active and 1 inactive block was visited in each region and for Bay of Plenty (closes city Tauranga) 2 actives and 1 inactive.</p> <p>For Canterbury total blocks are 15, active blocks were 5 and inactive block 10 selected sample blocks 3 active and 1 inactive</p> <p>For Hawkes Bay total blocks 20 – active blocks were 8 inactive blocks were 12 – selected sampling 3 active and 1 inactive.</p> <p>For Bay of plenty – total 14 blocks – total active locks were 4 and total inactive were 10- the selected blocks were 2 active and 1 inactive.</p>
1st surveillance visit	13 audit days	<p>The audit was done in 13 audit days by a Lead assessor and 2 auditors. It was split in 2 weeks considering the distances and distribution of MUs and forests within the country. The selection of the MUs was done according to the Audit Duration calculation V2.5.1 and considering the risk of the MUs like non-compliances, past weather events, MUs not visited in the last years. Finally, the three MUs to be visited are Canterbury, Hawke's bay and Northland.</p> <p>The first week the team visited Northland and the Lead Assessor with one of the auditors started with the document review in the Auckland office. The second day of the first week the Lead assessor together with another auditor were split in two teams to cover different forests within Northland (old forest- 3 active and 1 inactive) plus 2 of the 3 new forests to be included under the scope. The third auditor stayed in the office and continued with document review and stakeholder consultation. The third day of the first week the lead assessor together with one auditor continued with document review in the Auckland office.</p> <p>The second week the Lead assessor with one auditor went Canterbury for document review and field visits in that region (3 active and 1 inactive forest) and the third auditor did one day of field visit in Hawke's Bay (3 active and 1 inactive forest). Stakeholder consultation was also done in these 2 regions.</p> <p>The closing meeting was held in the Canterbury office on the last day of the second week.</p> <p>The sampling in each region (Canterbury, Hawke's bay and Northland) was done as per the following:</p> <p>Canterbury total blocks 15- active 7 and inactive 8 – sampling 3 active and 1 inactive</p> <p>Hawke's Bay – 17 blocks- active 5 and inactive 12- sampling 3 active and 1 inactive</p> <p>Northland – 14 blocks – active 7 and inactive 7- sampling 3 active 1 inactive.</p> <p>During the audit a situation with stakeholders came up in Lawrence area (Southland region), the issue was also publish in the media (Otago Daily Times) and for this reason the Lead auditor decided to modify the audit plan and visit the Lawrence area to do an extended stakeholder consultation to assess what was happening. For this reason not all forests selected in Canterbury were visited (2 active forests- Bottle lake and Ashley forest and 1 inactive Chaney's forest) and 2 forest were visited in Southland (Glendhu forest- active and Castle Dent forest- inactive)</p>
2nd surveillance visit		

3. SCOPE OF CERTIFICATION:

Forest Management of plantations in the Southland, Otago, Auckland, Canterbury, Hawkes Bay, Bay of Plenty and Northland regions of New Zealand for the production of softwood and hardwood timber, with outsourcing for marketing and sale of their products.

Has this scope been amended as a result of this audit?

☒ Yes

☐ No

3 New forest were included under the scope in Northland region. This does not change the scope wording but the area under the scope and the number of forests. Some other forests were also removed from the scope in other MUs.

This is a multi-site audit and an Appendix listing all relevant sites and/or remote locations has been established (attached) and agreed with the client.

☒ Yes

☐ No

List of Forest Management Units (FMU) and forests under the scope.

Description of FMUs:				
Description	Ownership	Area (ha)	Location: NZTM x coord	Location: NZTM Y Coord
Northland Region:				
Ararimu	JV	105	1739104.532	5938885.323
Glenbervie	CFL	9,321	1723088.175	6057205.067
Hunua	Forestry Right	695	1789896.953	5898372.227
Katui	JV	201	1655704.565	6049412.262
Mahurangi North	Freehold	6,637	1744853.78	5978708.315
Maungatapere	Forestry Right	301	1708733.49	6037970.996
Orere	Forestry Right	279	1796352.799	5902949.528
Paparimu	Forestry Right	321	1790479.037	5889138.25
Pouto Topu	JV	735	1699515.657	5983519.67
Pukehuia	JV	301	1689835.354	6022903.763
Riverhead	CFL	3,544	1740898.699	5934122.104
Riverhead	Forestry Right	1,045	1740503.809	5938168.972
Topuni	Freehold	1,953	1729169.308	5991380.75
Woodhill	JV	3,564	1724188.374	5932479.29
Regional Total		29,002		
Bay of Plenty Region:				
Athenree	CFL	1,310	1856764.013	5849295.213
Kauaeranga	CFL	350	1831710.751	5889587.762
Kawerau	Forestry Right	167	1921372.554	5782707.416
	Lease	542	1922729.204	5781567.754
Maramarua	CFL	5,697	1801042.01	5869393.881
Omataroa	Forestry Right	7,724	1939833.361	5778549.71

Description of FMUs:				
Description	Ownership	Area (ha)	Location: NZTM x coord	Location: NZTM Y Coord
	Lease	1,494	1944176.774	5784214.406
Tairua	CFL	12,602	1852702.683	5889817.79
Waerenga	Freehold	403	1807379.147	5860177.241
Waihou (All)	CFL	1,923	1839813.723	5864691.527
Regional Total		32,213		
Hawkes Bay Region:				
Chrystals	Freehold	206	1936713.98	5659074.534
Crohane	Freehold	2,412	1914282.06	5653349.093
Dinneens	JV	350	1905106.611	5652345.742
Esk	JV	909	1921932.441	5649274.252
Glengarry	Freehold	2,118	1919058.793	5641429.486
Hampton	Forestry Right	93	1935926.87	5678064.729
	Freehold	2,639	1937088.132	5680687.606
Lakeview	Freehold	290	1933899.086	5655568.698
McVicars	Lease	256	1908641.784	5654044.445
Ohurakura	Freehold	1,118	1920311.001	5651067.044
Ridgemount	Freehold	557	1944273.528	5650102.816
Ruatoitoi	Freehold	159	1942921.416	5643543.175
Rukumoana	Freehold	1,865	1918773.373	5645631.928
Skeets	Freehold	205	1926983.086	5651085.673
Turangakuma	Freehold	643	1910128.875	5665537.689
Waikoau	Freehold	2,492	1928584.418	5654040.239
Willow Flat	Freehold	3,087	1938937.579	5676254.738
Arapawanui	Freehold	827	1939826.158	5648208.745
Regional Total		20,227		
Canterbury Region:				
Ashley	Forestry Right	6,771	1565396.883	5219010.74
Balmoral	Forestry Right	1,778	1573363.057	5258737.499
Bottle Lake	Lease	830	1575622.594	5188005.184
Chaney's	Lease	531	1573463.027	5192547.639
Coalgate	Freehold	508	1514109.265	5188226.598
Dalethorpe	Freehold	1,730	1504575.913	5195301.626
Eyrewell	Forestry Right	80	1543627.467	5191464.203
Glen Arlie	Freehold	1,117	1507464.884	5185465.344

Description of FMUs:				
Description	Ownership	Area (ha)	Location: NZTM x coord	Location: NZTM Y Coord
Hanmer	Forestry Right	5,120	1591343.398	5291205.337
Lowmount	Freehold	1,624	1503086.743	5184129.704
Mount Thomas	Forestry Right	2,106	1548929.75	5220217.225
Okuku	Forestry Right	5,274	1553597.716	5227888.173
Omihi	Forestry Right	1,334	1585865.778	5232305.999
Oxford	Forestry Right	400	1516398.584	5209094.038
Wyndale	Freehold	701	1509640.48	5192620.577
Regional Total		29,902		
Southland Region:				
Arthurton	Freehold	392	1302810.277	4882353.669
Athenaeum	Lease	217	1363212.807	4878536.757
Blackmount	Forestry Right	5	1192033.312	4913865.549
	Freehold	3,603	1189313.115	4914955.611
CastleDent	JV	842	1337938.299	4916148.878
Castledowns	Freehold	3,284	1229360.485	4912342.395
Catlins	Freehold	1,990	1328889.096	4852563.113
Etalvale	Freehold	285	1220992.167	4914626.416
Glendhu	Forestry Right	4	1344480.295	4917654.538
Glendhu	Freehold	7,061	1344480.295	4917654.538
Hillfort	Freehold	993	1286547.692	4844279.781
Hokonui	Freehold	2,603	1261616.755	4871078.536
Longwood	CFL	631	1204318.116	4887111.886
Longwood	Freehold	5,209	1209170.275	4874649.671
Manukaawa	Freehold	589	1353426.356	4892658.869
Mccrosties	Lease	1,310	1362656.472	4874306.802
Rowallan	Freehold	2,903	1183887.044	4884412.553
Slopedown	CFL	488	1301001.993	4858441.848
Slopedown	Forestry Right	77	1293808.238	4830879.798
Slopedown	Freehold	5,059	1301923.226	4864598.733
Taringatura	Freehold	1,403	1230694.835	4898162.259
Te Tipua	Freehold	167	1266470.894	4869200.517
Tokanui	Forestry Right	1	1292816.264	4834703.551
Tokanui	Freehold	199	1292816.264	4834703.551
Westdome	Freehold	2,946	1229501.636	4942949.084
Wether Hills	Freehold	678	1236002.122	4917976.944

Description of FMUs:				
Description	Ownership	Area (ha)	Location: NZTM x coord	Location: NZTM Y Coord
Regional Total		42,939		
Grand Total		154,283.00		

4. CURRENT AUDIT FINDINGS AND CONCLUSIONS

The audit team conducted a process-based audit focusing on significant aspects/risks/objectives. A sampling process was used, based on the information available at the time of the audit. The audit methods used were interviews, observation of activities and review of documentation and records.

The structure of the audit was in accordance with the audit plan included as an annex to this summary report.

The audit team concludes that the organization/ ☒ has ☐ has not established and maintained its

management system in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policy and objectives.

Number of nonconformities identified/ 1 Major 4 Minor

Therefore, the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity, management system certification be:

☐ Granted/ ☐ Continued / ☒ Withheld / ☐ Suspended* until satisfactory corrective action is completed

*(Suspended = Subjected to)

5. PREVIOUS AUDIT RESULTS

The results of the last audit of this system have been reviewed, in particular to assure appropriate correction and corrective action has been implemented to address any nonconformity identified. This review has concluded that:

☒ Any nonconformity identified during previous audits has been corrected and the corrective action continues to be effective. (Refer to Section 6 for details)

☒ The management system has not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.

6. AUDIT FINDINGS

The audit team conducted a process-based audit focusing on significant aspects/risks/objectives. The audit methods used were interviews, observation of activities and review of documentation and records.

The management system documentation demonstrated conformity with the ☐ Yes ☒ No requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system.

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The organization has demonstrated effective implementation and maintenance / improvement of its management system and is capable of achieving its policy objectives, as well as and the intended results of the respective management system(s). ☐ Yes ☒ No

The organization has demonstrated the establishment and tracking of appropriate key performance objectives and targets and monitored progress towards their achievement. ☒ Yes ☐ No

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system. ☒ Yes ☐ No

The management review process demonstrated capability to ensure the continuing suitability, adequacy, effectiveness of the management system. ☒ Yes ☐ No

Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard. ☒ Yes ☐ No

Certification claims are accurate and in accordance with SGS guidance and the organization is effectively controlling the use of certification documents and marks. ☒ N/A ☐ Yes ☐ No/No

7. NON-CONFORMITIES

7.1 Closure of open nonconformities identified during the previous evaluation

Nonconformity	N° <u>2</u> of <u>12</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Leadership	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 5.2	
Document Ref.:	Environmental policy			
Details of Nonconformity:	<p>Senior management does not establish, implement and maintain a sustainable forest management policy, within the defined scope of its forest management system.</p> <p>It was observed the objectives are not clearly identified within the environmental policy version June 2023 and the document is referring to the old version of the PEFC standard – NZS AS 4708:2014.</p>			
Close out evidence and conclusion:	<p>There is an “Environmental and Sustainability Policy” version 2.0 dated on July 2024. This document is review and approved by the Managing Director - on 31 July 2024. The document has been updated referring to the new NZS AS 4708:2021.</p> <p>This document sets up the vision of the company, the scope summarizing the environmental, social and economic general objectives of the forest management system.</p>			
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)			

Nonconformity	N° <u>3</u> of <u>12</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Stakeholder communication & engagement	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 7.4.3	
Document Ref.:	-			

Details of Nonconformity:	<p>The forest manager does not externally communicate the audit report summaries provided by the certification body corresponding to the current period of certification and there is not a document communication process.</p> <p>Although communications are done there is not a documented communication process; it was also evidenced that the audit report summary provided by the certification body in the website is for the audit done in 2020. Promapp now indicated under PEFC audit – external communications for PEFC V.38</p>
Close out evidence and conclusion:	<p>There is a guideline for external communication this is under Communication and Engagement procedures V4.0 section 4 External communication.</p> <p>During the visit to Auckland office, it was confirmed that top management present some information to the media about some issues identify in Southland.</p> <p>Some information such as relevant policies that should be available for stakeholder and is a requirement under the certification are upload under Rayonier Website.</p> <p>There is also a specific procedure about communication with Media called RNZ Media Practice V10</p> <p>Example of communication external seeing under the certificate holder website</p> <p>Environment Rayonier Matariki Forests</p>
Status of nonconformity	<p><input checked="" type="checkbox"/> Closed</p> <p><input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below)</p> <p><input type="checkbox"/> Not closed, timeline extended (see 7.2 below)</p>

Nonconformity	N° <u>4</u> of <u>12</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Scope of the management system	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 4.3	
Document Ref.:	-			
Details of Nonconformity:	The forest manager does not maintain the scope of forest management and defined forest area as documented information. The scope is defined and reflected in the stage 2 report, however, it is not clearly documented in the company's documents.			
Close out evidence and conclusion:	Documented information with the PEFC define area was presented during the audit, the PEFC reports 2023 are used to record the latest data of the PEFC scope. This document is also under Rayonier website. The Certificate holder notify SGS changes in the Scope area for the PEFC certification by email on the 13 Aug 2024. Evidence below: Sustainability Rayonier Matariki Forests			
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)			

Nonconformity	N° __5_ of _12__	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Management Objectives	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 6.2	
Document Ref.:	-			

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Details of Nonconformity:	The management objectives are not always measurable and updated as appropriate. Despite the company is monitoring its performance there is not clear evidence of how the company measures the targets link to their objectives.
Close out evidence and conclusion:	<p>The master document where the management objectives are set up is the Strategic Plan- 2024. In this document the company sets up strategic objective per area, long term results, short term results and strategic and operational initiatives.</p> <p>This document is shared to all the company staff through the Intranet and it is also discussed and updated during the Management meetings, the document "2024 Strategic Plan Update- 9 August 2024" was also evidenced where the company is updating the progress in the objectives.</p> <p>The company holds Operations review meetings twice a year where each region present the progress on the objectives that are linked to the strategic objectives defined under the strategic plan. For example: 2024 Northland Regional Plan 2024</p> <p>It is evidenced the company has linked the regional/operational objectives to the strategic ones as a way of assessing the achievement of the strategic objectives defined under the Strategic plan.</p>
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)

Nonconformity	N° <u>7</u> of <u>12</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Performance evaluation	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 9.3	
Document Ref.:	Rayonier Matariki Forests PEFC Internal Management Systems Review: April 2023.			
Details of Nonconformity:	Senior management does not review the forest manager’s forest management system at least annually to ensure its continuing suitability, adequacy and effectiveness. Although Management system review done April 2023 covers almost all the sections, PEFC CARs raised in 2022 and conclusions have not been including in this review.			
Close out evidence and conclusion:	“2023 Environmental Board Report 271223” was evidenced. This report was made by the Senior Team. As part of this management review report there is a section “external certifications” that describes all the findings identified during the CB’s audit done in 2023. It is also stated the status of the corrective actions.			
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)			

Nonconformity	N° <u>8</u> of <u>12</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Forest Ecosystem Health	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 11.2.5	
Document Ref.:	-			
Details of Nonconformity:	Where fertilisers are used, the forest manager does not justify their use and minimise any adverse impacts. Although there is a fertiliser decision model used based on the impact to the plantation and costs this one does not cover the potential impact of the use of fertilizers.			
Close out evidence	Rayonier Matariki have created ESRAS for the use of fertilizers this is to analyse the impact of			

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and conclusion:	the use of fertilizers. The company only uses 2 fertilizers. ESRA V1.0 Di-ammonium phosphate and ESRA for Boron. In these two documents all the impacts associated to the use of fertilisers are defined.
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)

Nonconformity	N° _9_ of _12_	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Forest ecosystem Health	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 11.2.4	
Document Ref.:	-			
Details of Nonconformity:	Pesticide use but not in accordance with the instructions given by the producer and/or regulators and be implemented with the appropriate equipment by trained personnel. It was observed that none of the staff members involve in chemical operations at Canterbury office have a growsafe certificate.			
Close out evidence and conclusion:	Growsafe certificates were available during the visit of Canterbury. # T-259949-00 expire date 29 April 2029 # T-2599950-00 expire date 29 April 2029 Northland Region Bay of Plenty Region Southland Region Hawkes Bay Region To avoid not having one person with an active growsafe certificate the company have create a spreadsheet where all the people with growsafe certificate are listed and a remainder is send to the relevant staff to complete renew process.			
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)			

Nonconformity	N° _10_ of _12_	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Social and economic benefits	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 11.7.2	
Document Ref.:	-			
Details of Nonconformity:	Forest managers does not foster a safe working environment by developing systems which ensure that work is carried out in a safe and healthy manner and ensuring health and safety management conforms to relevant laws and codes of practice. The field visit highlighted that all the yarders visited did not meet compliance for safe access and guarding. Staff were shown images of the non-complying access and guarding. Some examples were at a scale that was worrying. For example, access onto the Marshall's harvest line required high-stepping about a metre onto the machine without use of steps or a guard rail. Original manufacturers guarding was removed from hvdraulic area requiring 'delicate' footing.			

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	There was evidence of paint removed by boots over an extended period of time.
Close out evidence and conclusion:	<p>The company's H&S National Advisor described the work being done on guarding across the company's machinery since raising the CAR10. An annual machinery survey was initiated across the regions and identified areas needing improvements. All contractors were contacted requiring guarding to meet the FICA Yarder Guarding and Safe Access Best Practice Guide (soon to be released). All new machinery or hire machinery has to meet the standards of AS5327.</p> <ul style="list-style-type: none"> Rayonier Mail - Fwd_ WorkSafe media release - Standards for guard railing on forestry mobile plant
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)

Nonconformity	N° _11_ of _12_	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Social and economic benefits	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 11.7.3	
Document Ref.:	-			
Details of Nonconformity:	Forest managers does not ensure that its practices and those of its contractors and sub-contractors comply with the fundamental ILO conventions. The company had not a formal documented position around unions although in practice management say workers are free to join.			
Close out evidence and conclusion:	During the visit to contractors a formal document signed by them was on their containers these documents show everything about the freedom of association, not discrimination, etc. Evidence: Visit to Harvesting Crew 28 Aug 2024 Canterbury region. Visit to Silviculture contractor 21 Aug 2024 Northland region. Visit to harvesting contractor crew 21 Northland region. Email from district council dated 7 Aug 2024 to 4 contractors.			
Status of nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)			

Nonconformity	N° _12_ of _12_	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Social and economic benefits	Standard Reference:	PEFC NZ STANDARD:2021 Cluse 11.7.6	
Document Ref.:	-			
Details of Nonconformity:	The forest manager does not monitor, ensure, and demonstrate that wages of workers meet or exceed at the least legal minimum wage or, where applicable collective bargaining agreements or, a living wage where this is considered higher than the legal minimum wages. It was evidenced the company does not have a system in place to check the contractors' workers are being paid the living wages.			
Close out evidence and conclusion:	It was evidenced the company does not have a system in place to check the contractors' workers are being paid the living wages, have a signed contract at the time to start working and there is not also evidence that accommodation conditions			

	are being checked when workers or contractors are required to live away from home. Evidence: during a visit to Riverhead forest, it was evidence a silvi crew where the worker declared not having a signed contract and this was confirmed by the contractor that two workers didn't have a signed employment contract. The contractor also declared that he provides all the protective equipment apart from the safety boots that are charged to the workers.
Status of nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Not closed, raised to Major nonconformity (see 7.2 below) <input type="checkbox"/> Not closed, timeline extended (see 7.2 below)

7.2 New Nonconformities

Nonconformity	N° <u>1</u> of <u>5</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Trademarks	Standard Reference:	PEFC ST 2001_2020 Clause 6.2.3	
Document Ref.:	Public summary/ Environmental Sustainable Policy			
Details of Nonconformity:	<p>The licence number of the organisation using the PEFC trademarks is not accompanying the PEFC trademarks whenever they are used.</p> <p>It was evidenced the use of the trademarks is not done in compliance with the requirements of the PEFC ST 2001:2020, the Public Summary mentions PEFC with the TM and the wrong license number (15-004-01) is used in the document next to the PEFC; the Environmental and Sustainable Policy July 2024 refers to the PEFC without the license number.</p>			
Proposed Action Plan	<p><i>When a nonconformity occurs, the forest manager shall:</i></p> <p><i>(a) react to the nonconformity and, as applicable:</i></p> <p><i>i. take action to control and correct it;</i> <i>Reference to the PEFC have been removed from the document</i></p> <p><i>ii. deal with the consequences, including mitigating adverse impacts.</i> <i>No adverse effects aside from the CAR</i></p> <p><i>(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:</i></p> <p><i>i. reviewing the nonconformity;</i> <i>Reviewed</i></p> <p><i>ii. determining the causes of the nonconformity;</i> <i>The trademark change notification was not directly published to the company and as no approvals are required for the PEFC label, the accuracy of the label was not as required.</i></p> <p><i>iii. determining if similar nonconformities exist, or could potentially occur.</i></p> <p><i>(c) implement any action needed;</i> <i>PEFC Logo use process to be developed</i></p> <p><i>(d) review the effectiveness of any corrective action taken;</i></p> <p><i>(e) make changes to the forest management system, if necessary.</i> <i>PEFC Logo use process to be developed.</i></p>			
Status of nonconformity	<input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed on date:			

Nonconformity	N° <u>2</u> of <u>5</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Performance evaluation	Standard Reference:	AS/NZS 4708:2021 Clause 9.1.2	
Document Ref.:	-			
Details of Nonconformity:	<p>The forest manager does not establish, implement, and maintain the process(es) needed to evaluate fulfilment of its compliance obligations.</p> <p>It was detected as result of the stakeholder consultation that there are some road that are closed in some forest for which there is no council approval. It was also evidenced in Castle dent forest that the new plantations in Cpt. 1 and 2 are less than 10 metres from the boundary fences.</p>			

Proposed Action Plan	<p><i>When a nonconformity occurs, the forest manager shall:</i></p> <p><i>(a) react to the nonconformity and, as applicable:</i></p> <p><i>i. take action to control and correct it;</i></p> <p>No roads in contravention of local laws. The roads mentioned by stakeholder are either on Public Access Easements (PAE's) on Crown Forest Licence land (CFL) land and the CFL contract overrides the Section 357 Local Government Act 1974. Roads that are on Unformed Legal Roads (ULR's) either have no gates on them or the blockage has not been put in place by Rayonier.</p> <p>Trees have been removed from the land to the applicable buffer zone (10m)</p> <p><i>ii. deal with the consequences, including mitigating adverse impacts.</i></p> <p>Rayonier will contact the Stakeholder and advise as such.</p> <p>No adverse effects as the trees were small.</p> <p><i>(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:</i></p> <p><i>i. reviewing the nonconformity;</i></p> <p>Nonconformity reviewed.</p> <p><i>ii. determining the causes of the nonconformity;</i></p> <p>The environmental manager was unsure of the status of the land and the roads at the time of the consultation with the Stakeholder and clarity was not achieved before the audit.</p> <p>A process was in place to monitor the planting boundaries but this process is part of the CPR review which happens at year one.</p> <p><i>iii. determining if similar nonconformities exist, or could potentially occur.</i></p> <p><i>(c) implement any action needed;</i></p> <p>Rayonier conduct an annual lands review in each region. An additional review will be added to this review to ensure that PAE's and ULR's are reviewed for compliance. Additional steps will be added to the establishment process to ensure trees are not planted closer than the legal distance from boundaries.</p> <p><i>(d) review the effectiveness of any corrective action taken;</i></p> <p>NA</p> <p><i>(e) make changes to the forest management system, if necessary.</i></p> <p>Rayonier conduct an annual lands review in each region. An additional review will be added to this review to ensure that PAE's and ULR's are reviewed for compliance. Additional steps will be added to the establishment process to ensure trees are not planted closer than the legal distance from boundaries.</p>
Status of nonconformity	<input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed on date:

Nonconformity	N° <u>3</u> of <u>5</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	CONTEXT OF THE FOREST MANAGER	Standard Reference:	AS/NZS 4708:2021 Clause 4.2	
Document Ref.:	-			
Details of Nonconformity:	<p>The forest manager does not identified stakeholders, does not evaluate which activities are likely to directly impact stakeholders nor identify the needs and expectations of stakeholders.</p> <p>It was identified through a stakeholder consultation done in Lawrence Town and in the area around Castle Dent, Gendhu and Manukaawa forests, that Rayonier is not proactively assessing the potential impacts of its operations and when engaging with the community it is not taking into account the needs and expectations of the community and boundary neighbours. See stakeholder comments in the DAR. It was also identified through the interviews with stakeholders that the communication's mechanisms used by the company are not working properly in the mentioned area. For this stakeholder consultation done in the area of Lawrence (Southland Region) the company provided a spreadsheet "Boundary neighbours Castledent_Glendhu", from that list there are several contacts whose phone numbers are not correct, when trying to contact them it says number not allocated to phone number, not active number and</p>			

	some numbers belong to a different person.
Proposed Action Plan	<p><i>When a nonconformity occurs, the forest manager shall:</i></p> <p><i>(a) react to the nonconformity and, as applicable:</i></p> <p><i>i. take action to control and correct it;</i></p> <p>Regional staff are undertaking visits with appropriate neighbours in the Lawrence area to determine the cause of the poor communications report.</p> <p>Rayonier will change the stakeholder engagement process to strengthen community engagement</p> <p>The information in the neighbour's app in ARC GIS will be updated every 6 months, this will become part of the current process which includes a 6 monthly review of stakeholder engagement.</p> <p><i>ii. deal with the consequences, including mitigating adverse impacts.</i></p> <p>Regional staff are undertaking visits with appropriate neighbours in the Lawrence area</p> <p><i>(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:</i></p> <p><i>i. reviewing the nonconformity;</i></p> <p>Nonconformity reviewed,</p> <p><i>ii. determining the causes of the nonconformity;</i></p> <p>There is a MOU signed by the farming and forestry industry that needs to be redistributed. This MOU puts communication requirements on both parties. This MOU had been forgotten about.</p> <p><i>iii. determining if similar nonconformities exist, or could potentially occur.</i></p> <p><i>(c) implement any action needed;</i></p> <p>Regional staff are undertaking visits with appropriate neighbours in the Lawrence area to determine the cause of the poor communications report.</p> <p><i>(d) review the effectiveness of any corrective action taken;</i></p> <p>NA</p> <p><i>(e) make changes to the forest management system, if necessary.</i></p> <p>Rayonier will change the stakeholder engagement process to strengthen community engagement.</p> <p>The information in the neighbour's app in ARC GIS will be updated every 6 months, this will become part of the current process which includes a 6 monthly review of stakeholder engagement.</p>
Status of nonconformity	<input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed on date:

Nonconformity	N° <u>4</u> of <u>5</u>	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Social and economic benefits	Standard Reference:	AS/NZS 4708:2021 Clause 11.7.6	
Document Ref.:	-			
Details of Nonconformity:	<p>The forest manager does not monitor, ensure, and demonstrate the remuneration and employment conditions of workers.</p> <p>It was evidenced the company does not have a system in place to check the contractors' workers are being paid the living wages, have a signed contract at the time to start working and there is not also evidence that accommodation conditions are being checked when workers or contractors are required to live away from home. Evidence: during a visit to Riverhead forest, it was evidence a silvi crew where the worker declared not having a signed contract and this was confirmed by the contractor that two workers didn't have a signed employment contract. The contractor also declared that he provides all the protective equipment apart from the safety boots that are charged to the workers.</p>			
Proposed Action Plan	<p><i>When a nonconformity occurs, the forest manager shall:</i></p> <p><i>(a) react to the nonconformity and, as applicable:</i></p> <p><i>i. take action to control and correct it:</i></p>			

	<p>Rayonier will undertake a contractor risk assessment to determine the level of assessment required to undertake contractor staff interviews and collect evidence of the living wage, contract compliance and compliance with the health and safety legislation as it relates to PPE.</p> <p>A process will be created to ensure contract managers audit contracts appropriate to the risk assessment. The process created will become part of the internal audit review</p> <p><i>ii. deal with the consequences, including mitigating adverse impacts.</i></p> <p>No adverse effects</p> <p><i>(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:</i></p> <p><i>i. reviewing the nonconformity;</i></p> <p>Nonconformity reviewed</p> <p><i>ii. determining the causes of the nonconformity;</i></p> <p>All contractors provided a signed document saying that they were paying the living wage. Rayonier did not check this was true and a contractor was found to be not truthful.</p> <p><i>iii. determining if similar nonconformities exist, or could potentially occur.</i></p> <p><i>(c) implement any action needed;</i></p> <p>The contractor employees involved in the audit now have contracts and have been provided the appropriate PPE.</p>
Status of nonconformity	<input type="checkbox"/> Open <input checked="" type="checkbox"/> Closed on date: 28/11/2024

Nonconformity	N° <u>5</u> of <u>5</u>	<input type="checkbox"/> Major	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> False Claim
Department / Function:	Improvement	Standard Reference:	AS/NZS 4708:2021 Clause 10.2	
Document Ref.:	Internal audit report			
Details of Nonconformity:	<p>When a nonconformity occurs, the forest manager does not review the effectiveness of any corrective action taken as part of the internal audit.</p> <p>The company's assessment of the actions taken to address the non-conformities raised during the external audits is not reflected in the internal audit report for 2024.</p>			
Proposed Action Plan	<p><i>When a nonconformity occurs, the forest manager shall:</i></p> <p><i>(a) react to the nonconformity and, as applicable:</i></p> <p><i>i. take action to control and correct it;</i></p> <p>Rayonier will change the internal audit process to ensure that the conformities raised during the external audit are reflected in the internal audit for review and included in the report.</p> <p><i>ii. deal with the consequences, including mitigating adverse impacts.</i></p> <p>NA</p> <p><i>(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:</i></p> <p><i>i. reviewing the nonconformity;</i></p> <p>Reviewed</p> <p><i>ii. determining the causes of the nonconformity;</i></p> <p>The external audit nonconformities were reviewed during the audit but the review was not included in the report.</p> <p><i>iii. determining if similar nonconformities exist, or could potentially occur.</i></p> <p><i>(c) implement any action needed;</i></p> <p>Rayonier will change the internal audit process to ensure that the conformities raised during the external audit is reflected in the internal audit for review and included in the report</p> <p><i>(d) review the effectiveness of any corrective action taken;</i></p> <p>A review will take place during the next internal audit</p> <p><i>(e) make changes to the forest management system, if necessary.</i></p>			

	Rayonier will change the internal audit process to ensure that the conformities raised during the external audit is reflected in the internal audit for review and included in the report
Status of nonconformity	<input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed on date:

Nonconformities detailed here shall be addressed through the organization's corrective action process, in accordance with the relevant corrective action requirements of the audit standard, including actions to analyse the cause of the nonconformity and prevent recurrence, and complete records maintained.

- ☐ Corrective actions to address identified major nonconformities shall be carried out immediately **including a cause analysis**, and SGS notified of the actions taken within 30 days. An SGS auditor will perform a **follow up visit** within 90 days to confirm the actions taken, evaluate their effectiveness, and determine whether certification can be granted or continued.
- ☐ Corrective actions to address identified major nonconformities shall be carried out immediately, **including a cause analysis**, and **records with supporting evidence sent to the SGS auditor** for close-out within 90 days.
- ☐ Corrective Actions to address identified minor non conformities **including a cause analysis**, shall be documented on a action plan and sent by the client to the auditor within 90 days for review. If the actions are deemed to be satisfactory they will be followed up at the next scheduled visit.
- ☒ Corrective Actions to address identified minor non-conformities **including a cause analysis**, have been detailed on an action plan and the intended action reviewed by the Auditor, deemed to be satisfactory and will be followed up at the next scheduled visit.
- ☐ Appropriate **cause analysis** and immediate **corrective and preventive** action taken in response to each non-conformance as required.

Note:- Initial, Re-certification and Extension audits – recommendation for certification cannot be made unless check box 4 is completed. For re-certification audits the time scales indicated may need to be reduced in order to ensure re-certification prior to expiry of current certification.

Note: At the next scheduled audit visit, the SGS audit team will follow up on *all* identified nonconformities to confirm the effectiveness of the corrective actions taken.

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8. General Observations & Opportunities for Improvement

○ **OBSERVATIONS:**

- **N° 01 to 11.2.2-** During the visit to Castle Dent forest, it was evidenced lots of areas damage by pig rooting, this situation could affect the new plantations finished last week apart from causing issues at neighbours properties. Through this observation it will be followed the assessment of the company about the needs to intensify/continue with this pest control in this forest.
- **N° 02 to 9.2-** In the internal audit report it is not specified the internal auditor and the staff involved in the audit.

N° 03 to 11.2.10- The company has identified the need to change the security company in the Lawrence area, there is a proposal with a new security company dated on May 2024 which is still being analysed and discussed. On the 29th the Southland Manager confirms to have a meeting with the company to work in some more details of the proposal. The security company agreement will cover all the Southland region. Observation 03 is raised to follow this up as result of some comment from neighbours about poachers from the forestry.

○ **OPPORTUNITIES OF IMPROVEMENT:**

Not identified.

○ **STRENGTHS:**

End of public report

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9. SIGNIFICANT AUDIT TRAILS FOLLOWED

The specific processes, activities and functions reviewed are detailed in the Audit Planning Matrix and the Audit Plan. In performing the audit, various audit trails and linkages were developed, including the following primary audit trails, followed throughout

- Relating to Previous Audit Results.
- Relating to this Audit, including any significant changes (eg: to key personnel, client activities, management system, level of integration, etc.):
- The compliances and non- compliances detected in this audit are presented in the check list below according to the standard PEFC NZ Standard - AS/NZS 4708:2021 Sustainable forest management – requirements.

9.1 Use of the PEFC and SGS marks.

Rayonier has signed the license PEFC license agreement with New Zealand Forest Corporation Association on 26.09.2023. The license number for Rayonier is PEFC/40-23-6.

The company is using the PEFC promotional trademarks. This is used on the website under the following link <https://www.matarikiforests.co.nz/environment/sustainability/> and also in some downloadable documents under the same link, for example: Environmental and Sustainability Policy version July 2024; Public Summary updated July 2024

It was evidenced the use of the trademarks is not done in compliance with the requirements of the PEFC ST 2001:2020, the Public Summary mentions PEFC with the TM and the wrong license number (15-004-01) is used in the document next to the PEFC; the Environmental and Sustainable Policy July 2024 refers to the PEFC without the license number. **CAR 01 is raised** 6.2.3 of the PEFC trademark standard.

OUA or SGS trademarks are not being used.

OUA- http://www.organismouruguayodeacreditacion.org/Pagina_Princl.htm

SGS- <https://www.sgs.com/-/media/sgscorp/documents/corporate/technical-documents/legal-documents/conditions-for-use-of-mark/regulations-for-the-use-of-sgs-system-certification-marks-benelux-en.cdn.en.pdf>

SECTION 4 - CONTEXT OF THE FOREST MANAGER

4.1 - UNDERSTANDING THE FOREST MANAGER IN ITS CONTEXT

The forest manager shall determine external and internal issues that are relevant to its purpose and that affect its ability to achieve the intended outcomes of its forest management system. Such issues shall include cultural, economic, environmental and social conditions being affected by, or capable of affecting the forest manager.

2024

Review of the Strategic Plan 2024 and the management plan system for Rayonier NZ – Trading as Matariki Forests shows the identification of the external and internal issues. For example, as per section Strategy Objectives 2024 the internal and external issues identified are link to the long-term enhancement of their forest state this is link to environmental protection, significant weather events, unpredictable market, supply change, social responsibility, workers wellbeing, etc.

This Strategic Plan 2024 was developed based on SWOT Analysis the identification of Strengths, Weaknesses, Opportunities and Threats.

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Strengths

What competitive advantages do we have that we should continue to build and enhance?

Export Channels

- Access to Asia – some of the fastest growing economies
- AVA JV and EDP

Our Asset Base

- Quality forest and land assets (diversity in markets)
- Freehold land enabling land-based solutions
- Carbon as a liquid asset
- Strong balance sheet

Our Reputation

- Strong reputation and market presence in NZ
- A leader in forestry H&S
- Preferred supplier with a strong portfolio of customers

Partnerships and Collaboration

- Strong collaboration – interregional / AKL / US interaction
- Long history of partnerships (landowners, iwi, contractors, AVA)
- Relationship approach to sales and marketing

Our People, Culture and Values

- Broad and deep skill sets & knowledge base within our staff and contractors
- Living the values of leadership, trust, safety and sustainability
- Empowering people – pushing decision making to the front line
- Our talented people and culture – strong shared values, engagement, diversity and inclusion
- Training & development opportunities
- Look to promote from within
- Project opportunities and role diversity
- Strong presence in communities

Processes and Technology

- Strong processes to manage and mitigate risk
- Strong technology foundation and ongoing investment in technology adaptation
- Proven strategic planning processes

Weaknesses

What prevents us from reaching our goals that we need to reduce or resolve?

Employee matters

- Lean staffing and high workloads
- Employee growth and development needs not being met and flat structure
- Organizational effectiveness – projects impacting day to day
- Mental health & wellbeing concerns
- Cumbersome employee induction

RMF estate

- Biological variability of RMF estate
- Geographic isolation of our BU's limiting interdepartmental / regional collaboration
- RMF overexposure to China increases earnings volatility
- Lack of domestic processing options in some regions
- Lack of hardwoods to meet growing Asian wood deficit / Single species
- Declining asset base (EBOP sale and FR hand backs)

Financial wellness

- High production & OH costs relative to average sales revenues
- Diminishing financial returns
- Exposure to commodity prices (logs) and costs (fuel) (increasing volatility)
- Inability to insure for loss from natural events

Financial reporting

- Better analysis & reporting required across the supply chain
- Lack of productivity measurement KPI's
- Manual data processing, data gathering and manipulation still high
- Poor financial benchmarking – across regions, across industry
- Tax Governance Model

Processes / Technology

- Aging legacy systems (RAPTA, rLog, Ensaf etc)
- Slow development & deployment of technology
- Data quality issues & errors needing to be resolved
- Manual entry of contractor rates in systems lead to errors (internal audit point)
- Document retention (internal audit point)
- Lack of good capital program data (planting, silvi, roading)

Other matters

- Complexity of JV's
- Fewer resources directed at improving environmental performance (relative to H&S)
- Supply chain is large emitter of CO2 (transport) recognising shipping is our biggest area of emissions, but forestry products are only 1 – 2 % of global sea trade

Threats

What threats could negatively impact us?

Political

- Geo-political tensions - Difficult to predict how will escalate and impact on our business

Economic

- Structural slowdown in China economy housing construction
- Global economic recession impacting on demand for wood products
- NZ housing market slowdown
- Inflationary pressures across supply chain - Cost increases across all aspects of the business. Inability to pass on higher costs
- Contractor capacity – Current economic slowdown could remove significant capacity
- Competition from non-traditional investors for timber assets
- Labour availability in the contractor workforce
- Looming Oil shock

Social

- SLO - Negative public sentiment (e.g. impact of forestry conversions, sedimentation, slash, woody debris, exporting raw logs), wilding pine spread

Technological

- Cybersecurity - Constant and evolving threat

Legal

- Regulatory changes - Huge amount of new legislation and poor policy impacting our business
- ETS changes – Changes to forestry settings, decarbonisation escalating rapidly reducing demand for NZUs
- Wairoa District Council rating decision
- OIO restrictions on overseas ownership

Environmental

- Climate impacts - Extreme weather event occurrences (including fire), impact on supply chain (e.g. shipping capacity)
- Phytosanitary regulations - Adding cost and impact on market access (e.g. India). Major concern regarding pest incursions found on debarked logs to China
- Limited phytosanitary treatment options – debarking – and increasing live insect incursions on log exports to China
- Biosecurity – Risk of new incursions into NZ

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Opportunities

What opportunities are open to us to exploit or expand?

Asian wood deficit

- Identify longer term trends in demand for wood fibre (volume/species/grade)
- Hardwoods

Diversify export operations

- India, SE Asia
- AVA Brand differentiation

High value wood processing sector and produce diversification

- Support expanding wood processing sector (support ITP)
- Engineered lumber, Pellets, Square logs, Flitch

Improve productivity of our operations

- Improved productivity within harvesting (data analytics, monitoring)
- Greater forest productivity (e.g. mechanization, shorter rotations, fertilizer, genetics, advanced Silviculture)
- Application of emerging technologies (remote sensing, analytics)

Sustainable forests

- ESG focus (recognition of benefits)
- C-sequestration (P89), carbon emissions, voluntary carbon market, HWP recognition



Alternative land-based solution initiatives

- Wind and Solar
- Biochemicals, biodiversity credits, biomass, bioenergy, biofuel, Sustainable aviation fuels

Systems

- Optimise operations to be more productive, efficient and resilient
- Transactional processing automation
- Improved financial data visualisation
- Tools/data for quicker operational decision-making (Dom vs export return)
- Timber marketing – deliver premium customer experience
- Remove double handling of personal data
- Use AI to streamline processes
- Productivity gains with technological enhancements

People

- Talent – growing and attracting our future workforce
- Strengthen SLO – safety, kaitiakitanga, community engagement
- Continue to improve collaboration with US and the wider industry
- Grow and attract the future workforce

Other

- Opportunities for domestic log customers – not currently supplying (Waipapa sawmill in Northland)
- AVA expansion
- Targeted acquisitions / JV development

1

4.2- UNDERSTANDING THE NEEDS AND EXPECTATIONS OF STAKEHOLDERS

The forest manager shall:

(a) identify stakeholders;

(b) evaluate which activities are likely to directly impact stakeholders;

(c) determine how they are affected by its operations;

(d) identify the relevant needs and expectations (i.e. requirements) of stakeholders;

(e) identify and justify which of these needs and expectations become its compliance obligations.

The certificate holder has procedures about communication and engagement of stakeholders v.4.0 dated 8 Aug 2024 and a Neighbour notification process – these documents are under their electric system called Process Manager ex PROMAP and available for all Rayonier staff. This document specified that stakeholders should be identified and notify per activities directly impacting them, after the communication channel is open evaluate the impact and the needs/expectations to justify the CH compliance obligations.

Communication and Engagement v1.0

Summary

Objective

To build constructive relationships with stakeholders and establish, implement and maintain the process(es) needed for facilitating effective, culturally appropriate, meaningful and timely stakeholder engagement

Background

FSC/PEFC

Owner Andy Fleming

Expert Jason Syme

Procedure

1.0 General communication

District Forester, Environmental Manager, Forester, Forester (Establishment), Harvest Planning Manager, HR Employees

- a Use reasonable efforts to identify and notify affected stakeholders prior to the commencement of any operations that are likely to directly impact them

NOTE ID Stakeholders

NOTE All Comms with Neighbours are to be recorded in the EMS

PROCESS

Procedure for Neighbour Notification

District Forester, Forester, Forester (Establishment), Harvest Planner, Harvest Planning & Roding Manager, Harvest Planning Manager

2.0 Internal communication

ALL STAFF

- a Internal communication will be via Teams and email

3.0 Stakeholder Engagement

Environmental Manager, Regional Manager

- a Review Stakeholder Engagement list

NOTE Review at least twice per year



Stakeholder Engagement Template
<https://matarikiforests.sharepoint.com/:x/r/sites/Docu>

NOTE FSC guidance

7.4 Stakeholder communication and engagement

7.4.1 General

The forest manager shall strive to build constructive relationships with stakeholders.

The forest manager shall establish, implement and maintain the process(es) needed for facilitating effective, culturally appropriate, meaningful and timely stakeholder engagement, including:

- (a) on what it will communicate;
- (b) when to engage;
- (c) with whom to engage; and
- (d) how to engage using culturally appropriate techniques

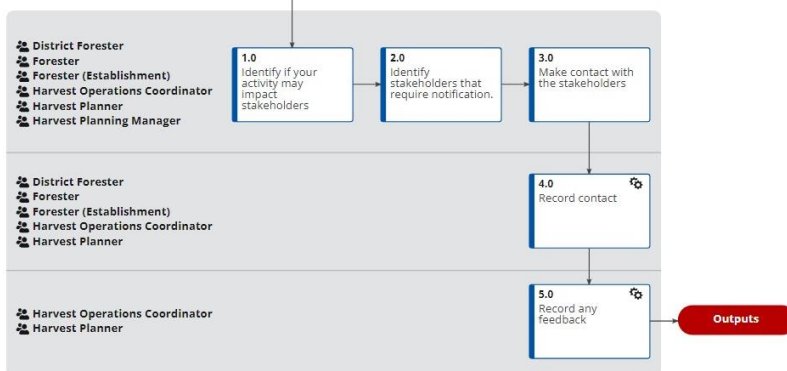
When establishing its engagement process(es), the forest manager shall:

- i. take into account the needs and expectations of stakeholders, its compliance obligations and sustainability requirements; and
- ii. ensure that information communicated is consistent with information generated within the forest management system and is reliable.

The forest manager shall address relevant communications from stakeholders on its forest management system. This will include:

- (a) considering and incorporating (as appropriate) stakeholder feedback into the forest management system; and
- (b) having mechanisms for managing complaints and disputes in a timely manner, including processes for:
 - (i) receiving complaints or disputes;
 - (ii) investigating and reviewing;
 - (iii) taking corrective and remedial action where necessary; and
 - (iv) communicating outcomes.

Triggers & Inputs

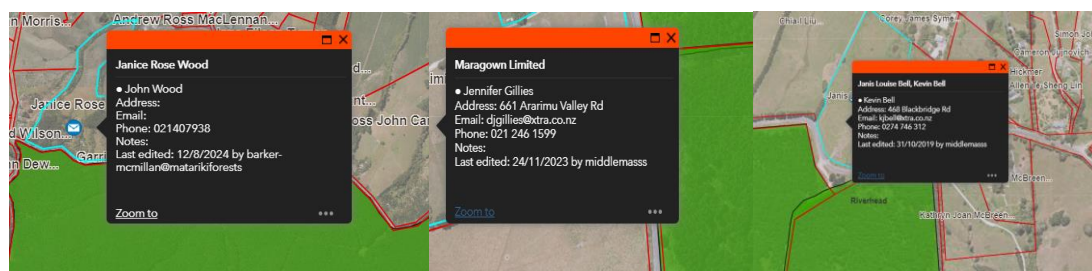


During the audit stakeholders' lists were provide per each region, also a record of communication with stakeholder is maintained under the EMS.

RMF stakeholder list 2024 national list for Northland 83 contacts, for Hawkes Bay 163, for Southland 147, for Bay of Plenty 87 and for Canterbury 93 – Neighbour contact information list July 2024 with 885 contacts for all the regions

The company uses a neighbour's web application that is link to the LINZ national system to update their stakeholder list – this application shows the name of the owner and contact details are collected by Rayonier regions as part of their operational planning. Review with the GIS Forest information manager demonstrated how the review of the stakeholders per forests is done and how the information of the latest details is pass to the stakeholder lists.

Riverhead Forest



Master Rayonier list 2024 with all the FMU's

RMF_Stakeholder List_2024

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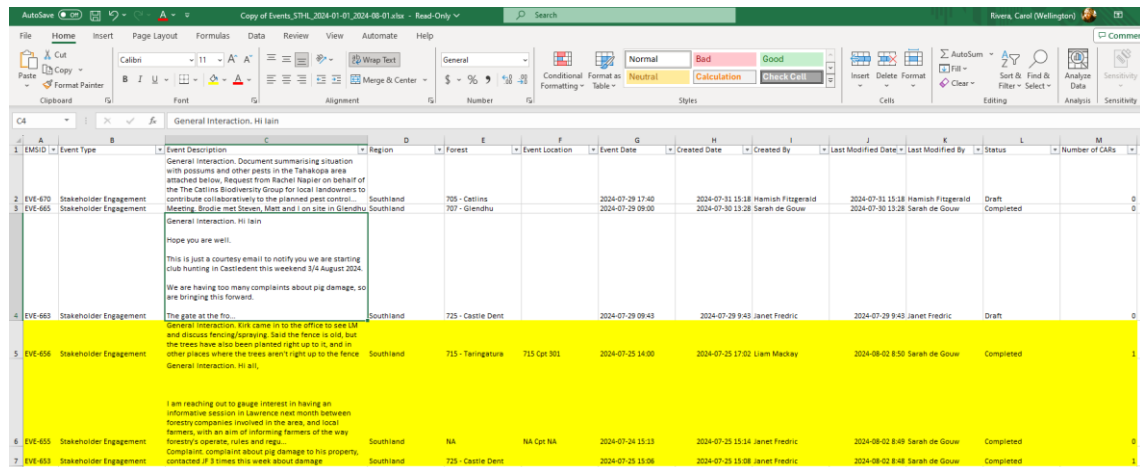
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EMS event – 656 – issues with fencing and weeds (pest) raised on 25 July 2024 – Rayonier to provide some chemical to help to control spread close 2 Aug 2024.



Event ID	Event Type	Event Description	Region	Forest	Event Location	Event Date	Created Date	Created By	Last Modified Date	Last Modified By	Status	Number of Calls
1	General Interaction	General Interaction. Document summarising situation with possums and other pests in the Taharua area attached below. Request from Rachel Haggan on behalf of the The Catlins Biodiversity Group for local landowners to contribute collaboratively to the planned pest control.	Southland	705 - Catlins		2024-07-29 17:40	2024-07-31 15:18	Hannah Fitzgerald	2024-07-31 15:18	Hannah Fitzgerald	Draft	0
2	Stakeholder Engagement	Meeting. Rodie met Steven, Matt and I on site in Glendhu.	Southland	707 - Glendhu		2024-07-29 09:00	2024-07-30 13:28	Sarah de Gouw	2024-07-30 13:28	Sarah de Gouw	Completed	0
3	General Interaction	General Interaction. Hi Iain Hope you are well. This is just a courtesy email to notify you we are starting club hunting in Castledent this weekend 3/4 August 2024. We are having too many complaints about pig damage, so we are bringing this forward.	Southland	725 - Castle Dent		2024-07-29 09:43	2024-07-29 9:43	Janet Fredric	2024-07-29 9:43	Janet Fredric	Draft	0
4	General Interaction	General Interaction. Kira came in to the office to see LM and discuss fencing/spraying. Said the fence is old, but the trees have also been planted right up to it, and in other places where the trees aren't right up to the fence.	Southland	713 - Tairāwhiti	713 Cpt 301	2024-07-25 14:00	2024-07-25 17:02	Liam Mackay	2024-08-02 8:30	Sarah de Gouw	Completed	1
5	Stakeholder Engagement	I am reaching out to gauge interest in having an informative session in Lawrence next month between forestry companies involved in the area, and local farmers, with an aim of informing farmers of the way forestry's operate, rules and regs.	Southland	NA	NA Cpt NA	2024-07-24 15:13	2024-07-25 15:14	Janet Fredric	2024-08-02 8:40	Sarah de Gouw	Completed	0
6	Stakeholder Engagement	Complaint, complaint about pig damage to his property, contacted 3 times this week about damage.	Southland	725 - Castle Dent		2024-07-25 15:06	2024-07-25 15:08	Janet Fredric	2024-08-02 8:48	Sarah de Gouw	Completed	1

Operation plan include communication with stakeholders

Examples:

Northland letter to resident Mourmoukai Rd in Ness Valley send 1 March 2023 – link to changes to the route for the logging trucks due the storm damage. The certificate holder add a phone number and email.

Letter to residents for Riverhead (Ararimu Valley Rd) dated 25 July 2024, link to the planning of harvesting operations, email and phone number was provide.

As part of the certification audit process a stakeholder consultation is done 6 weeks before the audit – feedback provide was overall good with some issues in Southland.

As per procedure 2 checks of stakeholder lists are done a year, one check is done at the start of the year and another middle – for 2024.

Evidence of the latest review for stakeholder dated 17 June 2024

Harvest Plan for Sale area 903-004-01S – Canterbury – Balmoral Forest – indicates the names and numbers of the stakeholder's link to the area to be contact about the operations – section third party.

It was identified through a stakeholder consultation done in Lawrence Town and in the area around Castle Dent, Gendhu and Manukaawa forests, that Rayonier is not proactively assessing the potential impacts of its operations and when engaging with the community it is not taking into account the needs and expectations of the community and boundary neighbours. See stakeholder comments in the DAR. It was also identified through the interviews with stakeholders that the communication's mechanisms used by the company are not working properly in the mentioned area. For this stakeholder consultation done in the area of Lawrence (Southland Region) the company provided a spreadsheet "Boundary neighbours Castledent_Glendhu", from that list there are several contacts whose phone numbers are not correct, when trying to contact them it says number not allocated to phone number, not active number and some numbers belong to a different person. **CAR 03 is raised.**

4.3- DETERMINING THE SCOPE OF THE CERTIFIED FOREST MANAGEMENT SYSTEM

The forest manager shall determine the boundaries and applicability of the forest management system and define its scope.

When determining this scope, the forest manager shall consider:

- (a) the external and internal issues referred to in Clause 4.1;**
- (b) the compliance obligations referred to in Clause 4.2;**
- (c) its defined forest area;**
- (d) its activities, services and products;**
- (e) the point of sale or transfer of its products; and**
- (f) its authority and ability to exercise control and influence.**

Review with the GIS team show the new total area for the scope is now– 136,831 ha. Still have 5 regions across NZ Northland, Hawkes' Bay, Bay of Plenty, Southland, and Canterbury. The variation from the previous year area is due the sale of some forest in the Bay of Plenty and the purchase of 3 forests in Northland region.

No changes regard section e-f

Transfer of the PEFC products is done at the Ports where the products are sold to the customers.

The ability to exercise control of the management system is given by the ownership titles and forestry rights. See indicator below:

Job N°: NZ-215271	Report date: 30.08.2024	Visit Type: SA	Visit No: 2
CONFIDENTIAL	Document/ : NZ LP0102 – Audit Report Stage 2	Issue n°/ 2	Page N° 24 of 91

- Agreement number 8754297.5 - Memorandum of grant of Forestry Right – Foothill forests – licensor Ngai Tahu Forest Ltd – issue the licence Mataraki Forest – dated 30 April 2010 until 1 April 2035.
- Record of title under land transfer act 2017 Freehold – CB48A/253 Canterbury dated 5 Oct 2000 – prior reference CB28F/492
- Record of title under land transfer act 2017 Freehold – 80952 Hawkes Bay dated 19 March 2023 – prior reference HBV4/1144 - HBW2/683 (Crohane)

The forest manager shall demonstrate control and influence through documented legal land ownership or control arrangements and a commitment to sustainable forest management.

The are different types of tenure, ownership, forestry rights, Crown forestry license, joint venture etc. A sample of tenure documents were checked.

- Agreement number 8754297.5 - Memorandum of grant of Forestry Right – Foothill forests – licensor Ngai Tahu Forest Ltd – issue the licence Mataraki Forest – dated 30 April 2010 until 1 April 2035.
- Record of title under land transfer act 2017 Freehold – CB48A/253 Canterbury dated 5 Oct 2000 – prior reference CB28F/492
- Record of title under land transfer act 2017 Freehold – 80952 Hawkes Bay dated 19 March 2023 – prior reference HBV4/1144 - HBW2/683 (Crohane)
- Deed varying forestry rights- between Matariki forests and Ngai Tahu Forests Estate dated on 30.04.2010.
- Grant of Forestry right Earl Kent Alexander Bennett and Cater Holt Harvey, company that was purchased by Matariki Forests. Evidence: Certificate of Incorporation MATARIKI FORESTS NORTH ISLAND LIMITED. 68089. NZBN: 9429040656144- This is to certify that CARTER HOLT FARM AND FORESTS LIMITED was incorporated under the Companies Act 1955 on the 17th day of March 1965 and changed its name to MATARIKI FORESTS NORTH ISLAND LIMITED on the 3rd day of October 2005.
- Record of Title- Identifier 407670. Date Issued 20 February 2008. Area 1800.8490 hectares. Blackmount forests
- Blue Mountains Forest. Date issued 30 September 1992. Area 1249.2168 hectares

New purchase forest for Northland included during SA 2024 audit.

- Katui Forest – Join Venture Land information NZ # 12692294.1 dated 11 May 2023
- Pukehia Forest – Forestry right Land Information NZ # 12692685.1 dated 27 April 2023
- Maungatapere Forestry right Land information NZ # 12838753.1 dated 6 June 2024

The forest manager shall define the scope and include all activities, products and services of the forest manager that are within the forest management system.

Note 1: The scope may incorporate activities related to the forest management system and activities conducted at sites outside the defined forest area, for example: administrative offices, depots, workshops, nurseries, freight hubs etc.

Note 2: A commitment to sustainable forest management should be demonstrated by keeping forest areas in the defined forest area at least for the full duration of a certification cycle or providing justification where this is not the case.

Note 3: Not all requirements may be applicable to trees outside forests and farm forests (see Appendix A).

Current Scope as per the previous year remain the same description.

Forest Management of plantations in the Southland, Otago, Auckland, Canterbury, Hawkes Bay, Bay of Plenty and Northland regions of New Zealand to produce softwood and hardwood timber, with outsourcing for marketing and sale of their products.

In the scope all administrative offices in the different regions are also included.

The Certificate holder notify SGS about the changes need to be done for the PEFC scope during the preparation for the audit, the regions still the same however the area have decrees. 3 New Forest have been added to the scope, those were visit during the audit 2024. The total area under the scope have been change during the audit 2024.

The commitment for the certification is under the Environmental and sustainability Policy Version 2.0 dated July 2024

The forest manager shall maintain the scope of forest management and defined forest area as documented information.

Note 4: The forest manager shall notify the certification body of material changes to the scope of certification or defined forest area.

Note 5: A material change is a matter that could change the audit duration or require a special audit.

Note 6: The forest manager should provide the scheme owner details of the defined forest area at least annually.

Documented information with the PEFC define area was presented during the audit, the PEFC reports 2023 are used to record the latest data of the PEFC scope. This document is also under Rayonier website.

The Certificate holder notify SGS changes in the Scope area for the PEFC certification by email on the 13 Aug 2024.

Evidence below:

Job N°: NZ-215271	Report date: 30.08.2024	Visit Type: SA	Visit No: 2
CONFIDENTIAL	Document/ : NZ LP0102 – Audit Report Stage 2	Issue n°/ 2	Page N° 25 of 91

Sustainability | Rayonier Matariki Forests

CAR 04 (2023) is closed.

4.4- FOREST MANAGEMENT SYSTEM

The forest manager shall establish, implement, maintain and continually improve a forest management system, including the processes needed and its interactions, in accordance with the requirements of this standard.

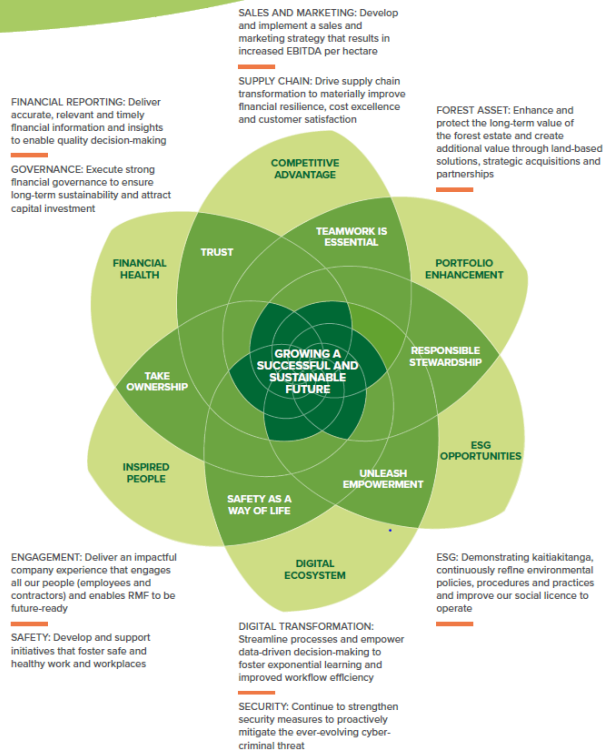
The Certificate holder have a system of continually improvement this is evaluated by achieving the National strategy Objectives that are link to the regional goals established yearly.

Every time that an issue is identity, or something is not done properly a CAR is raise under their system and measures are taken to avoid this to happen again this can lead to changes in policies procedures or processes.

The Certificate holder have a system of continually improvement this is evaluated by achieving the National strategy Objectives that are link to the regional goals established yearly.

Every time that an issue is identity, or something is not done properly a CAR is raise under their system and measures are taken to avoid this to happen again this can lead to changes in policies procedures or processes.

2024 Strategic Objectives



Example:

CAR PEFC 2023 audit led to changes in the strategy 2024 to comply with the PEFC STA changes and reflect the tracking the achievement of goal.

Example from Canterbury Region below

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CANTERBURY REGIONAL PLAN 2023



Theme	Goal	Owner	Due	Q1	Q2	Q3	Q4	Comments
1	Maintain the new native plantings at Lake Janet in conjunction with the Broomfield School	TF	Q1/Q2/Q3					Spraying & manual cutting completed in Q1. Planned enrichment planting in winter, maintenance check and weed control in spring. Very weedy site, will need ongoing maintenance for several years.
2	Demonstrate kaitiakitanga and strengthen our social licence to operate	MG/HM	Q4					Initial scope. Doesn't have to go through Historic Places trust. Currently sitting with the Hamner group, considering options. RMF in support of further discussions where appropriate.
3	Develop a management plan/strategy for the Hamner Heritage in conjunction with the relevant stakeholders	HM	Q2					WIP, first draft complete – almost ready to present to stakeholders, Hamner Heritage Trust before the HTNG. Completed, and presented to the HTNG.
4	Provide sponsorship and/or support to the local Rangiora Light and Sound Festival	MG	Q3					Even planned early September. Sponsored \$2,000, good community event.
5	Enhance and protect the long-term value of the forest estate	TF/H/RC	Q4					Native planting occurred in September, trees provided by Bathurst. Staff assisted with planting. Will need ongoing weed control.
6	Develop and support initiatives that deliver safe and healthy work and workplaces	HM/TF	Q1					Andy down in March for Workshops, received well by crews.
7	Further promote "Better Work" to the Canterbury contract workforce. This can include action points from the 2023 safestest presentations, including but are not limited to: a) 2-3 smoke visits per crew with prepared messages / theme b) Infrastructure design, maintenance improvements and improved communication in this space	MA/ALL	Q1/Q2/Q3/Q4					Smoke visits all completed periodically. Crew visits provided good engagement from crews. Q4 end of year contractor BBQ was a good wrap up for the year end.
8	Deliver an impactful company experience that engages all employees and enables us to be "Fit-for-future"	ALL	Q4					TF Harvesting workshops at UC & drone Course TF/MA Waitangi Training. HM complete advanced leadership course. KF/TK – B.A meeting in Auckland.
9	Social Activities	TF/AF	FY					Tracked Hamner episode viewing (Apr-May). Several BBQ's throughout the year. Quiz night.
10	Transforming operations for higher productivity, efficiencies, and resilience. Optimise portfolio value	MG / ALL	Q4					A lot of work put into this, Fonterra decided to go with wood pallets. Key consider in the harvest allocation process and received a positive response from Contractors. More use of Road-Eng and training in this space. Ongoing at a national level. Staysafe and EM systems not yet rolled out to contractors. Up and running. Occurring every 6 months. External audit by Murry Duffield scheduled in September. Acacia. Project. Literature review completed on windthrow risk. Trialled it, financially positive but the machine configuration not right, and had

In 2023 it was identified a gap for recording stakeholders' comments and communication the actions taken to avoid this issue to happen was to create a new procedure and have all the information under the same system. If an issue with stakeholder is identified this is raise as CAR and follow the CAR procedures.

New procedure communication and engagement of stakeholders v.4.0 dated 8 Aug 2024

The forest manager shall consider the knowledge gained in Clause 4.1 (context), Clause 4.2 (stakeholders) and Clause 4.3 (scope) and the results of scientific research when establishing and maintaining the forest management system.

The forest management system is under continually improvement – the Certificate holder take in consideration clauses 4.1,4.2, 4.3.

For example, based on a risk assessment for some forest – the outcome was to sell them due the risk for the changes in weather patterns and the potential impact to the community.

Post cyclone event 2023 analysis have the following strategies being implemented as part of the 2024 and long-term plan.

- Precision Forestry - Initiate a multi-year program of improving our understanding of the productive potential of sites and optimising our regimes across those sites. (FIG)

Last update Aug 2024 Initial analysis to stratify forests based on productive potential on-going. Not finding

the differences that were expected so more work required before scoping out the potential management bands to then apply to the estate.

- The Regen Problem - Investigate the impact of site characteristics and establishment operations on regen prevalence to identify high risk site types and inform best practice establishment. (FIG)

Last Update Aug 2024 from Southland region data collection completed, and analysis largely completed to confirm. That the data collected was useful. Next step is to collect data from other regions.

- Emerging Technology - Continue investigation and trials of emerging technology and evaluate the current feasibility (based on financial and accuracy outcomes) of the technology at an operational level. (FIG)

Last update Aug 2024 Quantified CPR – A project to test the ability for high resolution aerial photography to assess stocking and measure tree heights is underway in Omataroa. Initial findings are mixed with the ground validation of the AI analysis undertaken by Indufor showing that tree detection is complicated by the presence of weed species and tree height measurements are variable. Nonetheless, the technology still has potential as a useful tool in guiding foresters to identify poorer performing areas of stands.

- Nutrition - Establish fertiliser trials in Northland and Bay of Plenty to increase our understanding of forest nutrition and potential productivity improvements. (FIG)

Last update Aug 2024 Plan for Northland is to investigate productivity benefits of nitrogen and phosphorous at age 4 in small plots. Collaboration project with Tom Fox and Phillip Allen (RYN US). Second fertiliser trial is still under consideration. Potential for it to move to Southland to test a lime addition in conjunction with a Waikato University project using dunnite for carbon capture (with benefits of increasing pH in the soil to increase nutrient availability).

- Eucalyptus - Establish eucalypt species trials across the North Island regions. Participate in industry research to advance species understanding, tree breeding and market opportunities. (FIG)

Last updated Aug 2024 Four species of eucalypt seedlings have been ordered from Xylogene. Trial sites have been identified in each of the three North Island regions. Planting has just been completed in Northland and planting is scheduled for BOP and HB in early September.

- Acquisitions - Undertake evaluations of strategic acquisition, Joint Venture, and partnership opportunities as they arise that leverage

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safe carbon and ecosystem services benefits to MF. (FIG)

Last update Aug 2024 Acquisitions – Unsuccessful stage one bid submitted for 550ha New Forests property in Southland. SCP was unsuccessful with its offer for seven forests in Northland established 2021-2024 (820ha) for inclusion in Poumahaka JV but selected as preferred bidder undertaking due diligence on 330ha property in Waikato.

- Divestments – Identified small, isolated title in Topuni (0.8ha) for marketing. 2004 cutting right agreement with DOC has been surrendered following completion of harvesting in Mt Herbert and hand back of non-commercial stands in Waipohatu.
- The Dudfield Fire Review - Review recommendations and develop 3-5 year plan to Simplified Wildfire Threat Analysis undertaken as part of the Dudfield Review. This defines asset value, ignition risk, and considers mitigations such as equipment and resource availability (from MF directly as well as wider industry and FENZ response).

This will form the basis of a multi-year asset and training investment plan.

Evidence:

Strategic plan 2024

Interviews with key staff members in Auckland office and Canterbury

2024 Strategic plan update

SECTION 5- LEADERSHIP

5.1 - LEADERSHIP AND COMMITMENT

Senior management shall demonstrate leadership and commitment with respect to sustainable forest management by:

- (a) taking accountability for the effectiveness of the forest management system;**
- (b) ensuring that the sustainable forest management policy and sustainability objectives are established and are compatible with the strategic direction and the context of the forest manager;**
- (c) ensuring the integration of the forest management system requirements into the forest manager's business processes;**
- (d) ensuring that the resources needed for the forest management system are available;**
- (e) communicating the importance of effective cultural, economic, environmental and social management and of conforming to the forest management system requirements;**
- (f) ensuring that the forest management system achieves its intended outcomes;**
- (g) directing and supporting persons to contribute to the effectiveness of the forest management system;**
- (h) supporting related research and innovation activities;**
- (i) promoting continual improvement; and**
- (j) supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.**

Note: Reference to 'business' in this standard can be interpreted broadly to mean those activities that are core to the purposes of the forest manager's existence.

Alistair Brown- Managing Director- started in this role in May 2023.

There is a formalized process for goals setting and strategy and PEFC is within this process. This is an annual process under a management review. The company sets the high-level strategy and then it cascades to the organisation. All areas provide objectives and research, and they are included under this level strategy planning. Each region comes up with the regional plan to the operational meeting that are held twice a year.

Under the company intranet it is the Strategic Plan 2024. There is a process under the PROMAPP to set up this strategic plan "Strategy and Goal Setting" v11.0. This Strategic plan is available to every region under the company's Intranet.

Along the year different meetings are held by the Management team including the Senior management to review the objectives compliance and to do and update of the commitment with the year's goals.

The following documents were evidenced:

Strategic Plan 2024.

- Strategic objectives for the year:
 - Forest asset: Enhance and protect the long-term value of the forest estate and create additional value through land-based solutions, strategic acquisitions and partnerships.
 - Engagement: Deliver an impactful company experience that engages all our people (employees and contractors) and enables RMF to be future-ready.
 - ESG: Demonstrating kaitiakitanga, continuously refine environmental policies, procedures and practices and improve our social licence to operate
- 2024 Initiatives

STRATEGIC OBJECTIVE

SALES AND MARKETING:
Develop and implement a sales and marketing strategy that results in increased EBITDA per hectare.

KEY RESULTS:

Long Term

- Achieve a 5% increase in average EBITDA/ hectare relative to the 2023 LRP over the next 3 years.
- Achieve \$2 million of revenue from sale of biomass materials by 2028.
- Achieve \$1 million of annual wind farm royalties by 2028.

Short Term

- Deliver optimisation decision support tool for use by Bay of Plenty and Northland regional teams.
- Emerging biomass opportunities are pursued and reported.
- Execute a minimum of one wind farm agreement in 2024.
- Export Sales & Marketing strategy presented to the AVA Board of Directors.

2024 INITIATIVES

STRATEGIC

- **Export Sales** - Update the Export Sales & Marketing Strategy & Plan with the AVA CEO ensuring it reflects market trends, opportunities and client volumes. (Export Services)
- **AVA Clients** - Identify potential new AVA clients that will strengthen AVA's negotiating position and operational efficiency. (Export Services)
- **Export Customers** - Update export customer evaluations and identify Tier 1 customers for long term collaboration that will improve AVA's market position and returns. (Export Services)
- **Biomass** - Actively explore and develop where feasible, regional supply opportunities to new biomass customers. (FIG)
- **Optimisation Tool** - Develop optimisation model to guide product and customer allocation and maximise on-truck returns across South Auckland and Bay of Plenty forests. (Operations & FIG)

OPERATIONAL

- **Certification** - Leverage environmental certification by rolling out and maintaining, FSC across all NZ load ports. (Export Services)
- **AVA Clients** - Review AVA client information requirements to improve their experience and ensure we are meeting their needs. (Export Services)
- **Biomass** - Review systems to support the efficient management and tracking of harvest residues. (FIG)

STRATEGIC OBJECTIVE

FOREST ASSET: Enhance and protect the long-term value of the forest estate and create additional value through land-based solutions, strategic acquisitions and partnerships.

KEY RESULTS:

Long Term

- Silvicultural decision making is science based and data driven. Underlying quality of estate is demonstrated to have improved by an increase of 8% in MAI by 2028 against 2022 baseline through productivity improvements and acquisitions/divestments.
- In collaboration with FENZ, all regions have fit for purpose fire plans, and fire asset management plans in place by the end of 2025.

Short Term

- Map 300L across MF estate and define productivity zones.
- Update relevant sections of establishment and thinning deskfiles.
- Establish trials to validate e-thinning mortality, nutrition, and eucalyptus.
- Incorporate yield table and conversion factor improvements in 2024 3YP.
- Complete Dudfield Fire Review by 30 April 2024, develop medium term (3-5 years) fire asset management plan to mitigate risks identified and obtain Board approval for implementation.

2024 INITIATIVES

STRATEGIC

- **Precision Forestry** - Initiate a multi-year program of improving our understanding of the productive potential of sites and optimising our regimes across those sites. (FIG)
- **The Regen Problem** - Investigate the impact of site characteristics and establishment operations on regen prevalence to identify high risk site types and inform best practice establishment. (FIG)
- **Emerging Technology** - Continue investigation and trials of emerging technology and evaluate the current feasibility (based on financial and accuracy outcomes) of the technology at an operational level. (FIG)
- **Nutrition** - Establish fertiliser trials in Northland and Bay of Plenty to increase our understanding of forest nutrition and potential productivity improvements. (FIG)
- **Eucalyptus** - Establish eucalypt species trials across the North Island regions. Participate in industry research to advance species understanding, tree breeding and market opportunities. (FIG)
- **Acquisitions** - Undertake evaluations of strategic acquisition, JV, and partnership opportunities as they arise that leverage safe carbon and ecosystem services benefits to MF. (FIG)
- **The Dudfield Fire Review** - Review recommendations and develop 3-5 year plan to implement agreed course of action. (Forest Operations)

OPERATIONAL

- **Regime Analysis** - Complete a review of silvicultural regimes for Hawke's Bay region considering establishment stocking, timing and intensity of thinning. (FIG)
- **Harvest Age** - Review optimum harvest age assumptions for all regions. (FIG)
- **E-Thinning** - Develop understanding of unintended mortality in e-thinning through trials in PR and DF. (FIG)
- **Best Practice Thinning** - Develop processes and tools to guide best practice in the planning, undertaking and monitoring of thinning. (FIG)
- **Conversion Factors** - Develop updated log scaling strategy for determining conversion factors. (FIG)
- **Douglas-fir Generic Croptypes** - Update generic croptypes for Douglas-fir including review of growth models and stand allocation. (FIG)

2023 Strategic Plan Results- 1st March 2024- in this document it is access the compliance with each objective set up for the year. For example:

- **Harvesting-** Develop a strategy for wider adoption of fixed head falling technology across our regions.
 - We now have 4 fixed head falling machines established in the MF Estate. 2 machines in Southland, 1 each in Hawkes Bay and Bay of Plenty.
 - There are currently 5 additional machines planned for 2024; 1 in Northland (March), 1 in BOP (July), 1 in Hawkes Bay (Feb) and 2 machines in Canterbury (Both mid-year).
 - To drive this uptake, several recent or current contract tenders and negotiations have been conditional on fixed head

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adoption.

- STICKs information is being sent regularly to all contractors and this information is used to drive discussions and performance across all felling machine operations.
 - Work is currently underway to continue to quantify the financial benefits (TRV and value recovery) over and above the reduction in environmental and social risk.
- Forest technology – Wider adoption of digital technology and skillsets across all forest engineering and harvest planning operations improving efficiencies and value. Increase the use of RoadEng to 100% for high-risk roads and 10-15% for low-risk projects by region by December 2024.
- All planners/engineers are using RoadEng to varying levels.
 - Cross section templates have been designed and shared for soil types and also display templates that can be brought into Avenza and presented to contractors.
 - To date, a total of 10,218m of roads/tracks have been designed through Road Eng, with the majority of usage being in the BOP and Northland regions.
 - The Cable analysis part of RoadEng has been investigated as a possible replacement for CHPS if its development is not supported in the transition to ArcGIS Pro.
 - The model designed to extract relevant material from ArcMap into RoadEng including LIDAR tiles is available for all regions now and a part of the ArcMap toolbox.
- Hawke's Bay silviculture – Complete a review of silvicultural regimes for Hawke's Bay region considering establishment stocking, timing and intensity of thinning.
- Postponed to 2024 due to resourcing changes in team and cyclone. Resourcing will improve in 2024 with 2 x 0.5 FTE graduate roles appointed in the technical team to assist with the review.
- SEA assessments – Develop SEA Assessment for new land planting (Katui, Pukehuia, CastleDent).
- SEA assessments were completed for Katui, Pukehuia and Castle Dent forests in accordance with FSC requirements.

All decision on the business from the Senior management are reflected in the Strategic Plan.

As part of the annual meetings (2 days meeting) held to prepare the Strategic plan for the next year the company does a SWOT analysis and this is presented in the meeting and considered to set up the goals and strategies for the upcoming year. The Power Point Presentation used in the 2023 meeting held on 26.09.2023 was evidenced. Examples:

Strengths

What competitive advantages do we have that we should continue to build and enhance?

Export Channels

- Access to Asia – some of the fastest growing economies
- AVA JV and EDP

Our Asset Base

- Quality forest and land assets (diversity in markets)
- Freehold land enabling land-based solutions
- Carbon as a liquid asset
- Strong balance sheet

Our People, Culture and Values

- Broad and deep skill sets & knowledge base within our staff and contractors
- Living the values of leadership, trust, safety and sustainability
- Empowering people – pushing decision making to the front line
- Our talented people and culture – strong shared values, engagement, diversity and inclusion
- Training & development opportunities
- Look to promote from within
- Project opportunities and role diversity
- Strong presence in communities

Processes and Technology

Weaknesses

What prevents us from reaching our goals that we need to reduce or resolve?

Employee matters

- Lean staffing and high workloads
- Employee growth and development needs not being met and flat structure
- Organizational effectiveness – projects impacting day to day
- Mental health & wellbeing concerns
- Cumbersome employee induction

RMF estate

- Biological variability of RMF estate
- Geographic isolation of our BU's limiting interdepartmental / regional collaboration

Financial reporting

- Better analysis & reporting required across the supply chain
- Lack of productivity measurement KPI's
- Manual data processing, data gathering and manipulation still high
- Poor financial benchmarking – across regions, across industry
- Tax Governance Model

Processes / Technology

- Aging legacy systems (RAPTA, rLog, Ensaf e etc)
- Slow development & deployment of technology
- Data quality issues & errors needing to be resolved
- Manual entry of contractor rates in systems lead to errors (internal audit point)
- Document retention (internal audit point)
- Lack of good capital program data (planting, silvi, roading)

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Threats

What threats could negatively impact us?

Political

- Geo-political tensions - Difficult to predict how will escalate and impact on our business

Economic

- Structural slowdown in China economy housing construction
- Global economic recession impacting on demand for wood products
- NZ housing market slowdown
- Inflationary pressures across supply chain - Cost increases across all aspects of the business. Inability to pass on higher costs
- Contractor capacity - Current economic slowdown could remove significant capacity
- Competition from non-traditional investors for timber assets

Technological

- Cybersecurity - Constant and evolving threat

Legal

- Regulatory changes - Huge amount of new legislation and poor policy impacting our business
- ETS changes - Changes to forestry settings, decarbonisation escalating rapidly reducing demand for NZUs
- Wairoa District Council rating decision
- OIO restrictions on overseas ownership

Environmental

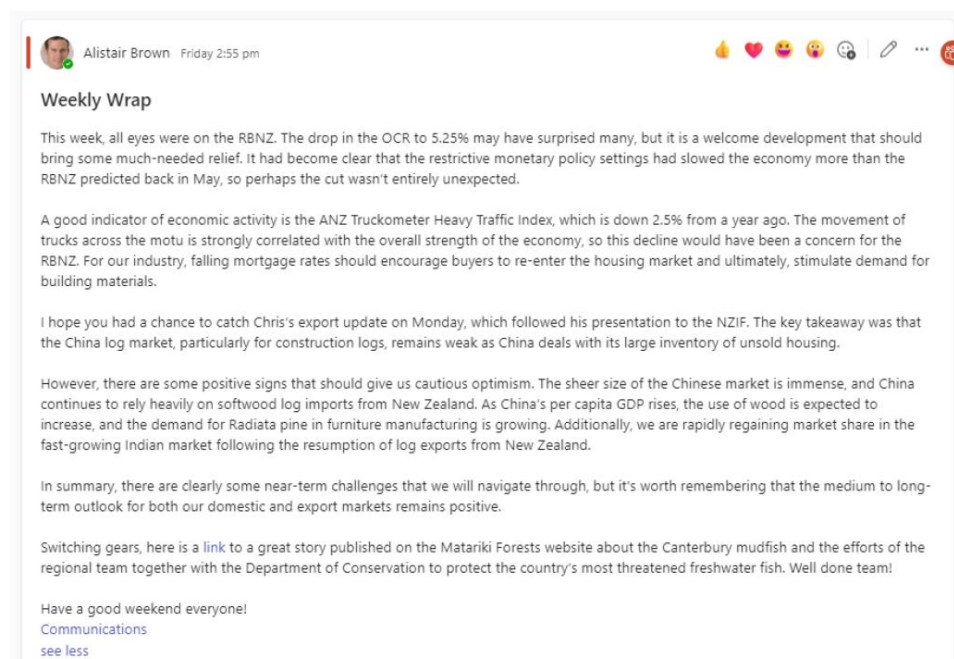
- Climate impacts - Extreme weather event occurrences (including fire), impact on supply chain (e.g. shipping capacity)
- Phytosanitary regulations - Adding cost and impact on market access (e.g. India) Major concern regarding pest incursions found on debarked logs to

All necessary communication are done within the company from the Senior Management team to all level in the organisation and also from the team to the Senior management.

Weekly communication are sent by Teams from the Senior Management to all the company, for example:

Examples of Managing Director weekly update to all staff

Friday – 16 August 2024



Weekly Wrap

This week, all eyes were on the RBNZ. The drop in the OCR to 5.25% may have surprised many, but it is a welcome development that should bring some much-needed relief. It had become clear that the restrictive monetary policy settings had slowed the economy more than the RBNZ predicted back in May, so perhaps the cut wasn't entirely unexpected.

A good indicator of economic activity is the ANZ Truckometer Heavy Traffic Index, which is down 2.5% from a year ago. The movement of trucks across the motu is strongly correlated with the overall strength of the economy, so this decline would have been a concern for the RBNZ. For our industry, falling mortgage rates should encourage buyers to re-enter the housing market and ultimately, stimulate demand for building materials.

I hope you had a chance to catch Chris's export update on Monday, which followed his presentation to the NZIF. The key takeaway was that the China log market, particularly for construction logs, remains weak as China deals with its large inventory of unsold housing.

However, there are some positive signs that should give us cautious optimism. The sheer size of the Chinese market is immense, and China continues to rely heavily on softwood log imports from New Zealand. As China's per capita GDP rises, the use of wood is expected to increase, and the demand for Radiata pine in furniture manufacturing is growing. Additionally, we are rapidly regaining market share in the fast-growing Indian market following the resumption of log exports from New Zealand.

In summary, there are clearly some near-term challenges that we will navigate through, but it's worth remembering that the medium to long-term outlook for both our domestic and export markets remains positive.

Switching gears, here is a link to a great story published on the Matariki Forests website about the Canterbury mudfish and the efforts of the regional team together with the Department of Conservation to protect the country's most threatened freshwater fish. Well done team!

Have a good weekend everyone!

Communications
see less

Every week each region sends an update to the Senior Management with what happened during the week. For example:

- Weekly Report- Northland week ending 02/08/2024. Update on the following issues: H&S incidents; Environmental Management; Production, harvesting, customers, etc.
- Weekly Report- Northland Week Ending 16/08/2024.

5.2-SUSTAINABLE FOREST MANAGEMENT POLICY

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Senior management shall establish, implement and maintain a sustainable forest management policy, within the defined scope of its forest management system that:

- (a) is appropriate to the purpose and context of the forest manager, including the nature, scale and sustainability impacts of its activities, products and services;
- (b) provides a framework for setting sustainability objectives;
- (c) includes a commitment to a long-term systematic approach to sustainable forest management, including minimising harm, providing benefits from the forest, and other specific commitment(s) relevant to the context of the forest manager;
- (d) includes a commitment to fulfil its compliance obligations, including conformance with the requirements of this standard;
- (e) includes acknowledgement of the positive contribution of stakeholders and a commitment to proactive engagement with stakeholders; and
- (f) includes a commitment to continual improvement of the forest management system to enhance its performance.

There is an "Environmental and Sustainability Policy" version 2.0 dated on July 2024. This document is review and approved by the Managing Director – Alistair Brown- on 31 July 2024. The document has been updated referring to the new NZS AS 4708:2021.

This document sets up the vision of the company, the scope summarizing the environmental, social and economic general objectives of the forest management system.

CAR 02 (2023) is closed.

The sustainable forest management policy shall:

- (i) be maintained as documented information;
- (ii) be communicated within the organisation; and
- (iii) be available to stakeholders

The "Environmental and Sustainability Policy" version 2.0 is a written document and it is available for all Stakeholders (internal and external parties) in the company's website under the following link <https://www.matarikiforests.co.nz/media/lhvl2tx4/environmental-sustainability-policy-v2.pdf>

5.3- ROLES, RESPONSIBILITIES, AND AUTHORITIES

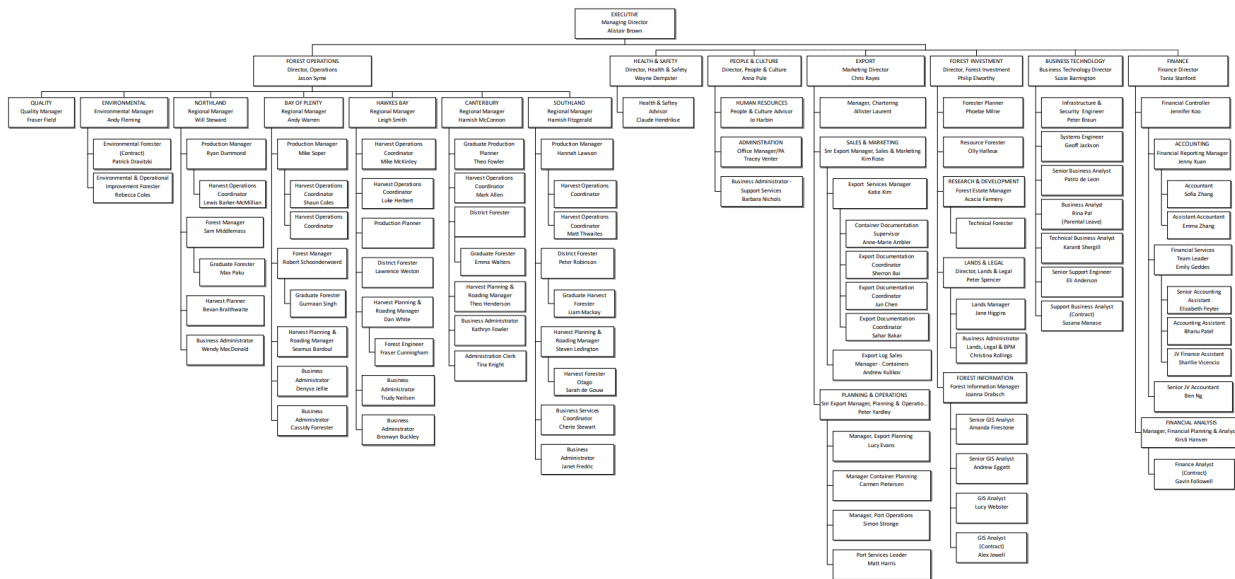
Senior management shall ensure that the responsibilities and authorities for relevant roles are assigned and communicated within the organisation.

Senior management shall assign the responsibility and authority for:

- (a) ensuring that the forest management system conforms to the requirements of this standard; and
- (b) reporting on the performance of the forest management system, including cultural, economic, environmental and social performance, to senior management.

There is a "Rayonier Matariki Forests- Organisation Chart as at August 2024- as per the screenshot below:

Rayonier Matariki Forests
Organisation Chart as at AUGUST 2024



In the company's Intranet when searching by the name of the employee all people that report to this position come up.

Changes in the staff are communicated via Microsoft under the name of "organisation Announcements", for example:

- Organisation Announcement, Southland dated on 16/08/2024- Liam Mackay has been appointed to the position of Harvest Operations Coordinator.
- Organisation Announcement, Bay of Plenty dated on 19/08/2024- Theo Henderson has been appointed to the position of Harvest Operations & Engineering Coordinator.

There are also Position description for all the roles in the organisation detailing the duties and responsibilities and the function and scope of the role. For example:

Position Description- Manager, Port Operations- dated on May 2022-

- Function and scope: This also encompasses performance management of contracted Port Services in respect to all aspects of export services provided for the JV vessels. This role involves communication with a diverse range of external and internal parties. It involves work that may be after hours and sometimes across weekends so will require flexibility. It will also involve domestic travel and occasional overseas travel.
- Duties and Responsibilities: Execute the ship loading plans to ensure contract fulfilment. Coordinate the phytosanitary inspections and fumigation requirements of cargo to be loaded. Supervise loading of all vessels loaded by JV, including liaising with regions, Log Marshallers, Stevedores and other service providers such as supercargoes, phytosanitary inspectors and fumigators. Manage export inventory stocks on the port and during lotting to identify potential ageing problems and ensure any issues are communicated to export sales and resolved effectively. This includes load out of storage rows to optimise port storage space.

Position Description- District Forester- dated on May 2023-

- Function and scope: Primary function is to coordinate, administer and monitor establishment, thinning, forest protection and inventory activities for Rayonier Matariki Forests (RMF) in the Southland region ensuring compliance of activities with environmental, health & safety and operational performance standards. Further responsibility includes managing the hunting permit system and security, pest control operations and neighbouring landowners' liaison. Shared responsibility with JV partners, community groups, iwi, and local regulatory bodies.
- Duties and responsibilities: Manage establishment, tending, and protection programs within the Southland region including strategic and tactical planning, reporting, budgeting, and forecasting, ensuring the best possible returns for the capital employed. Manage forest health, pest control and nutrition programs including stand assessment, analysis of treatment options, and application of approved treatments. Select and manage contractors to ensure expected quality standards are achieved while project costs are controlled within budget levels. Provide contract administration and payments via the RAPTA system. Verify and update forest spatial and textual data so that it accurately reflects the current state of the forest estate. Coordinate with the Regional FIS.

Under the Position description of the Environmental Manager there is a section "Operational performance" and there is a statement under "External Certifications" saying Manage RMF external environmental certifications (FSC/PEFC) and be the first point of call for any external queries.

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SECTION 6- PLANNING

6.1 - ACTIONS TO ADDRESS OBLIGATIONS, RISKS AND OPPORTUNITIES

Sub-clause 6.1.1- General

The forest manager shall plan to meet compliance obligations and the requirements of this standard.

When planning, the forest manager shall consider:

- (a) compliance obligations;
- (b) the issues referred to in 4.1 (context);
- (c) the requirements referred to in 4.2 (stakeholders);
- (d) the scope of its forest management system and assurance that it can achieve its intended outcomes;
- (e) the requirements identified in Section 11 (Sustainability Criteria) of these standard and related risks and opportunities for continual improvement in meeting these requirements;
- (f) the values of the defined forest area;
- (g) abnormal conditions and reasonably foreseeable emergency situations;
- (h) their contribution to cumulative landscape or catchment scale impacts; and
- (i) change, including planned or new developments, and new or modified activities, products and services.

The forest manager shall maintain documented information of:

- (i) risks and opportunities that need to be addressed; and
- (ii) process(es) needed in Clauses 6.1 and 6.2, to the extent necessary to have confidence they are carried out as planned.

Sub-clause 6.1.2- Compliance obligations

The forest manager shall:

- (a) determine and have access to the compliance obligations related to its activities;
- (b) determine how these compliance obligations apply to the organisation; and
- (c) take these compliance obligations into account when establishing, implementing, maintaining and continually improving its forest management system.

The forest manager shall maintain documented information of its compliance obligations.

Note: Compliance obligations can result in risks and opportunities to the forest manager.

6.2 - MANAGEMENT OBJECTIVES

The forest manager shall establish management objectives at relevant functions and levels, consistent with the sustainability requirements identified in Section 11, associated compliance obligations, and other risks and opportunities.

The management objectives shall be:

- (a) consistent with the sustainable forest management policy;
- (b) measurable (if practicable);
- (c) monitored;
- (d) communicated; and
- (e) updated as appropriate

The master document where the management objectives are set up is the Strategic Plan- 2024. In this document the company sets up strategic objective per area, long term results, short term results and strategic and operational initiatives. For example:

STRATEGIC OBJECTIVE

SALES AND MARKETING:
Develop and implement a sales and marketing strategy that results in increased EBITDA per hectare.

KEY RESULTS:

Long Term

- Achieve a 5% increase in average EBITDA/ hectare relative to the 2023 LRP over the next 3 years.
- Achieve \$2 million of revenue from sale of biomass materials by 2028.
- Achieve \$1 million of annual wind farm royalties by 2028.

Short Term

- Deliver optimisation decision support tool for use by Bay of Plenty and Northland regional teams.
- Emerging biomass opportunities are pursued and reported.
- Execute a minimum of one wind farm agreement in 2024.
- Export Sales & Marketing strategy presented to the AVA Board of Directors.

2024 INITIATIVES

STRATEGIC

- **Export Sales** - Update the Export Sales & Marketing Strategy & Plan with the AVA CEO ensuring it reflects market trends, opportunities and client volumes. (Export Services)
- **AVA Clients** - Identify potential new AVA clients that will strengthen AVA's negotiating position and operational efficiency. (Export Services)
- **Export Customers** - Update export customer evaluations and identify Tier 1 customers for long term collaboration that will improve AVA's market position and returns. (Export Services)
- **Biomass** - Actively explore and develop where feasible, regional supply opportunities to new biomass customers. (FIG)
- **Optimisation Tool** - Develop optimisation model to guide product and customer allocation and maximise on-truck returns across South Auckland and Bay of Plenty forests. (Operations & FIG)

OPERATIONAL

- **Certification** - Leverage environmental certification by rolling out and maintaining, FSC across all NZ load ports. (Export Services)
- **AVA Clients** - Review AVA client information requirements to improve their experience and ensure we are meeting their needs. (Export Services)
- **Biomass** - Review systems to support the efficient management and tracking of harvest residues. (FIG)

This document is shared to all the company staff through the Intranet and it is also discussed and updated during the Management meetings, the document "2024 Strategic Plan Update- 9 August 2024" was also evidenced where the company is updating the progress in the objectives.

The company holds Operations review meetings twice a year where it region present the progress on the objectives that are linked to the strategic objectives defined under the strategic plan. For example

2024 Northland Regional Plan 2024

2024 Regional Tactical Plan Review

Northland Regional Plan 2024



Strategic Theme	Strategic Objective	Initiatives	Owner	Due	Q1	Q2	Q3	Q4	Comments
Competitive Advantage	SALES AND MARKETING: Develop and implement a sales and marketing strategy that results in increased EBITDA per hectare	Deliver optimisation decision support tool for use by Bay of Plenty and Northland regional teams	RD	Q1					Delivered by Forest Investment Team in Q1 – In use.
		Emerging biomass opportunities are pursued and reported	RD	YR					Zealandia supply up and running February. Ongoing – Riverhead volume looking for a home next.
	SUPPLY CHAIN: Drive supply chain transformation to materially improve financial resilience, cost excellence and customer satisfaction	Harvesting Database - Refresh HARB database to support harvest productivity tracking, and support FGR benchmarking through the supply of representative data on a quarterly basis	RD	Q3	★				Ongoing. Redesign with IT for update, due Q3. Ryan now lead for productivity baseline study and improvement project
		Undertake a review into the economics of 2-staging operations (NTH, HB), including exploring technology to better understand quality of previous infrastructure to guide better decision making.	WS/SM/RD	Q4	★				Questionnaire ready to go out, Trevor Best heading to Greenridge.
		Actively seek improvement in volume and value recovery through the application and regular reporting of STICKS metrics	RD/LB	Q3					Stem length reports developed, yet to be deployed.
Portfolio Enhancement	FOREST ASSET: Enhance and protect the long-term value of the forest estate and create additional value through land-based solutions, strategic acquisitions and partnerships	Review and implement a refined model to support regional optimal roaded ahead position	SM						Sam working with Steve L
		Nutrition – Establish fertiliser trials in Northland to increase our understanding of forest nutrition and potential productivity improvements.	SM/MP	YR					Have thinned the 2017 Topuni fertiliser trials to maintain relative basal area.
		Establish eucalypt species trials across the North Island regions. Participate in industry research to advance species understanding, tree breeding and market opportunities.	SM/MP	YR					Planned for late July – 4 Euc , species in Glenbervie
		Production Thinning Review - Woodhill	WS/SM	YR	★				Project plan created SM researching different equipment configurations. Contact with Aus companies. Planning trip June/July

2024 Hawke's bay Operations review- May 2024

2024 Strategic Objectives

Business area				
National Strategic Goal Involvement				
Goals	Who	Alignment	KPI's	Progress YTD
1 Harvest Productivity - Establish harvest productivity baselines through the Visser Review and actively pursue identified improvements. (Forest Operations)	LS	Supply Chain	1) Establish harvest productivity baselines - visser review 2) Standardise crew cost model 3) HARB refresh 4) Standardise productivity model 5) Standardise cost share model 6) Production Optimisation guidelines 7) Sharepoint to collate national cost and productivity data	Review Completed, currently developing felling component of optimisation guidelines, will work through remainder of benchmarking and modelling through Q3 & 4 2024
2 Rooding - Review and implement a refined model to support regional optimal rooded ahead position. (Forest Operations)	FC/DW	Supply Chain	to commence 2nd 1/2 of 2024	In progress DW engaging with national team
3 STICKS - Actively seek improvement in volume and value recovery through the application and regular reporting of STICKS metrics. (Forest Operations)	MM	Supply Chain	1) Breakage report for HB 2) TPP yield reports 3) STICKS data 4) Distribution and review processes	In progress
4 Eucalyptus - Establish eucalypt species trials across the North Island regions. Participate in industry research to advance species understanding, tree breeding and market opportunities. (FIG)	LW	Forest Asset	Carry out Eucalyptus planting trials - 4 species, 3Ha each in association with FS.	In progress
5 Acquisitions - Undertake evaluations of strategic acquisition, JV, and partnership opportunities as they arise that leverage safe carbon and ecosystem services benefits to MF. (FIG)	LS	Forest Asset	Ongoing engagement and relationship strengthening with TAFT.	Gwavas woodlot complete Matt Cpowhiri Firewood project for Gwavas

It is evidenced the company has linked the regional/operational objectives to the strategic ones as a way of assessing the achievement of the strategic objectives defined under the Strategic plan. **CAR 05 (2023) is closed.**

Sub-clause 6.2.1- Planning actions to achieve management objectives

When planning how to achieve its management objectives, the forest manager shall determine:

(a) what will be done;

(b) what resources will be required;

(c) who will be responsible;

(d) when it will be completed; and

(e) how the results will be evaluated, including indicators for monitoring progress towards achievement of its measurable management objectives (see Clause 9.1).

The forest manager shall consider how actions to achieve its management objectives can be integrated into the forest manager's business processes.

The forest manager shall maintain documented information on the management objectives and the actions to achieve them.

See 6.2 and also 5.1 where it is referred to the Strategic plan 2024- this document describes all the strategic objectives, long and short term results, and the initiatives.

It was also checked the 2023 Strategic Plan Results -1 March 2024 where all the strategic objectives are assessed as well of their achievement. For example:

Portfolio Enhancement

- a) Enhance and protect the long-term value of the forest estate
 - Planting – Implement trials to examine the performance of Ellepot technology with a view to extending the planting season.
 - Ellepot supply issues at the nursery prevented planting in 2023, however seedlings are being grown for an early planting trial in April 2024 in the Bay of Plenty.
 - Woodhill – Review early growth at Woodhill Forest; confirm silvicultural regime originally proposed, including post thinning fertilization.
 - Woodhill regime analysis and nutrition literature reviews completed and presented to the Ngāti Whātua o Kaipara team. The optimal NPV regime was a single production thin at ages 12 – 15 (NPV results revealed this flexibility).
 - Aerial fertiliser trial is planned for 2024.
 - Fertilisation – Develop tools and training to assist decision making on fertiliser applications post foliage sampling.
 - cLHS method of locating foliage sampling plots (placing plots based on a range of spatial attributes) was planned for 3 regions this year (though HB didn't get sampled due to the cyclone). This is expanding to most forests in 2024.

- Southland nutrition project completed using historical plot-level foliar samples to better understand nutrition across the landscape. This includes matching nutrition results with growth data to help understand the potential benefits of fertilisation.
- Hawke's Bay silviculture – Complete a review of silvicultural regimes for Hawke's Bay region considering establishment stocking, timing and intensity of thinning.
- Postponed to 2024 due to resourcing changes in team and cyclone. Resourcing will improve in 2024 with 2 x 0.5 FTE graduate roles appointed in the technical team to assist with the review.

SECTION 7- SUPPORT

7.1 - RESOURCES

The forest manager shall determine and provide the resources needed for the establishment, implementation, maintenance and continual improvement of the forest management system.

7.2- COMPETENCE

As a precondition for management planning and practices, the forest manager shall:

- (a) determine the necessary competence of person(s) doing work under its control in relation to its forest management activities and its ability to fulfil its compliance obligations, including where applicable nationally endorsed competencies and/or qualifications for conducting hazardous activities;**
- (b) ensure that these persons are competent on the basis of education, training or experience;**
- (c) determine training needs associated with its forest management system;**
- (d) where applicable, take actions to acquire and regularly update the necessary competence;**
- (e) identify opportunities to support employment and skills development of workers, including, but not limited to, nationally endorsed and or recognised competencies and qualifications where appropriate;**
- (f) implement identified opportunities for workers e.g. through provision of appropriate training and development actions;**
- (g) evaluate the effectiveness of the actions taken.**

Note: Applicable actions can include, for example, the provision of training to, the mentoring of, or the reassignment of currently employed persons; or the hiring or contracting of competent persons.

The forest manager shall retain appropriate documented information as evidence of competence.

7.3- AWARENESS

The forest manager shall ensure that persons doing work relevant to sustainable forest management under the forest manager's control are aware of:

- (a) the sustainable forest management policy;**
- (b) the requirements identified in Section 11 and related actual or potential sustainability impacts associated with their work;**
- (c) their contribution to the effectiveness of the forest management system; and**
- (d) the implications of not conforming with the forest management system requirements.**

The "Environmental and Sustainability Policy" version July 2024 is available in each regional office hanging in the wall. It is also available in SharePoint where all company's employees have access to. Per the visits to active forests, it was evidenced all contractors have access to this document in the updated version too.

Requirements in section 11 are covered under the company policies and procedures those are used to plan and execute their operational plans. One of the most use document is the Matariki Environmental guidance – Version 04 – dated April 2024

Desk file are documents that forests use to review and get guidance / action for operation, this is alive document and changes according to the learning / experience is update.

Operational plans identify areas to be protect and guidelines how to work around those are specified under the operational templates, interviews with contractors confirm their awareness in protection soil, water and native ecosystem.

Evidence:

Harvesting operations for sale area 907-027-02

harvesting operation – sale area # 911-009-11 Cpt 22

Specification regards actions to be taken if the contractor does not comply with the Forest manger rules are described under the contracts.

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Crews visited in Canterbury Brand Logging and Button Logging

Contract sample section 10.5 (breach on Safety and Environmental Requirements) can lead to the termination of the contract.

7.4 - STAKEHOLDER COMMUNICATION AND ENGAGEMENT

Sub-clause 7.4.1- General

The forest manager shall strive to build constructive relationships with stakeholders.

The forest manager shall establish, implement and maintain the process(es) needed for facilitating effective, culturally appropriate, meaningful and timely stakeholder engagement, including:

- (a) on what it will communicate;**
- (b) when to engage;**
- (c) with whom to engage; and**
- (d) how to engage using culturally appropriate techniques.**

When establishing its engagement process(es), the forest manager shall:

- (i) take into account the needs and expectations of stakeholders, its compliance obligations and sustainability requirements; and**
- (ii) ensure that information communicated is consistent with information generated within the forest management system and is reliable.**

The forest manager shall address relevant communications from stakeholders on its forest management system. This will include:

- (e) considering and incorporating (as appropriate) stakeholder feedback into the forest management system; and**
- (f) having mechanisms for managing complaints and disputes in a timely manner, including processes for:**
 - (i) receiving complaints or disputes;**
 - (ii) investigating and reviewing;**
 - (iii) taking corrective and remedial action where necessary; and**
 - (iv) communicating outcomes.**

The forest manager shall retain documented information as evidence of its stakeholder engagement.

The certificate holder has procedures about communication and engagement of stakeholders v.4.0 dated 8 Aug 2024 and a Neighbour notification process – these documents are under their electric system called **Process Manager ex PROMAP** and available for all Rayonier staff. This document specified that stakeholders should be identified and notify per activities directly impacting them, after the communication channel is open evaluate the impact and the needs/expectations to justify the CH compliance obligations.

Communication and Engagement v1.0

Summary

Objective

To build constructive relationships with stakeholders and establish, implement and maintain the process(es) needed for facilitating effective, culturally appropriate, meaningful and timely stakeholder engagement

Background

FSC/PEFC

Owner Andy Fleming

Expert Jason Syme

Procedure

1.0 General communication

District Forester, Environmental Manager, Forester, Forester (Establishment), Harvest Planning Manager, HR Employees

- a Use reasonable efforts to identify and notify affected stakeholders prior to the commencement of any operations that are likely to directly impact them

NOTE ID Stakeholders

NOTE All Comms with Neighbours are to be recorded in the EMS

PROCESS

Procedure for Neighbour Notification

District Forester, Forester, Forester (Establishment), Harvest Planner, Harvest Planning & Roding Manager, Harvest Planning Manager

2.0 Internal communication

ALL STAFF

- a Internal communication will be via Teams and email

3.0 Stakeholder Engagement

Environmental Manager, Regional Manager

- a Review Stakeholder Engagement list

NOTE Review at least twice per year

Stakeholder Engagement Template
<https://matarikiforests.sharepoint.com/:x/r/sites/Docu>

NOTE FSC guidance

7.4 Stakeholder communication and engagement

7.4.1 General

The forest manager shall strive to build constructive relationships with stakeholders.

The forest manager shall establish, implement and maintain the process(es) needed for facilitating effective, culturally appropriate, meaningful and timely stakeholder engagement, including:

- (a) on what it will communicate;
- (b) when to engage;
- (c) with whom to engage; and
- (d) how to engage using culturally appropriate techniques

When establishing its engagement process(es), the forest manager shall:

- i. take into account the needs and expectations of stakeholders, its compliance obligations and sustainability requirements; and
- ii. ensure that information communicated is consistent with information generated within the forest management system and is reliable.

The forest manager shall address relevant communications from stakeholders on its forest management system. This will include:

- (a) considering and incorporating (as appropriate) stakeholder feedback into the forest management system; and
- (b) having mechanisms for managing complaints and disputes in a timely manner, including processes for:
 - (i) receiving complaints or disputes;
 - (ii) investigating and reviewing;
 - (iii) taking corrective and remedial action where necessary; and
 - (iv) communicating outcomes.

Triggers & Inputs

District Forester
Forester
Forester (Establishment)
Harvest Operations Coordinator
Harvest Planner
Harvest Planning Manager

1.0 Identify if your activity may impact stakeholders

2.0 Identify stakeholders that require notification.

3.0 Make contact with the stakeholders

District Forester
Forester
Forester (Establishment)
Harvest Operations Coordinator
Harvest Planner

4.0 Record contact

Harvest Operations Coordinator
Harvest Planner

5.0 Record any feedback

Outputs

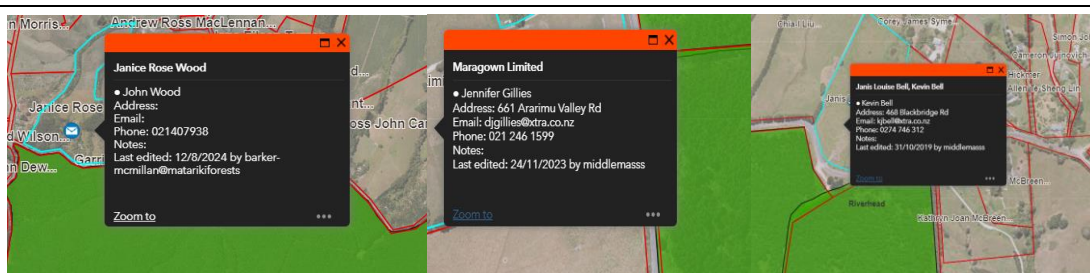
During the audit stakeholders' lists were provide per each region, also a record of communication with stakeholder is maintained under the EMS.

RMF stakeholder list 2024 national list for Northland 83 contacts, for Hawkes Bay 163, for Southland 147, for Bay of Plenty 87 and for Canterbury 93 – Neighbour contact information list July 2024 with 885 contacts for all the regions

The company uses a neighbour's web application that is link to the LINZ national system to update their stakeholder list – this application shows the name of the owner and contact details are collected by Rayonier regions as part of their operational planning. Review with the GIS Forest information manager demonstrated how the review of the stakeholders per forests is done and how the information of the latest details is pass to the stakeholder lists.

Riverhead Forest

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Master Rayonier list 2024 with all the FMU's

RMF Stakeholder List 2024					
Provisional List of Stakeholders					
Last Updated					
4/15/2011					
4/17/2012					
8/1/2013					
4/6/2014					
8/6/2015					
4/7/2016					
7/15/2017					
10/2/2020					
9/22/2022					
9/21/2023					
9/24/2024					
REGION	Stakeholder	Category	Address 1	Address 2	Contact
National	Ministry for Primary Industries	Government Agency	*PO Box 2528		Wellington 6140
National	Heritage NZ	Government Agency	*PO Box 2629		Wellington 6140
National	LANDCARE Research	Government Agency	*PO Box 69	Lincoln	CHRISTCHURCH
National	LNZ	Government Agency	*Private Box 5501		WELLINGTON
National	Biodiversity Condition Fund and Biodiversity Advice Fund	Government Agency	*G. Deed Conservation	PO Box 10420	WELLINGTON
National	NZ Forest Owners Assoc.	Industry		85 The Terrace	CHRISTCHURCH
National	NZ Ecological Society	ENGO	*PO BOX 25-178		WELLINGTON
National	WWF	ENGO	*PO Box 6237		WELLINGTON
National	Greenpeace NZ	ENGO	*Private Bag		AUCKLAND
National	School of Forestry - University of Canterbury	Interested Party	*Private Bag 4800	Wellesley St	CHRISTCHURCH
National	NZ Institute of Forestry	Interested Party	*PO Box 19-840		CHRISTCHURCH
National	FICA	Interested Party	*PO Box 6160		CHRISTCHURCH
National	Prime Forest Management	Supplier	34 Devon St Rotorua		ROTORUA
National	TiFNE NZ	Government Agency	PO Box 9078		Palmerston North 4441
National	Department of Conservation	Government Agency	PO Box 10420	65 Victoria St	Wellington
National	National Rural Fire Authority	Government Agency	PO Box 2133		Wellington
National	Worksafe NZ	Government Agency	P.O. Box 342		New Plymouth
BOP	BAY OF PLENTY				
BOP	Big Tuff Pallets	Customer	9-11 Diversley Lane Putaruru		
BOP	CHI P&P Kaitiaki	Customer	Carter Holt Harvey Pulp & Paper, Kaitiaki Mill, Tokoroa		David Fu
BOP	CHI P&P Tasman	Customer	Fletcher Avenue, Kawerau, Kaw Private Bag 1005, Kawerau, Kawerau 3169		David Fu
BOP	CHI P&P Whakatane Boardmills	Customer	Whakatane Mill State Highway 3 Bay Of Plenty 3191		David Fu
BOP	CHI Woodproducts CHI Kawerau	Customer	Fletcher Avenue, Kawerau, Kawerau, Bay of Plenty		Den Fied
BOP	Claymark Kaitiaki	Customer	Man Rd, Kaitiaki, Bay of Plenty 3129		
BOP	Claymark Rotorua Sawmills Ltd	Customer	10-24 Vauohau Road	Rotorua	

Examples for Canterbury FMU

4.4 Neighbour Contact Information July 2024					
OBJECTIC Region Name					
Address					
PhoneNumber					
Email					
Notes					
2	2 STH	Tenby Estate - Manager is Mike Jones	0272 123 352, Alister Ward- 027		
3	3 CANT	Earl Humphrey	Woodbank Road Hamner Springs	03 315 7151	
4	4 CANT	Michael Patrick	Ayedale Hamner Springs	03 315 7145	
5	5 CANT	John Russell	Carns Road Loburn RD2 Rangiora	03 3128 823	
6	6 CANT	John Russell	Carns Road Loburn RD2 Rangiora	03 3128 823	
7	7 CANT	Graeme Wallace	South Eyre Rd SWANMANOIA	03 3126 380	
8	8 CANT	Lawrence Ivan	Rippingale Rd PO BOX 56 Hamner Springs	03 315 7544	
9	9 CANT	Earl Humphrey	Woodbank Road Hamner Springs	03 315 7151	
10	10 CANT	David William	400 Chatterton Rd Hamner Springs	0275 315 656	updated from Ross William who has retired Ph 03 315 7273
11	11 CANT	Ross William	400 Chatterton Rd Hamner Springs	03 315 7273	
12	12 CANT	Hugh Cameron	57 Woodbank Road Hamner Springs	03 315 7450	
13	13 CANT	Ross William	400 Chatterton Rd Hamner Springs	03 315 7273	
14	14 CANT	Douglas James Keith	618 Tekoa road Culverden	03 315 8327	
15	15 CANT	Andrew Nelson	Pahau Reserve Rd Culverden	03 315 8312	
16	16 CANT	Douglas Bruce	Ballindaloch Farm LTD RD	03 315 9220	
17	17 CANT	Iris Victoria	The Triangle RD Culverden	03 315 8039	
18	18 CANT	Ian Robert	Arana 826 Balmoral Station Rd R D 2		
19	19 CANT	Bruce Robert	Balmoral Fore	0-3-315 8422	
20	20 CANT	Robin Peter	State Highway 7	03 315 8214	
21	21 CANT	Andrew Nelson	Whakatane Mill State Highway 3 Bay Of Plenty 3191	03 314 4242	
22	22 CANT	Robin Peter	Pahau Reserve Rd Culverden	03 315 8312	
23	23 CANT	Robert Edward	55 Costellos Rd Hawarden	0-3-314 4242	
24	24 CANT	Brent Reginald	576 Gilberts Rd Hawarden	0-3-314 4415	
25	25 CANT	Brent Reginald	576 Gilberts Rd Hawarden	0-3-314 4415	
26	26 CANT	Julia Mary	224 Reces Rd Strathrowan RD3	03 314 5869	
27	27 CANT	Elizabeth Mary	Amberely	03 314 5819	Leased by Paul Stackhouse
28	28 CANT	Paul Stackhouse	Mountford 434 Omihiri rd Glenmark		
29	29 CANT	Elizabeth Mary	33 Baxters Rd RD3 Amberely	027 481 8932	jessicaandpaul@xtra.co.nz
30	30 CANT	Robin Peter	Mountford 434 Omihiri rd Glenmark	03 314 6819	
31	31 CANT	Dave Wooldridge	191 Crofts Rd RD3 Amberely	03 314 5896	
32	32 CANT		191 Crofts Rd RD3 Amberely	027 259 4859	03 314 5896

Evidence of communication, identification of impact – if an issue is identified the communication is closed as a CAR is open in the EMS system in this way the issue can be followed up.

Examples below highlight and follow up done under EMS review

EMS event -653 – pigs damaging neighbour property issues raised on 25 June 2024 – action taken contracted for pest control done in 2 Aug 2024

EMS event -655 – stakeholder interested to have an informative session in Lawrence issue raised 25 July 2024, closed on 2 Aug 2024 – 2 representative for Rayonier will attend to the meeting set for 29 Aug 2024.

EMS event – 656 – issues with fencing and weeds (pest) raised on 25 July 2024 – Rayonier to provide some chemical to help to control

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spread close 2 Aug 2024.

Copy of Events_3THL_2024-01-01_2024-08-01.xlsx - Read-Only												
General Interaction, HI Iain												
Event ID	Event Type	Event Description	Region	Forest	Event Location	Event Date	Created Date	Created By	Last Modified Date	Last Modified By	Status	Number of C&Bs
EVI-470	Stakeholder Engagement	General Interaction. Document summarising situation with possums and other pests in the Tahakopa area attached below. Request from Rachel Hauser on behalf of the The Catlins Biodiversity Group for local landowners to contribute collaboratively to the planned pest control...	Southland	705 - Catlins		2024-07-29 17:40	2024-07-31 15:18	Hamish Fitzgerald	2024-07-31 15:18	Hamish Fitzgerald	Draft	0
EVI-465	Stakeholder Engagement	Meeting. Brodie met Steven, Matt and I on site in Glendhu	Southland	707 - Glendhu		2024-07-29 09:00	2024-07-30 13:28	Sarah de Gouw	2024-07-30 13:28	Sarah de Gouw	Completed	0
		General Interaction, HI Iain										
		Hope you are well.										
		This is just a courtesy email to notify you we are starting club hunting in Castledent this weekend 3/4 August 2024.										
		We are having too many complaints about pig damage, so we are bringing this forward.										
EVI-463	Stakeholder Engagement	The gate at the Ho...	Southland	725 - Castle Dent		2024-07-29 09:48	2024-07-29 9:42	Janet Fredric	2024-07-29 9:42	Janet Fredric	Draft	0
		General Interaction. Kim came in to the office to see LM and discuss fencing/harvesting. Said the fence is old, but the trees have also been planted right up to it, and in other places where the trees aren't right up to the fence.	Southland	713 - Tarrington	713 Opt 301	2024-07-25 14:00	2024-07-25 17:02	Liam Mackay	2024-08-02 8:50	Sarah de Gouw	Completed	1
EVI-458	Stakeholder Engagement	I am reaching out to gauge interest in having an informative session in Lawrence next month between forestry companies involved in the area, and local farmers, with an aim of informing farmers of the way forestry operates, rules and regula...	Southland	NA	NA Opt NA	2024-07-24 15:13	2024-07-25 15:14	Janet Fredric	2024-08-02 8:48	Sarah de Gouw	Completed	0
EVI-453	Stakeholder Engagement	Complaint, complaint about pig damage to his property, contacted JF 3 times this week about damage	Southland	725 - Castle Dent		2024-07-25 15:06	2024-07-25 15:06	Janet Fredric	2024-08-02 8:48	Sarah de Gouw	Completed	1

Operation plan include communication with stakeholders

Examples:

Northland letter to resident Mourmoukai Rd in Ness Valley send 1 March 2023 – link to changes to the route for the logging trucks due the storm damage. The certificate holder add a phone number and email.

Letter to residents for Riverhead (Ararimu Valley Rd) dated 25 July 2024, link to the planning of harvesting operations, email and phone number was provide.

As part of the certification audit process a stakeholder consultation is done 6 weeks before the audit – feedback provide was overall good with some issues in Southland.

As per procedure 2 checks of stakeholder lists are done a year, one check is done at the start of the year and another middle – for 2024.

Evidence of the latest review for stakeholder dated 17 June 2024

Harvest Plan for Sale area 903-004-01S – Canterbury – Balmoral Forest – indicates the names and numbers of the stakeholder's link to the area to be contact about the operations – section third party.

Sub-clause 7.4.2- Internal communication

The forest manager shall:

- (a) internally communicate information relevant to the forest management system among the various levels and functions of the organisation, including changes to the forest management system, as appropriate; and
- (b) ensure its engagement process(es) enable(s) persons doing work under the forest manager's control to contribute to continual improvement.

Communication is done by teams under the communication channel tap – this is used to notify changes in the organisation, open positions, and changes in their system.

Evidence as follow:

Jo Harbin 23/07 6:02 pm

Organisation Announcement, Canterbury

I am pleased to announce that **Peter Robinson** has been appointed to the position of **District Forester, Canterbury** effective 9 September 2024.

Peter will be responsible for administering and monitoring establishment, thinning, forest protection and inventory activities to increase productivity and value of the forest estate.

Peter will also have shared responsibility for the liaison with community groups, iwi and neighbouring land-owners and will also assist with alternative land use/revenue opportunities.

In this capacity Peter will report directly to Hamish McConnon, Regional Manager.

Please join me in congratulating Peter on his appointment.

Jason Syme
Director, Operations
 Announcements
[see less](#)

23
 3
 1

Jo Harbin 19/08 2:25 pm

Organisation Announcement, Bay of Plenty

I am pleased to announce that **Theo Henderson** has been appointed to the position of **Harvest Operations & Engineering Coordinator**, Bay of Plenty effective 16 September 2024.

As part of the production team, Theo will be responsible for managing harvesting crews and assisting with coordination of domestic & export woodflow logistics. Further responsibility will extend to developing harvest plans and managing road engineering operations for specific sales areas for the Bay of Plenty region. In this capacity Theo will report directly to Mike Soper, Production Manager.

Please join me in congratulating Theo on his appointment.

[see more](#)



Jo Harbin 8/07 1:18 pm

Internal Vacancy, Canterbury

INTERNAL JOB VACANCY ANNOUNCEMENT

District Forester, Canterbury

Based in Canterbury, this diverse role will be responsible for administering and monitoring establishment, thinning, forest protection and inventory activities to increase productivity and value of the forest estate.

In addition to having shared responsibility for the liaison with community groups, iwi and neighbouring land-owners, this role will also assist with alternative land use/revenue opportunities.

Email Jo Harbin to apply or request a copy of the position description.

Date posted: 8 July 2024
Date reviewed: 15 July 2024

maatiki

Growing for our tomorrow

[Announcements](#)

[see less](#)

Andy Fleming 7/08 8:17 pm

Slash risk management handbook

[Environmental Communication](#) TUR have released their handbook



Forestry Slash Risk Manage...



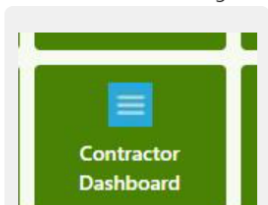
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Lawrence Weston 12/07 12:36 pm

Silvi online contractor dashboard review P1 2024 now live

Foresters - Hi Guys - just to let you know the new dashboard review system is now live and ready to go. Access the dashboards from Parongo/



see more



7 replies from Lawrence Weston, Robert Schoonderwoerd, Sam Middlemass, and 1 other



Barbara Nichols 5/07 3:31 pm



Eroad Units Update

Hi Drivers of Company Vehicles

Sometime next week, you will notice that your Eroad unit will show a new screen in conjunction with your RUC screen



This decision was made after a number of months of review and feedback from the Southland drivers who have already been switched over.

This should be happening early next week. Once we have switched over, I will then set you all up with a login & a temporary password.

All RMs will have oversight of all drivers within their own regions, while drivers will only be able to view their own activity. However, from the Vehicle Leaderboard which is available through the dashboard, you will be able to see all vehicles by registration number only. The dashboard looks like this

Sub- clause 7.4.3- External communication

The forest manager shall externally communicate information relevant to the forest management system, as established by the forest manager's documented communication process(es), and as required by its compliance obligations.

The forest manager shall use reasonable efforts to identify and notify affected stakeholders prior to the commencement of any operations that are likely to directly impact them.

The forest manager shall make publicly available:

(a) the sustainable forest management policy (Clause 5.2);

(b) a public summary of forest management (Clause 7.4.4);

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- (c) defined forest area maps at a scale that enables a clear understanding of the location of the forest and its context;
- (d) a copy of its current certification certificate; and
- (e) the audit report summaries provided by the certification body corresponding to the current period of certification.

There is a guideline for external communication this is under Communication and Engagement procedures V4.0 section 4 External communication.

4.0 External Communication

ALL STAFF

a Use RNZ Media practice process

Information Manager, Forester, Forester (Establishment), Harvest Planner, Harvest Planning & Rooding Manager, Harvest Planning Manager, HR Employees, Regional Manager

Systems that perform process activities

None Noted

☐ **PROCESS** **RNZ Media Practice**

ALL STAFF

5.0 RMF Website inputs

Environmental Manager, Forest Information Manager, HR Employees

a Publish the Environmental Policy

b Publish the Public Summery

c Publish the Forest Area Maps or indicate that they can be obtained

d Publish PEFC and FSC audit report summaries

ACCOUNTABLE

For ensuring that process is effective and improving

Process Owner Andy Fleming

Process Expert Jason Syme

CONSULTED

Those whose opinions are sought

STAKEHOLDERS

None Noted

STAKEHOLDERS FROM LINKED PROCESSES

Process	Owner	Expert	Process Group
Procedure for Neighbour Notification	Jason Syme	Andy Fleming	Environment
RNZ Media Practice	Alistair Brown	Anna Pule	Communications

INFORMED

Those notified of changes

All of the above, as well as; Andy Fleming[System Stakeholder]. These parties are informed via dashboard notifications.

Triggers & Inputs

TRIGGERS

None Noted

INPUTS

None Noted

Outputs & Targets

OUTPUTS

None Noted

PERFORMANCE TARGETS

None Noted

Process Dependencies

PROCESS LINKS FROM THIS PROCESS

Process Name	Type of Link	Assigned Role
Procedure for Neighbour Notification	Process	District Forester, Forester, Forester (Establishment), Harvest Planner, Harvest Planning & Rooding Manager, Harvest Planning Manager
RNZ Media Practice	Process	ALL STAFF

PROCESS LINKS FROM OTHER PROCESSES

None Noted

RACI

RESPONSIBLE

Roles that perform process activities

ALL STAFF, District Forester, Environmental Manager, Forest

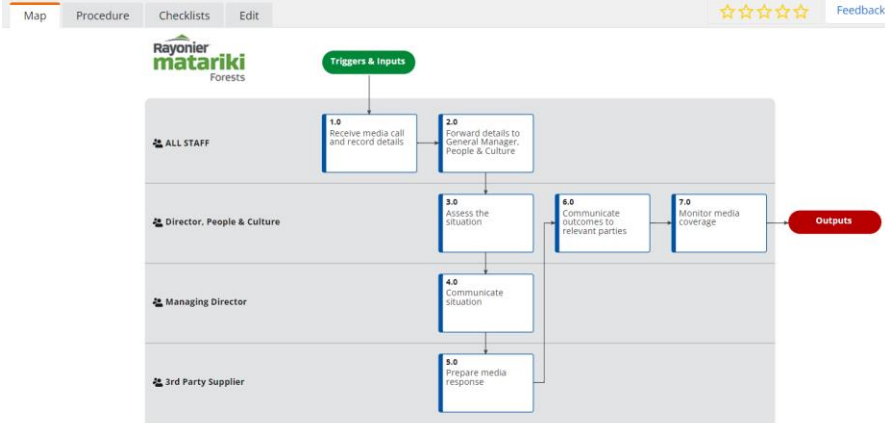
During the visit to Auckland office, it was confirmed that top management present some information to the medio about some issues identify in Southland.

Some information such as relevant policies that should be available for stakeholder and is a requirement under the certification are upload under Rayonier Website.

There is also a specific procedure about communication with Media called RNZ Media Practice V10

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RNZ Media Practice v10.0



Summary

OBJECTIVE

This process sets out the media communication guidelines for employees for RNZ.

Procedure

1.0 Receive media call and record details

ALL STAFF

 **POLICY** RNZ Media Practice

- a Record:
- Their name,
 - What media organisation they are from
 - A contact number or email
 - What the deadline for a response is and
 - The nature of their enquiry

Example of communication external seeing under the certificate holder website

[Environment | Rayonier Matariki Forests](#)

CAR03 is closed

Sub-clause 7.4.4- Public summary

The forest manager shall make available a public summary of its management that is appropriate to the system scope, scale and management intent of the defined forest area. The forest manager shall ensure that the public summary includes:

- (a) an overview of the context of the organisation, its activities and the compliance framework in which the forest manager operates;
- (b) a description of the defined forest area, including the forest management unit(s) and vegetation types (as applicable) and access to maps at appropriate scale;
- (c) an outline of the forest management objectives;
- (d) a description of forest values and an overview of how they will be managed to both provide benefits and minimise harm;
- (e) a rationale for silvicultural regimes;
- (f) a description of operational planning and control processes;
- (g) a description of the processes for monitoring condition and performance; and
- (h) an outline of stakeholder engagement processes, including procedures for obtaining further information.

The forest manager shall:

- (i) periodically review and update the public summary; and

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(ii) ensure that stakeholder views are considered during the review.

Note 1: The public summary may exclude confidential or sensitive information.

Note 2: The public summary of management may be referred to as the forest management plan. However, the main intent of the summary is to provide stakeholders with information about the forest manager's system. It is acknowledged that a forest manager may have multiple plans for different purposes.

The public summary is upload under Rayonier Website – this is done annually and cover all the required sections:

It is a procedures that specified that public summary needs to be update yearly

Latest public summary review during the audit dated July 2024

It is a procedure that indicate to review the public summary as part of the forestry certification process – FSC/PEFC audit process version 40.0, last edited 21st August 2024. point 5 review and update the following documents section K update the public summary.

last formal review was by Jason Symes on 26th March 2024

Evidence:

2024_public-summary.pdf (matarikiforests.co.nz)

Maps under the Rayonier website - Forest locations (matarikiforests.co.nz)

Sub-clause 7.4.5 Chain of custody claims

For forest products that are sold or supplied as certified under this standard, the forest manager shall provide to the receiver the information necessary to establish the certification claim as detailed below:

(a) customer identification;

(b) certificate holder's identification;

(c) description of products, including species and product type as applicable;

(d) quantity of each product;

(e) date or period of delivery;

(f) the formal claim on the material (see Note); and

(g) the certified supplier's certificate identifier.

Note: The claim may be provided in the following forms '100% ANZFS CERTIFIED', '100% PEFC CERTIFIED', '100% ANZFS/PEFC CERTIFIED', '100% ANZFS', '100% PEFC', '100% RW CERTIFIED', '100%RW', '100% RW/PEFC CERTIFIED' or '100% RW/PEFC'.

The forest manager shall only make claims on materials sourced from within the defined forest area.

During the audit – interview with the finance team show information related to PEFC sales.

Review of invoices and delivery dockets show that all the requirements a-g are place under this document:

Invoice #619060 customer is Ashely Firewood Supplier seller Rayonier Matariki Forests – Douglas Fir Logs, quantity of the product 348.840 tonnes – for all July – invoice is produce and at the end of the month 31 July 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 892678 showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #619044 customer is Croft Poles Distributors Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 797.640 tonnes – for all June – invoice is produce and at the end of the month 31 June 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 2020003591 showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #618959 customer is Canterbury Roundwood 2006 Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 797.640 tonnes – for all May – invoice is produce and at the end of the month 31 May 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 888659MFT showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #618823 customer is Mitchell Bross Sawmillers Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 1515.520 tonnes – for all Feb – invoice is produce and at the end of the month 29 Feb 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 883029 MTF showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

7.5- DOCUMENTED INFORMATION

Sub-clause- 7.5.1 General

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The forest manager's forest management system shall include documented information:

- (a) required by this standard;
- (b) necessary for the effectiveness of the forest management system; and
- (c) necessary for demonstrating conformance with the requirements of this standard.

Note: The extent of documented information for the forest management system can differ from one forest manager to another due to:

- (i) the scale of the forest manager and its type of activities, processes, products and services;*
- (ii) the need to demonstrate fulfilment of its compliance obligations;*
- (iii) the complexity of processes and its interactions; and*
- (iv) the competence of persons doing work under the forest manager's control.*

Sub-clause 7.5.2 -Creating and updating

When creating and updating documented information, the forest manager shall ensure appropriate:

- (a) identification and description (e.g. a title, date, author or reference number);
- (b) format (e.g. language, software version, graphics) and media (e.g. paper, electronic); and
- (c) review and approval for suitability and adequacy.

Sub-clause 7.5.3- Control of documented information

The forest manager shall control documented information required by the forest management system and by this standard to ensure:

- (a) it is available and suitable for use, where and when it is needed; and
- (b) it is adequately protected (e.g. from loss of confidentiality, improper use, or loss of integrity).

For the control of documented information, the forest manager shall address the following activities as applicable:

- (i) distribution, access, retrieval and use;
- (ii) storage and preservation, including preservation of legibility;
- (iii) control of changes (e.g. version control); and
- (iv) retention and disposition.

The forest manager shall identify and control (as appropriate) documented information of external origin determined by the forest manager to be necessary for the planning and operation of the forest management system.

SECTION 8- OPERATION

8.1 - OPERATIONAL CONTROL

The forest manager shall implement, and control activities needed to meet forest management system requirements and minimise adverse effects.

This shall include:

- (a) identifying or mapping relevant sustainability requirements (see Section 11);
- (b) establishing operating plans with performance standards;
- (c) implementing, supervising and monitoring their activities; and
- (d) reviewing if the activities conform with performance standards and documenting results.

Activities include, but are not limited to:

- (i) harvesting (including salvage);
- (ii) transporting;

- (iii) establishment;
- (iv) tending and fertiliser application;
- (v) fire management;
- (vi) control of invasive species, pests and diseases;
- (vii) infrastructure development and maintenance; and
- (viii) other general forest management activities.

The forest manager shall strive to coordinate its activities with other parties to manage potential cumulative catchment and landscape-scale impacts.

Note: This could include potential coordination of forest management activities, for example, burning, weed control and feral animal management. Catchment or landscape coordination activities could include: (a) active participation in planning processes led by catchment management authorities or similar natural resource management bodies, or (b) meetings with adjacent forest and land managers.

The forest manager shall ensure that outsourced activities are controlled or influenced to conform with the requirements of this standard.

8.2- EMERGENCY PREPAREDNESS AND RESPONSE

The forest manager shall establish, implement and maintain the systems needed to prepare for and respond to potential emergency events that impact on people, property, environmental and cultural values.

The forest manager shall:

- (a) periodically test the planned response actions, where practicable;
- (b) periodically review and revise the systems and planned response actions, in particular after the occurrence of emergency situations or tests; and
- (c) provide relevant information and training related to emergency preparedness and response, as appropriate, to relevant stakeholders, including persons working under its control.

The forest manager shall maintain documented information to the extent necessary to have confidence that the systems are implemented as planned.

SECTION 9- PERFORMANCE EVALUATION

9.1 - MONITORING AND EVALUATION

Sub-clause 9.1.1 - General

The forest manager shall monitor, measure, analyse and evaluate its performance.

For the relevant requirements of the standard, the forest manager shall determine:

- (a) what needs to be monitored, its performance criteria, and appropriate indicators;
- (b) the methods for monitoring, analysis and evaluation, as applicable, to ensure credible and valid results;
- (c) when the monitoring shall be performed; and
- (d) how the results from monitoring shall be analysed and evaluated.

The forest manager shall ensure that calibrated or verified monitoring and measuring equipment is used and maintained, as appropriate.

The forest manager shall communicate relevant performance information both internally and externally, as identified in its communication process(es) and as required by its compliance obligations.

The forest manager shall retain appropriate documented information as evidence of the monitoring, measurement, analysis and evaluation results.

The forest manager shall make available to interested parties the monitoring methodology and results of monitoring, (excluding confidential information), upon reasonable request.

There are different documents covering all aspects to be monitored by Rayonier.

- EMS Guidance for Environmental Auditing:

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- Harvest- Interim harvest- Frequency: an audit for harvesting must be undertaken twice per crew per year. Responsibility: Rayonier Matariki Staff or experienced contactor. Duration 2-3 hours.
- Engineering Check – Landings- Concept: A Landing Audit is to be undertaken to ensure that our landing works are compliant the National Environmental Standards for Plantation Forestry (NES-CF) and the FOA Forestry Practice guides. Frequency: A Landing Audit is to be undertaken twice annually per Region. Responsibility: Audit should be performed by Rayonier Matariki Representatives, however approved contractors may participate.
- Environmental Performance – Agrichemical Spraying. Concept: Environmental performance audits are to be undertaken to ensure that Rayonier Matariki is performing to a standard we have committed to through measures such as Resource Consents, RMF Environmental Standards and global Sustainable Forestry Certifications. Frequency: An audit for Agrichemical Spraying must be undertaken once per crew, per year. There is scope for increased monitoring if standards are not initially met. Corrective Actions must be recorded in EMS. Responsibility: Audit may be performed by Rayonier Matariki Representatives or a suitably experienced contractor selected by an RMF Supervisor.
- Environmental Performance – Protected Areas. Concept: A Protected Areas audit is to be undertaken to ensure that the National Environmental Standards for Plantation Forestry (NES-CF) and are being adhered to during operations to protect areas of cultural, historical or ecological value. Frequency: A protected areas audit is to be undertaken twice annually. Responsibility: Audit should be performed by Rayonier Matariki Representatives, however approved contractors may participate.

There are also different reports prepared by the company where the information from monitoring is analysed and presented to the staff. For example:

- A review of risk events and risk related activity for the period Jan to June 2024. July August 2024
- 2023- Environmental Board report- 271223
- Weekly Report – Northland- Week Ending – 02/08/24

Environmental Management a) Number and type of incidents reported for the Week Ending, b) Any significant new issues to report, c) Good news stories	a)	11 Events – 6 x security 5 x stakeholder. Security reports include older reports of theft from Mahurangi and Topuni, batteries and fuel. 1 Observation – Kiwi heard early morning in Mahurangi 0 Incidents
	b)	
	c)	Received dash cam footage of what we thought was rubbish dumping at a Riverhead gate. Follow up call to phone number on vehicle and they were actually picking up the rubbish.
Production a) Total t/day and % run rate vs. forecast MTD b) Estimated bush stocks c) Ports stocks d) Any vessel issues e) Comments: Production variances / Port situation	a)	1,692 t/day, 96% vs F07
	b)	49 loads
	c)	15,853 MFT, 29,199 AVA, 61% capacity
	d)	None. Next Vessel: Propel Wisdom 23 rd August
	e)	Production limited last week by very wet weekend prior. Most crews in good going this coming week, and weather looking good, hopeful we'll pull it back up to 100% this week.
Harvesting a) List & comment on any crews running at >110% ADPR MTD b) List and comment on any crews running at <90% ADPR MTD c) Any issues or significant events in the last week	a)	RCL 78 – 127% by agreement. Combo blocks, SY in for a paint for the next three weeks, moving into GB this week. Will need to cap production to make the GB package last.
	b)	RCL 50 – 79% struggling to meet target in small piece size in Riverhead. Bottleneck is forwarder extraction, wet ground conditions requiring additional track slashing time. RCL 104 – 86% Greenridge SY, doing surprisingly well considering the areas they're working. Environmental performance is the priority.
	c)	Business as usual

- 2023 Strategic Plan Results- 1 March 2024

Sub-clause 9.1.2 - Evaluation of compliance

The forest manager shall establish, implement and maintain the process(es) needed to evaluate fulfilment of its compliance obligations.

The forest manger shall:

(a) determine the frequency that compliance will be evaluated;

(b) evaluate compliance and take action if needed;

(c) maintain knowledge and understanding of its compliance status.

The forest manager shall retain documented information as evidence of the compliance evaluation result(s).

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All this is defined under the EMS Guidance for environmental auditing. See 9.1.1 above.

There are some other documents defining the frequency and process for monitoring other aspects, for example:

- SIGNIFICANT ECOLOGICAL AREAS (SEA) & HIGH CONSERVATION AREAS (HCVs) – MANAGEMENT STRATEGY V14. Section 8- Monitoring and review- of this document states the frequency for the monitoring of SEAs as per the category they fall under, as per below:

SEA Audit Frequency		
Management	Active	Passive
HCV	1 year	1 year
SEA 1	1 year	1 year
SEA 2	2 years	5 years
SEA 3	N/A	Regular audits not required
SEA 4	N/A	Regular audits not required
* a minimum of 10 category 2-4 areas should be identified annually for monitoring.		

- Rayonier Health & Safety System Manual version 2.7 – section 21.3 _Contract management sets up the type of monitoring done and the frequency.

Documented Site Audits To be scheduled in STAYSAFE		
Harvesting	<i>Within 14 days of start-up – new contractors</i> <i>Monthly to 6 months (new contractors – audit interval set by pre-engage risk assessment score).</i>	Use Staysafe Harvesting Site Audit

Rayonier Health & Safety Syst
Version Number: 2.7
Date reviewed/modified: 7 N

SGS Rayonier Forest Management Audit 2024 audit planning 428 K5

Non-Harvest Silviculture incl Forest Residues	<i>< 6 months (H&S concerns arise - interval at RM discretion)</i> <i>6 monthly (if previous site audit score < 90)</i>	Use Staysafe Non-Harvest Site Audit
Road Construction and maintenance	<i>Annual (if previous site audit score >= 90%)</i>	Use Staysafe Non-Harvest Site Audit

It was detected as result of the stakeholder consultation that there are some road that are closed in some forest for which there is no

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council approval. It was also evidenced in Castle dent forest that the new plantations in Cpt 1 and 2 are less than 10 metres from the boundary fences. **CAR 02 is raised.**

9.2- INTERNAL AUDIT

The forest manager shall conduct internal audits at planned intervals to provide information on whether the forest management system and operational activities:

(a) conform to:

(i) the forest manager's own requirements for its forest management system;

(ii) the requirements of this standard.

(b) are implemented and maintained effectively.

When establishing the internal audit program, the forest manager shall take into consideration the importance of the processes concerned and the results of previous audits.

The forest manager shall:

(i) define the audit criteria and scope for each audit;

(ii) ensure the objectivity and impartiality of the audit process; and

(iii) ensure that the results of the audits are reported to relevant management.

The forest manager shall retain documented information as evidence of the implementation of the audit programme and the audit results.

The company does different types of internal audits.

Internal audits for H&S and environmental issues. For example:

- Environmental Audit List (EMS + ENSAFE) for Canterbury area

Rayonier Audit List Report					
Audit ID	Audit Type	Description	Contractor	Crew	Forest
Canterbury					
19023	Resource Consent	Bullock Creek Blockade - Check amount remaining. To be removed no later than November 2023	N/A		Mount Thomas
20556	Environmental Standards	Harvesting + track rehab	BRAND LOGGING LIMITED	101	N/A
20657	Post Harvest Audit	1 year post harvest Vallance Rd 101	BRAND LOGGING LIMITED	101	Balmoral
20659	Post Harvest Audit	1 Year post harvest Wiers Rd	BUTTON LOGGING LIMITED	112	Balmoral
20680	Post Harvest Audit	1 year Post Harvest Check Ashley	BRAND LOGGING LIMITED	107	Ashley
20687	Post Harvest Audit	1 year post harvest 106	GAVINS LOGGING LIMITED	106	Hammer
20689	Post Harvest Audit	1 Year Post Harvest 982-027-08D	GAVINS LOGGING LIMITED	106	Hammer
20700	Post Harvest Audit	Interim Post Harvest 1 year Moonhouse Ave	GAVINS LOGGING LIMITED	106	Hammer
20730	Post Harvest Audit	1 year post harvest Oxford 110	BUTTON LOGGING LIMITED	110	Oxford
20737	Post Harvest Audit	1 year Post harvest 915-007-07D	LEE LOGGING LTD	115	Levinmount
20751	Post Harvest Audit	1 year post Harvest Grooms Rd 112	BUTTON LOGGING LIMITED	112	Balmoral
20750	Post Harvest Audit	1 year post harvest Willow Lane 106	GAVINS LOGGING LIMITED	106	Hammer
20775	Post Harvest Audit	1 Year post harvest 912-009-02	LEE LOGGING LTD	115	Dalhousie
20840	Post Harvest Audit	1 Year Post Harvest Audit Martins Rd Ashley 107	BRAND LOGGING LIMITED	107	Ashley
20861	Post Harvest Audit	1 Year Post Harvest Hemlock Rd Hammer	GAVINS LOGGING LIMITED	106	Hammer
20862	Post Harvest Audit	1 year post harvest 914-008-01S	LEE LOGGING LTD	115	Coalgate

- H&S Audits 2023, for example

Display ID	Description	Contractor	Selector	Crew	Schedule Date	Location
10222	SBO Mech Felling Clearfell 31-Jan-2023 NZ - Canterbury	BUTTON LOGGING LIMITED		112	31-Jan-23 NZ - Canterbury	
10220	SBO Mech Felling Clearfell 31-Jan-2023 NZ - Canterbury	BRAND LOGGING LIMITED		101	31-Jan-23 NZ - Canterbury	
10219	SBO Mech Felling Clearfell 31-Jan-2023 NZ - Canterbury	BRAND LOGGING LIMITED		101	31-Jan-23 NZ - Canterbury	
10218	Site Harvesting 31-Jan-2023 NZ - Canterbury	BRAND LOGGING LIMITED		101	31-Jan-23 NZ - Canterbury	
10172	SBO Log Loading 31-Jan-2023 NZ - Canterbury	STEVE MURPHY LTD			31-Jan-23 NZ - Canterbury	
10169	SBO GB Extraction (Skidder / Dozer) 31-Jan-2023 NZ - Canterbury	BUTTON LOGGING LIMITED		112	31-Jan-23 NZ - Canterbury	
10168	SBO Yarder Operator 31-Jan-2023 NZ - Canterbury	BUTTON LOGGING LIMITED		110	31-Jan-23 NZ - Canterbury	
10167	SBO GB Extraction (Forwarder) 31-Jan-2023 NZ - Canterbury	BRAND LOGGING LIMITED		101	31-Jan-23 NZ - Canterbury	
12907	Office PPE Vehicle Inspection #12907				1-Feb-23 NZ - Hawkes Bay - Offices	
12383	Office FA Kit/Drills/Inspections #12383				1-Feb-23 NZ - Hawkes Bay - Offices	
11115	Office FA Kit/Drills/Inspections #11115				1-Feb-23 NZ - Hawkes Bay - Offices	
10716	SBO GB Extraction (Skidder / Dozer) 1-Feb-2023 NZ - Canterbury - Forests - Omih	BUTTON LOGGING LIMITED		112	1-Feb-23 NZ - Canterbury - Forests - Omih	
10714	SBO Hand Felling Clearfell 1-Feb-2023 NZ - Canterbury - Forests - Omih	BUTTON LOGGING LIMITED		112	1-Feb-23 NZ - Canterbury - Forests - Omih	
10712	SBO Mech Felling Clearfell 1-Feb-2023 NZ - Canterbury - Forests - Omih	BUTTON LOGGING LIMITED		112	1-Feb-23 NZ - Canterbury - Forests - Omih	
10711	SBO Repair and Maintenance 1-Feb-2023 NZ - Canterbury - Forests - Omih	BUTTON LOGGING LIMITED		112	1-Feb-23 NZ - Canterbury - Forests - Omih	
10710	SBO Yarder Operator 1-Feb-2023 NZ - Canterbury - Forests - Omih	BUTTON LOGGING LIMITED		112	1-Feb-23 NZ - Canterbury - Forests - Omih	
10720	Site Non Harvest 2-Feb-2023 NZ - Hawkes Bay - Forests - Arapawanui	SABRE SECURITY LIMITED		SABRE	2-Feb-23 NZ - Hawkes Bay - Forests - Arapawanui	
12322	SBO Hand Felling Clearfell 7-Feb-2023 NZ - Northland - Forests	ROSEWARNE CABLE LOGGERS LIMIT		89	7-Feb-23 NZ - Northland - Forests	

The company also performs internal audits of its PEFC management system. Internal audit report "Rayonier Matariki Forests PEFC Internal Management Systems Review: Started 20 April 2024". The checklist used for the internal audit covers every section of the PEFC FM new stadard.

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In the internal audit report it is not specified the internal auditor and the staff involved in the audit. **Observation 02 is raised.**

9.3- MANAGEMENT REVIEW

Senior management shall review the forest manager's forest management system at least annually to ensure its continuing suitability, adequacy and effectiveness.

Management review shall include consideration of:

- (a) the status of actions from previous management reviews;**
- (b) changes in:**
 - (i) external and internal issues that are relevant to the forest management system;**
 - (ii) the needs and expectations of stakeholders, including compliance obligations.**
- (c) the extent to which management objectives have been achieved;**
- (d) information on the forest manager's performance, including trends in:**
 - (i) nonconformities and corrective actions;**
 - (ii) monitoring and measurement results;**
 - (iii) fulfilment of its compliance obligations; and**
 - (iv) audit results.**
- (e) adequacy of resources;**
- (f) trends in communication(s) from stakeholders, including complaints;**
- (g) results of research; and**
- (h) opportunities for continual improvement.**

The outputs of the management review shall include:

- (i) conclusions on the continuing suitability, adequacy and effectiveness of the forest management system;**
- (j) decisions related to continual improvement opportunities;**
- (k) decisions related to any need for changes to the forest management system, including resources; and**
- (l) actions, if needed, when management objectives have not been achieved.**

The forest manager shall retain documented information as evidence of the results of management reviews.

Note: Review of management system elements is intended to take place at least annually in cases where an annual review provides useful information and feedback. For other longer-term activities, the forest manager may consider establishing a time-scale appropriate review frequency.

There are different instances of the system review and results done by the company, however the main Management review results are reflected in the report- 2023 Strategic Plan Results, 1 March 2024.

For example:

Portfolio Enhancement

- b) Enhance and protect the long-term value of the forest estate
 - Planting – Implement trials to examine the performance of Ellepot technology with a view to extending the planting season.
 - Ellepot supply issues at the nursery prevented planting in 2023, however seedlings are being grown for an early planting trial in April 2024 in the Bay of Plenty.
 - Woodhill – Review early growth at Woodhill Forest; confirm silvicultural regime originally proposed, including post thinning fertilization.
 - Woodhill regime analysis and nutrition literature reviews completed and presented to the Ngāti Whātua o Kaipara team. The optimal NPV regime was a single production thin at ages 12 – 15 (NPV results revealed this flexibility).
 - Aerial fertiliser trial is planned for 2024.
 - Fertilisation – Develop tools and training to assist decision making on fertiliser applications post foliage sampling.
 - cLHS method of locating foliage sampling plots (placing plots based on a range of spatial attributes) was planned for 3 regions this year (though HB didn't get sampled due to the cyclone). This is expanding to most forests in 2024.
 - Southland nutrition project completed using historical plot-level foliar samples to better understand nutrition across the landscape. This includes matching nutrition results with growth data to help understand the potential benefits of fertilisation.
 - Hawke's Bay silviculture – Complete a review of silvicultural regimes for Hawke's Bay region considering establishment

stocking, timing and intensity of thinning.

- Postponed to 2024 due to resourcing changes in team and cyclone. Resourcing will improve in 2024 with 2 x 0.5 FTE graduate roles appointed in the technical team to assist with the review.

There is also a 2-days management meeting to define the strategic planning for the next year in which all the changes, new objectives, compliance with previous objectives, etc., is considered to set up the new goals. Examp1:

- 2024 Strategic Planning – 26 September 2023. This PPT used for the management meetings include the Recap 2023 Strategic goals; SWOT analysis including the key issues arising from the SWOT analysis; 2024 draft strategic Goals; 2024 Draft Tactics and Objectives; etc.

Biweekly Leadership team meetings- for example meeting held on the 16.08.2024. Attendees: Al Brown, Susie Barrington, Anne Pule, Phil Elworthy, Tania Stanford, Jason Syme.

"2023 Environmental_Board Report 271223" was evidenced. This report was made by Jason Syme and Andy Fleming.

As part of this management review report there is a section "external certifications" that describes all the findings identified during the CB's audit done in 2023. It is also stated the status of the corrective actions.

CAR 07 (2023) is closed.

SECTION 10- IMPROVEMENT

10.1- GENERAL

The forest manager shall determine opportunities for improvement (see Clause 9.1, Clause 9.2 and Clause 9.3) and implement necessary actions to achieve the intended outcomes of its forest management system.

Opportunities of improvement are identified by different ways. Environmental and H&S audits where internal CARs are raised. Opportunities of improvements are also identified through the Management meeting to evaluate the compliance with the Strategic plans and when planning the Strategic plan for the next year. See 5.1 for examples of SWOT analysis and objectives and strategies.

For examples of corrective actions raised and actions taken to address them see 10.2 below.

10.2- NONCONFORMITY AND CORRECTIVE ACTION

When a nonconformity occurs, the forest manager shall:

(a) react to the nonconformity and, as applicable:

- (i) take action to control and correct it; and**
- (ii) deal with the consequences, including mitigating adverse impacts.**

(b) evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere, by:

- (i) reviewing the nonconformity;**
- (ii) determining the causes of the nonconformity; and**
- (iii) determining if similar nonconformities exist, or could potentially occur.**

(c) implement any action needed;

(d) review the effectiveness of any corrective action taken; and

(e) make changes to the forest management system, if necessary.

Corrective actions shall be appropriate to the significance of the effects of the nonconformities encountered.

The forest manager shall retain documented information as evidence of:

- (f) the nature of the nonconformities and any subsequent actions taken; and**
- (g) the results of any corrective action.**

The forest manager shall notify the certification body in the event of any nonconformity that may bring the standard into disrepute.

As result of the external audits (SGS audits) and internal ones (management system internal audits + operational internal audits) the company addresses all corrective actions identified.

There are different documents describing how corrective actions are managed and addressed. Apart from H&S all other type of internal corrective actions go under the EMS.

- Environmental Incident Reporting v27.0- the first page of this document summarizes the process for dealing with internal corrective actions.

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Triggers & Inputs

1.0 Complete an Incident Report form

2.0 Create a 'new' Environmental Incident in the EMS

3.0 Create a Corrective Action Required (CAR) in the EMS

4.0 Close the CAR

Outputs

Managing Corrective Action Requests (CARs) in Stay-safe V5.0

Non-conformities identified as result of external audits (CB) are also uploaded under the EMS (environmental records).

From these two systems the information can be extracted and a summary has been presented during the audit. For example:

1	Region	CAR ID	Parent ID	Parent Category	Parent Type	Action
105	Auckland	CAR-485	AUD-1034	Audit	Compliance	Revise the outsourcer agreements to include requirement to abide by the FSC
106	Auckland	CAR-484	AUD-1034	Audit	Compliance	Develop a written procedure for maintaining the material accounting record.
107	Auckland	CAR-483	AUD-1034	Audit	Compliance	Develop a written procedure for outsourcing.
108	Auckland	CAR-482	AUD-1034	Audit	Compliance	Include responsibility for over management of the CoC in written procedures.
109	Auckland	CAR-481	AUD-1034	Audit	Compliance	FSC CoC - Develop a written procedure for importing timber.
157	Auckland	CAR-163	AUD-384	Audit	Compliance	FSC Observation - 10.3.40Observation:The Canterbury office does not have a de
158	Auckland	CAR-162	AUD-384	Audit	Compliance	FSC Observation - 6.4.20Observation:When the company closes out CAR18 (ind
159	Auckland	CAR-161	AUD-384	Audit	Compliance	FSC Observation - 1.6.10Observation:The company refers directly to the NZ omi
160	Auckland	CAR-160	AUD-384	Audit	Compliance	FSC Minor CAR 21- 10.7.4Non-Conformance:Staff that are managing chemical
161	Auckland	CAR-159	AUD-384	Audit	Compliance	FSC Minor CAR 20- 9.4.5Non-Conformance:The HCV mgmt. plans do not descr
162	Auckland	CAR-158	AUD-384	Audit	Compliance	FSC Minor CAR 19 - 6.4.3Non-Conformance:All HCVs do not have publicly avail
163	Auckland	CAR-154	AUD-384	Audit	Compliance	FSC Minor CAR 15 - 2.3.1Non-Conformance:The company is not checking haza
164	Auckland	CAR-153	AUD-384	Audit	Compliance	FSC Minor CAR 14 - 2.1.4Non-Conformance:The company had no formal docu
165	Auckland	CAR-152	AUD-383	Audit	Compliance	PEFC CAR 12 (Minor) - 11.7.6The forest manager does not monitor, ensure, an
166	Auckland	CAR-151	AUD-383	Audit	Compliance	PEFC CAR 11 (Minor) - 11.7.3Forest managers does not ensure that its practice
167	Auckland	CAR-150	AUD-383	Audit	Compliance	PEFC CAR 10 (Minor) - 11.7.2Forest managers does not foster a safe working e
168	Auckland	CAR-149	AUD-383	Audit	Compliance	PEFC CAR 09 (Minor) - 11.2.4Pesticide use but not in accordance with the instr
169	Auckland	CAR-148	AUD-383	Audit	Compliance	PEFC CAR 07 (Minor) - 9.3Senior management does not review the forest man
170	Auckland	CAR-147	AUD-383	Audit	Compliance	PEFC CAR 08 (Minor) - 11.2.5Where fertilisers are used, the forest manager do
171	Auckland	CAR-146	AUD-383	Audit	Compliance	PEFC CAR 05 (Minor) - 6.2The management objectives are not always measura

Examples of internal CARs:

The company's assessment of the actions taken to address the non-conformities raised during the external audits is not reflected in the internal audit report for 2024. **CAR 05 is raised.**

10.3- CONTINUAL IMPROVEMENT

The forest manager shall continually improve the suitability, adequacy and effectiveness of the forest management system to enhance performance.

The system is being continually improved. This could be evidence through the implementation of all necessary actions to address the non-conformities identified from previous years.

In the strategic plan and review meetings for setting up the goals for the next year and for reviewing the result of the previous one it is clearly demonstrated that the system is being improved. See examples under 6.2, 9.3, 10.1 and 10.2

SECTION 11- SUSTAINABILITY CRITERIA

11.1- MAINTAIN FORESTS AND CARBON

Sustainability Objective 1: Maintain or appropriately enhance forest resources and their contribution to the global carbon cycle.

Sub-clause 11.1.1- Maintain carbon stocks

The forest manager shall manage the defined forest area to maintain or enhance its capacity to store and sequester carbon in the medium and long-term.

The forest manager shall have a scientifically justified estimate of the current and future carbon storage on the DFA.

Note 1: Small-scale forest growers or those managing trees outside forests (in agriculture or urban areas) are often not able to maintain carbon stocks in the short term because they do not regularly harvest and regrow trees. These managers should demonstrate their intention to maintain tree cover and carbon stocks across their managed area over the long term. They can be allowed flexibility in the location of trees across their managed area.

Note 2: Dispensation can be allowed for reduced carbon stocks associated with clearing woody weeds and undesired tree species, such as camphor laurel (Cinnamomum camphora), and disastrous events in the defined forest area. In these situations, the manager should generally have a plan to maintain overall tree cover and carbon stocks through time.

Note 3: Where the DFA is altered, the estimated carbon storage will vary accordingly.

Sub-clause 11.1.2 -Climate-positive practices

The forest manager shall take action to minimise anthropogenic greenhouse gas emissions.

The forest manager shall consider the impacts of climate change on the forests and forest management practices.

Sub-clause 11.1.3- Conversion of natural ecosystems

The forest manager shall demonstrate that the defined forest area does not include areas converted from native vegetation to plantations after 31 December 2006, (excluding where legal approvals were obtained prior to that date), unless in justified circumstances where the conversion:

(a) was in compliance with national and regional policy and legislation agreements and directives applicable for land use and forest management and is a result of national or regional land-use planning governed by a governmental or other official authority; and

(b) was established based on a decision-making basis where affected stakeholders have opportunities to contribute to the decision making on conversion through transparent and participatory consultation processes; and

(c) did not adversely impact significant biodiversity values (SBVs), culturally and socially significant areas, other protected areas or areas of native vegetation that are part of legally recognised offsets; and

(d) entailed a small proportion (no greater than 5%) of ecosystem type within the certified area; and

(e) did not destroy areas of significantly high carbon stock; and

(f) made a contribution to conservation, economic and social benefits.

Note: The development of infrastructure required for forest management is not considered conversion.

Sub-clause- 11.1.4 Conversion of degraded native vegetation to plantation

The forest manager shall demonstrate that where conversion of degraded native vegetation to plantations is being considered, it shall add economic, ecological, social and/or cultural value.

Preconditions of adding such value are circumstances where the conversion:

(a) is in compliance with national and regional policy and legislation applicable for land use and forest management and is a result of national or regional land-use planning governed by a governmental or other official authority;

(b) is established based on a decision-making basis where affected stakeholders have opportunities to contribute to the decision making on conversion through transparent and participatory consultation processes;

(c) has a positive impact on long-term carbon sequestration capacity of forest vegetation;

(d) does not have adverse impacts on SBVs, culturally and socially significant areas, or other protected areas;

(e) safeguards protective functions of forests for society and other regulating or supporting ecosystem services;

(f) safeguards socio-economic functions of forests, including the recreational function and aesthetic values of forests and other cultural services;

(g) relates to land where degradation is not a consequence of management practices by the forest manager; and

(h) the area is neither recovered nor in the process of recovery.

Sub-clause- 11.1.5 Reforestation

The forest manager shall reforest after timber harvesting or other disturbances to ensure the quantity and quality of the forest resources. Where areas are not reforested, the forest manager shall justify and demonstrate that the decision is consistent with their long-term commitment to sustainable forest management.

Note: Where the responsibility or choice to reforest rests with another legal entity, the forest manager is required to comply with all other aspects of this standard, however is not able to bind these future entities. See also Clause 4.3.

For forests areas that are either:

(a) subject to a forestry right, harvested, and the area and/or forestry right then transferred to another entity; or

(b) reverted to former land uses

the forest manager shall ensure that when the areas are to be removed from the defined forest area, they are handed over to the new entity with all relevant information on the cultural, economic, environmental and social values of the areas.

11.2- FOREST ECOSYSTEM HEALTH

Sustainability Objective 2: The health of forest ecosystems shall be maintained or enhanced, and degraded native vegetation ecosystems shall be rehabilitated wherever and as far as economically feasible, by making best use of natural structures and processes and using preventive biological measures.

Sub-clause 11.2.1 - Identify and manage forest ecosystem health

The forest manager shall:

(a) identify and assess potential damage agents and threatening processes that could impact forest ecosystem health. This shall include consideration of climate change impacts;

Note: See Clause 11.1.2.

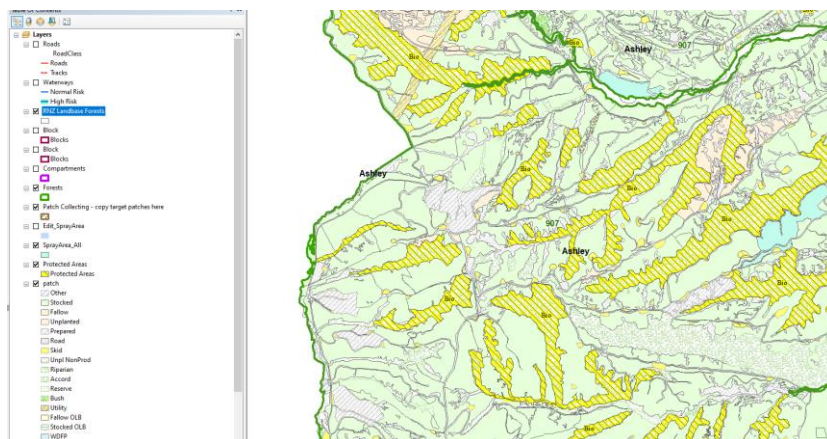
(b) implement practices to support the maintenance of forest ecosystem health;

(c) ensure that operations are conducted in a way that does not cause lasting damage to ecosystems; and

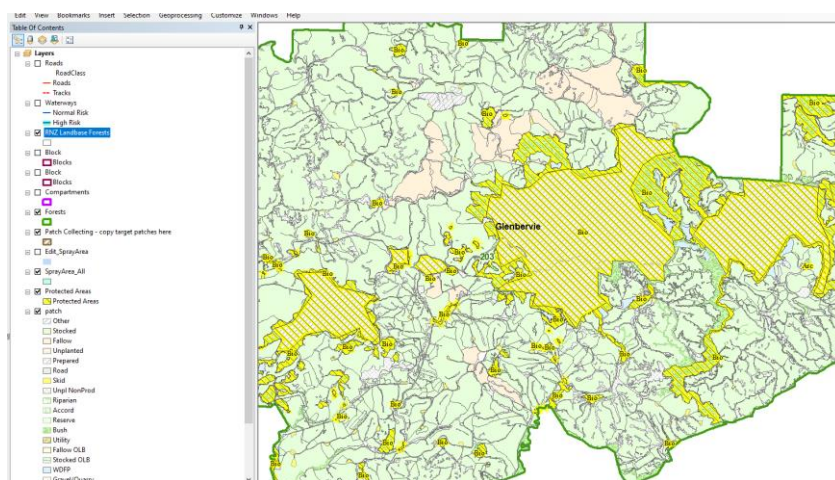
(d) monitor forest health and take action to control damage agents (or eradicate), where practicable and feasible.

Identification of Ecosystems was seeing as part of the GIS review with the GIS team, managing those are tasks allocate to the regional offices.

Ashely Forest under Canterbury FMU – SNAs for protected native vegetation.

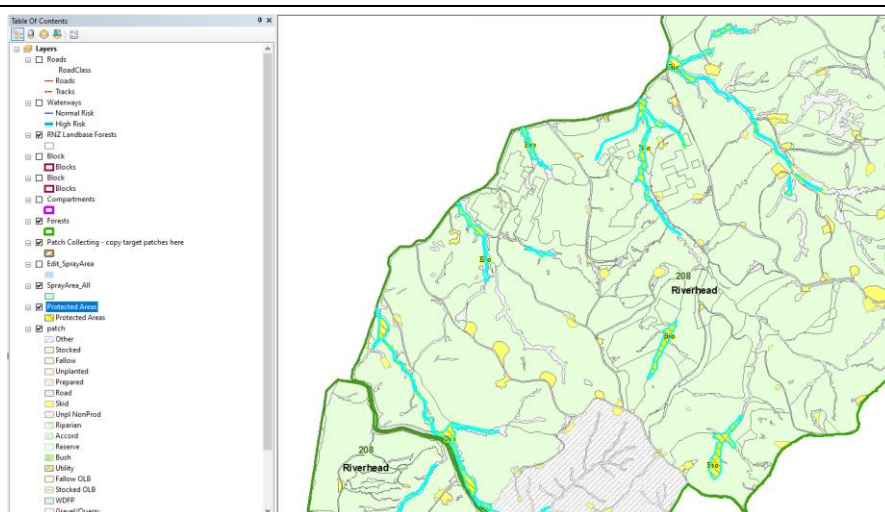


Glenbervie Forest – under Northland FMU native vegetation



Riverhead Forest – under Northland FMU wetland

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Hammer Forest – under Canterbury FMU – lizard protected zone (RTE)



The management is done first by monitoring of the ecosystem this is done in several ways for example:

Crop performance review is done annually – CPR this is only for Plantations. This is an inspection schedule at least ones a year.

Under Survey 123, the CPR assessments are scheduled yearly this is normally done for plantation under 2-3 years old.

It is a document called collecting features – field staff that explains how to use the online tool and provides a map of all the crops the Foresters need to inspect.

Inspections cover off forest health, growth, form, uniformity, weed issues, pest issues, and any other environmental issues should they be present, e.g. a new slip or a full sediment trap that needs cleared out.

Each region completes their CPRs and after all are submit to HO a Crop performance review reports is produced – the latest is 2023. If during the CPRs any other issues are identified those are allocate under the EMS to be follow up

The CPR report have sections call management implication by region – where is a description of recommendation for each FMU

Protect areas are also scheduled under Survey 123, their audit frequency is driven by the category of the area. These are scheduled by the regional Environmental Co-ordinators at the start of every Calander year and assigned to staff in the EMS system.

For the protected areas including waterways – survey 123 is used to audit SEA (significant ecological areas) this are monitoring in order of importance the HCV are done annually and others every 2 or 5 years according with the activities planned nearby.

It is a document called Significant ecological areas (SEA) & High conservation areas (HCV) management strategy v13.0 section 8 SEA audit frequency

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8.2 Monitoring Strategy

- Category 1 and HCV sites when classified as active will have a management plan prepared and be monitored annually according to a schedule.
- Category 2 sites will be monitored for general forest health on an irregular 5-year basis. Each region will prepare an annual monitoring schedule with a minimum of 10 category 2-4 areas identified annually for monitoring. Monitoring schedules are to be set up in the EMS system at the start of each year by the Regional Environmental Coordinator and monitoring responsibilities assigned.

SEA Audit Frequency		
Management	Active	Passive
HCV	1 year	1 year
SEA 1	1 year	1 year
SEA 2	2 years	5 years
SEA 3	N/A	Regular audits not required
SEA 4	N/A	Regular audits not required
* a minimum of 10 category 2-4 areas should be identified annually for monitoring.		

- The RNZ SEA Monitoring form on Survey 123 will be used for all monitoring.

At minimum the Survey 123 data entry should include:

- Reserve Name and Code/ID
- Location Coordinates

Examples

SEA audit complete for Athenree block BOP610 under FMU Bay of Plenty – category 3 – dated 6 Sep 2023

Summary			
SEA Score H for Action Priority (A * (B + C + D + E)): 4			
Score (4-7) SEA in good condition (minimal actions required)	Score (8-11) Low priority SEA. Consider control if practical but low priority	Score (12-16) Medium priority SEA. Consider control if practicable	Score (17-20) High priority SEA. Strongly consider control if practicable
SEA Score I for Practical Control (F+G): 1			
Score (0) No control required	Score (1-2) Low level control practicable	Score (3-4) High level control practicable	Score (5+) Control not practicable
Monitor Score (H+I): 5			
Management Category: Passive			

SEA audit complete for Manuka Rd Forest ASH28 under FMU Canterbury- category 2 – dated 11 Dec 2023

Summary			
SEA Score H for Action Priority (A * (B + C + D + E)): 6			
Score (4-7) SEA in good condition (minimal actions required)	Score (8-11) Low priority SEA. Consider control if practical but low priority	Score (12-16) Medium priority SEA. Consider control if practicable	Score (17-20) High priority SEA. Strongly consider control if practicable
SEA Score I for Practical Control (F+G): 0			
Score (0) No control required	Score (1-2) Low level control practicable	Score (3-4) High level control practicable	Score (5+) Control not practicable
Monitor Score (H+I): 6			
Management Category: Passive			

Looking Forward	
Action Plan	
Action Plan Review Date	
Planned Revisit Date	December 11, 2025

SEA audit for Ohurakura – HBAU417 – under Hawkes Bay FMU – category 2 – completed 30 Aug 2023

Summary			
SEA Score H for Action Priority (A * (B + C + D + E)): 6			
Score (4-7) SEA in good condition (minimal actions required)	Score (8-11) Low priority SEA. Consider control if practical but low priority	Score (12-16) Medium priority SEA. Consider control if practicable	Score (17-20) High priority SEA. Strongly consider control if practicable
SEA Score I for Practical Control (F+G): 2			
Score (0) No control required	Score (1-2) Low level control practicable	Score (3-4) High level control practicable	Score (5+) Control not practicable
Monitor Score (H+I): 8			
Management Category: Passive			

Looking Forward	
Action Plan	Wetland damaged significantly during cyclone. We will take a wait and see approach to determine longer term goals.
Action Plan Review Date	March 29, 2024
Planned Revisit Date	August 29, 2025

Also, as part of the day-by-day operations supervisor and workers notify any type of irregularity within the FMUs – this is added to the EMS and follow up.

After all the data for monitoring is collected the Certificate holder create a plan with actions taken to minimise any negative impact. This is included in the monitoring schedule.

From the sampling SEA only 1 have 8 as score low level of control – the action plan was a desktop assessment completed 7 Feb 2024
Pest control and visit with the Hawkes Bay council planned to 13 Sep 2024

Sub-clause 11.2.2- Invasive and pest species

The forest manager shall identify invasive species and manage, control or eradicate them within the defined forest area.

The forest manager shall constrain the spread of invasive species and plantation species from the defined forest area into adjacent areas.

The forest manager shall contribute to the management of pest species' impact on SBVs.

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The Certificate Holder identified pest withing their regions, manage them to eradicate. It is also a third-party health assessment done yearly for each of their regions – this assessment shows any fungi, micro-organisms & foliage disorders encounter withing the FMU's

Each region uses their Regional Pest Management Plan (RPMP)

Forest Health Surveillance report for Hakes Bay – done by SPS Biota completed July 2022 to December 2022

Forest Health Surveillance report for Northland – done by SPS Biota completed July 2022 to December 2022

Forest Health Surveillance report for Canterbury – done by SPS Biota completed Jan 2022 to December 2022

Document Disease, Pest and Abiotic Issues and Management show version V 23.1 as the last one.

List of pest and disease are identity as part of the company Integrate Pest Management Plan – details under document called Rayonier Matariki Forest Biosecurity Plan Version 1 – 2021 **Observation 01 (2023) is closed.**

Table one shows the following.

Table 1. Major commercial plantation pests and pathogens that have established in New Zealand

Pest	Year	Type	Damage	Main Host	Likely Origin
<i>Sirex noctilio</i>	1900	Wood wasp	Tree death, quarantine pest	<i>P. radiata</i>	Eurasia
<i>Diplodia pinea</i>	1900	Stem pathogen	Branch / crown dieback	<i>P. radiata</i>	North America
<i>Cyclaneusma spp.</i>	1900	Needle pathogen	Defoliation	<i>P. radiata</i>	North America
<i>Seiridium cardinale</i>	1900	Stem pathogen	Branch/crown dieback	<i>C. macrocarpa</i>	North America
<i>Hylastes ater</i>	1929	Bark beetle	seedling death, quarantine pest	<i>P. radiata</i>	Europe
<i>Phaeocryptopus gaeumannii</i>	1959	Needle pathogen	Defoliation	Douglas-fir	North America
<i>Colletotrichum acutatum</i> f. sp. <i>pineum</i>	1963	Shoot pathogen	Top dieback	<i>P. radiata</i>	North America
<i>Arhopalus ferus</i>	1963	Wood and bark borer (beetle)	Quarantine pest	<i>P. radiata</i>	Europe
<i>Dothistroma septosporum</i>	1964	Needle pathogen	Defoliation	<i>P. radiata</i>	North America
<i>Hylurgus ligniperda</i>	1974	Bark beetle	Quarantine pest	<i>P. radiata</i>	Europe
<i>Corinectria fuckeliana</i>	1996	Stem pathogen	Stem malformation	<i>P. radiata</i>	North America
<i>Phytophthora pluvialis</i>	2008	Needle pathogen	Defoliation	<i>P. radiata</i> Douglas-fir	North America
<i>Phytophthora kernoviae</i>	native	Needle pathogen	Defoliation	<i>P. radiata</i>	New Zealand
<i>Armillaria novae-zelandiae</i>	native	Root rot	Mortality young trees; timber staining	<i>P. radiata</i> Douglas-fir and other species	New Zealand

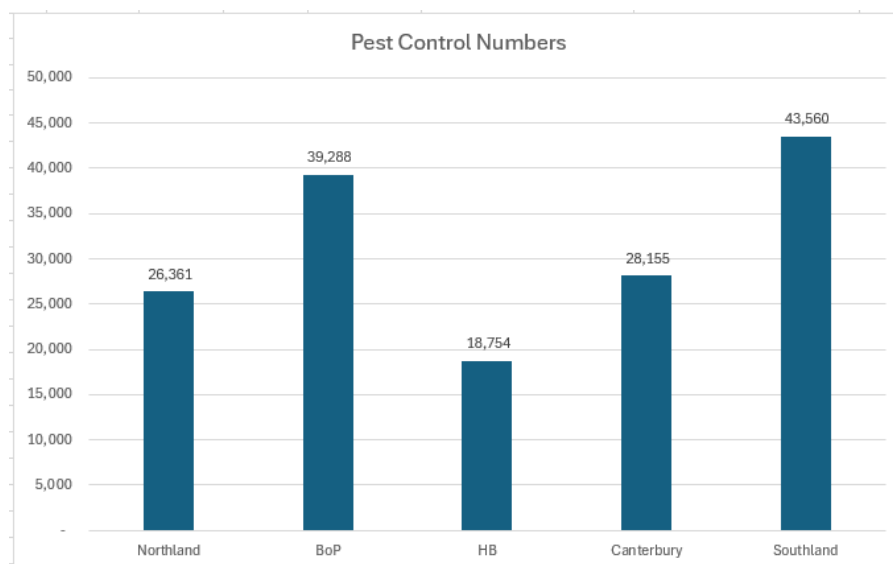
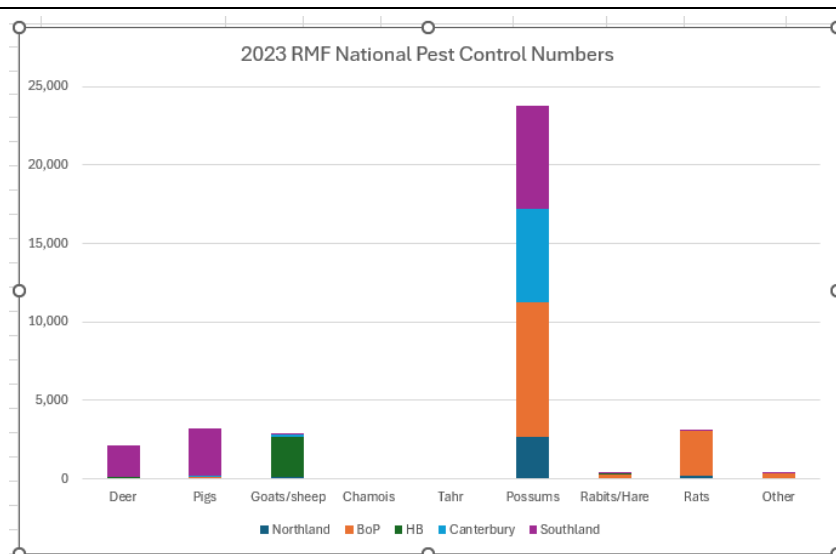
As part of their monitoring plan – any potential pest, disease or issue is notified to the team to be check and see if further actions need to be followed.

EMS filter show issues recorded by the regions evidence :

EMSID	Region	Observation Type	Forest	Observation L	Observation Dat	Observation Description
02 OBS-129	Bay of Plenty	General	612 - Omataroa	612 Cpt 35	2024-05-27 12:00	Weed issue.
OBS-128	Northland	RTES Sightings	203 - Glenbervie	203 Cpt 155	2024-05-25 15:15	Kiwi. Kiwi Burrow. Has been active but didn't appear to be in use at the time. Couldn't see anyone home. Found whilst undertaking goat control in the area.

Pest control number 2023 report show as follow:

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Canterbury wilding conifer management plan Version 01

Canterbury Forests with wilding Issues

Forest	Species	Origin
1 Lowmount (Newtons & High Peak)	Douglas fir	Planted stands
2 Mt Thomas	Contorta, Muricata, and Douglas fir	External & planted stands
3 Okuku (Demmocks Block)	Muricata & Douglas Fir	Planted stands
4 Okuku (Upper Karetu)	Douglas fir	Planted stands
5 Ashley (Mt Grey)	Radiata Pine, Douglas Fir	Consider adding to plan at a later date?
6 Hanmer	Various	This is a wider legacy issue that requires further investigation and review.

The company is doing pig control in different forests under the scope. In Castle Dent forest has been hunted by a hunting club for 3 weeks and the killed return says 30 pigs controlled. In the Hunting Roster spreadsheet it is evidenced the local hunting club has been allocating for hunting some weekend in September.

During the visit to Castle Dent forest, it was evidenced lots of areas damage by pig rooting, this situation could affect the new plantations finished last week apart from causing issues at neighbours properties. Through this observation it will be followed the assessment of the company about the needs to intensify/continue with this pest control in this forest. **Observation 01 is raised.**

The forest manager shall use integrated pest management to minimise the use of pesticides.

Pesticides should only be used in conjunction with other methods, or where other methods are ineffective.

Rayonier does not have only one document as IPM, Rayonier use a combination of several documents to cover their IPM.

Rayonier cover the 5 steps for an IPM:

Pest are identified, monitoring is done, actions are taken as per region specifications, explore treatment and options (according to research or another information provide by several entities) evaluation of the results is also done.

Pests are identified per regions according to each Regional Pest Management Plan (RPMP)

Monitoring is done per operation and by using data collect by the health surveys.

Methods to control pest does are chemicals and mechanical.

Actions taken pest control operations examples as follow:

Wiling control prescription for Makeriri – chemical method – March 2023

Objective:

- Remove wilding pines from the tussock reserve to prevent loss of habitat. The reserve will be treated by E-thinning, loppers, and hand-pulling.

Method

- Chemical Mixing, Handling and Storage
 - Safety Data Sheet (SDS) to be onsite and understood.
 - Wear safety glasses and chemical resistance gloves when mixing.
 - Use funnel to when pouring in the granular herbicide into smaller containers for transport or when mixing.
 - Put 20 grams (a capful) of Metsulfuron (60% AI) per 1 litre of water.
 - This is a high concentration and needs to be dissolved using hot water the night before.

Electric thinning E- thinning prescription for Pink Broom SEA – Dalethorpe – Dec 2023

Methodology

- Chemical Mixing, Handling and Storage
 - Safety Data Sheet (SDS) to be onsite and understood.
 - Wear safety glasses and chemical resistance gloves when mixing.
 - Use funnel to when pouring in the granular herbicide into smaller containers for transport or when mixing.
 - Put 20 grams (a capful) of Metsulfuron (60% AI) per 1 litre of water.
 - This is a high concentration and needs to be dissolved using hot water the night before.
- Application
 - Select trees as you would for manual waste thinning.
 - Drill a single hole in the tree at an ergonomic height.
 - Keep drill on forward mode the whole time and keep the trigger on. Push the drill in and then pull it out. If you maintain throttle, there is no need to reverse out (no down time associated with switching the drill to reverse mode). This is much faster and allows for more trees to be treated per battery.
 - For double leaders drill one hole below where the stem splits, same amount of chemical.
 - Hole should be at a slight downward angle and deep enough to comfortably hold all the chemical. Other than being able to hold the chemical, the hole depth isn't important.
 - Dose each tree with 6ml of chemical.
 - Mark each tree with spray paint. Keep paint can below shoulder height and do not spray towards face (do not reach around the back of the tree). Note: some regions only paint trees at the end of their run i.e. to identify their line to the next thinner, the crew can trial both methods and find what works best for them.

Nassella Tuussock Control Aug-Sep 2023 – Omihi Forest

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Objective

- Grub Nassella Tussock plants before they seed.

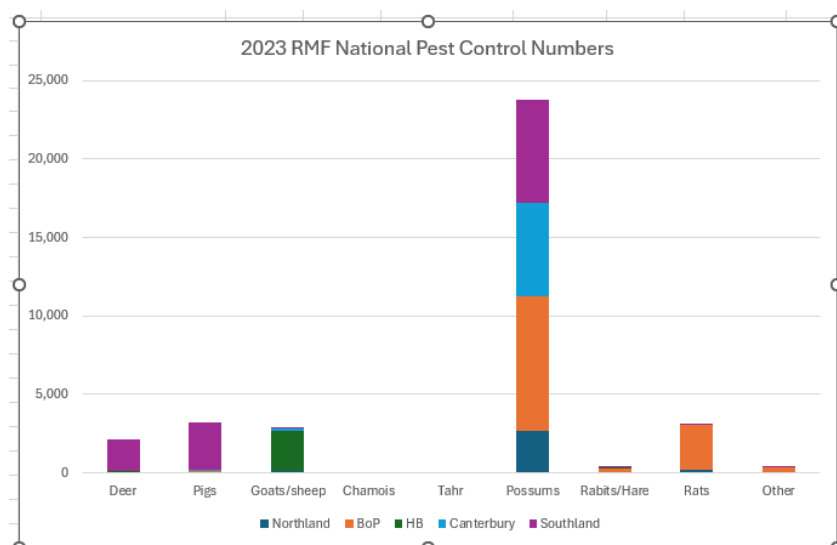
Method:

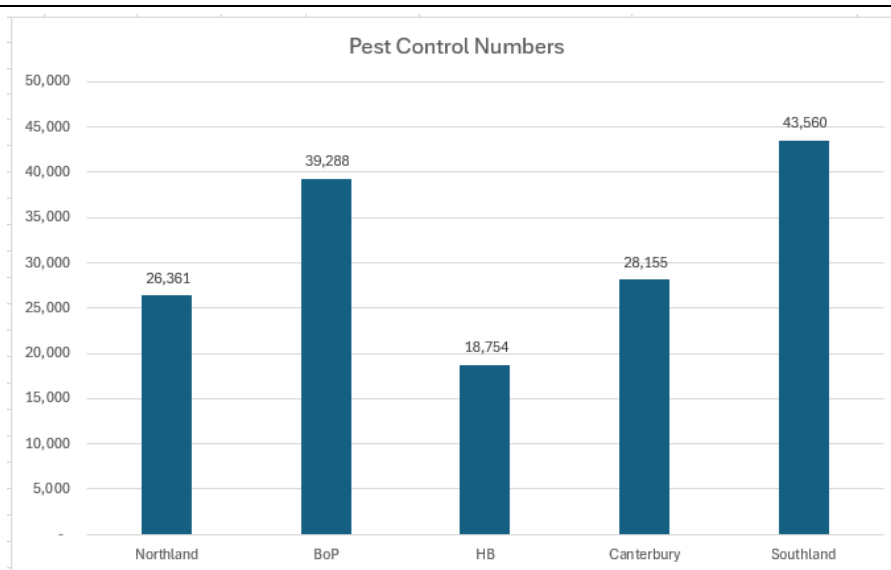
- Remove Nussella by grubbing with a hand tool. Remove all tillers of grubbed plants from the ground and shake off excess soil. Un-grubbed tillers will continue to grow and plants with soil remaining can reattach to the ground and keep growing to produce seed.
- For best coverage, systematically walk the land in 'beats' to ensure thorough coverage. On hillsides conduct contour 'beats' 5-15m apart depending on the scrub cover and nassella density.
- If you identify a plant that you cannot safely reach, e.g on a bluff or steep face – please contact your supervisor. We may need to apply Arborist ropes or other specialist methods as appropriate.

Treatment Area:

Forest	Block	Approx. Area (ha)
Omihi	Crofts	558
	Wylies	199
	Teviotdale	577
		1,334

Results for Pest 2023 show in the below table

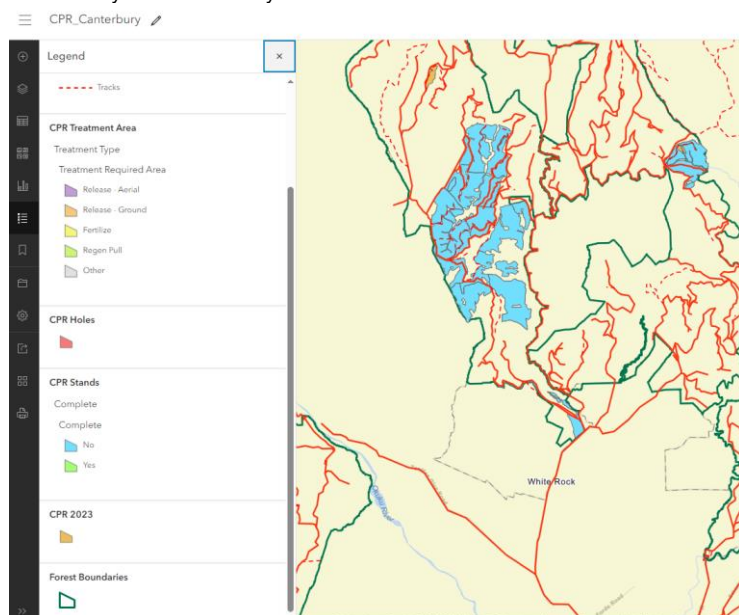




CPR (crop performance review) is an assessment process that together with the annual foliar sampling program are used as methodology to see how effective the use of chemicals is.

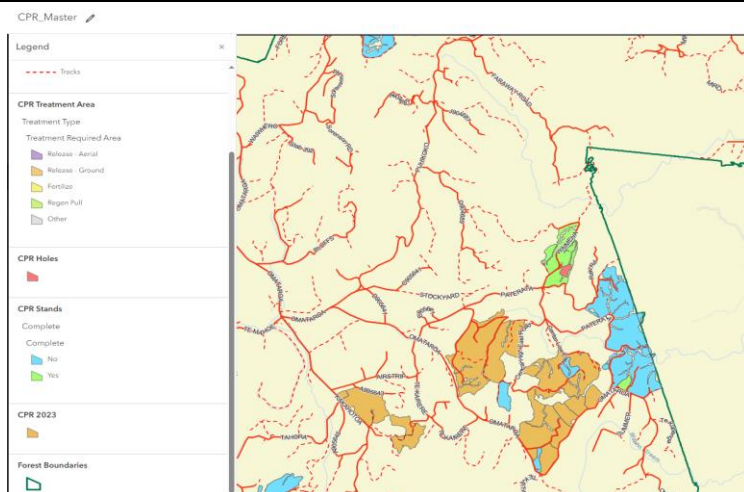
Evidence of CPR planned and completed for the following forest.

2024 - not yet done - Ashley

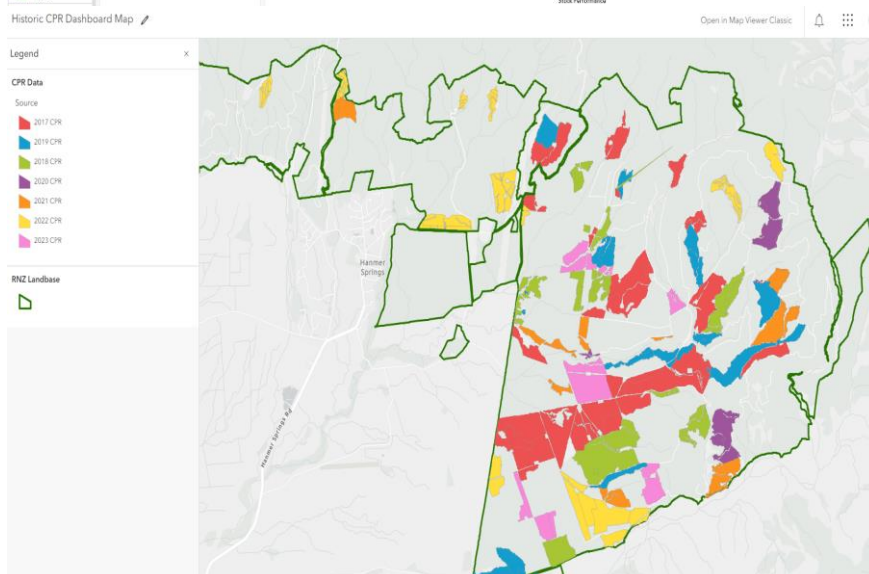


Omataroa 2024

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Dashboard with historic data:



Hawkes Bay Alternative Chemical Treatments 2023

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During the 2023 planting season due to the difficulties associated with Cyclone Gabrielle concerning access to planting sites, most spray operations were delayed. This meant we reduced the amount of Metsulfuron used within the pre-plant spray from a standard 0.25kg/per hectare application down to 0.15kg/per hectare. The reason was due to the associated with-holding period during which it is advised not to plant trees. This allowed us to still start the planting season in May as planned.

Following successful results from the 2023 preplant spray and the reduced dose of Metsulfuron, this has now been adopted as standard practice for the 2024 preplant spray.

Observation 02 (2023) is closed

Sub-clause 11.2.4- Pesticides

The forest manager shall have documented risk assessments for the pesticides it uses and implement preventative measures to minimise adverse social and environmental impacts.

The forest manager shall not use pesticides such as chlorinated hydrocarbons whose derivatives remain biologically active and accumulate in the food chain beyond their intended use, and any pesticides banned by international agreement.

The forest manager shall not use World Health Organization (WHO) Class 1A and 1B pesticides, except where no other viable alternative is available, the pesticide is legally approved for use, listed in Appendix D, and the additional conditions in Appendix D have been met.

The forest manager shall not use highly hazardous pesticides except where no other viable alternative is available, the pesticide is legally approved for use and the forest manager is able to demonstrate action to mitigate risks.

Note 1: 'Pesticides banned by international agreements' are defined in the Stockholm Convention on Persistent Organic Pollutants and further guidance provided in Annexe III of the Rotterdam Convention.

Note 2: Actions to mitigate risks may include:

- (i) planning the timing and mode of application to eliminate adverse impacts;*
- (ii) contributing to or participating in research for viable alternatives;*
- (iii) specific monitoring of impacts on adjacent waterbodies, human health, non-target organisms or other unintended consequences; and*
- (iv) notifying neighbors and other directly impacted stakeholders prior to operations.*

The forest manager shall minimise the use of pesticides and any adverse impacts arising from their use.

Pesticide use shall be in accordance with the instructions given by the producer and/or regulators and be implemented with the appropriate equipment by trained personnel.

All use of pesticides shall be documented.

Growsafe certificates were available during the visit of Canterbury.

Emma Jean Walters # T-259949-00 expire date 29 April 2029

Rebecca Jayne Coles # T-2599950-00 expire date 29 April 2029

Northland Region

Bay of Plenty Region

Southland Region

Hawkes Bay Region

To avoid not having one person with an active growsafe certificate the company have create a spreadsheet where all the people with growsafe certificate are listed and a remainder is send to the relevant staff to complete renew process.



Last Updated : 9 July 2024									
Location	Name	Status (Employee/ Contractor)	Business	Qualification	Date	Renewal Due	Notes		
NTH	Sam Middlemass	Employee	RMF	Growsafe Standard	14/03/2024	14/03/2029			
NTH	Max Paku	Employee	RMF	Growsafe Standard	14/03/2024	14/03/2029			
NTH	Stuart Warren	Contractor	Stuart Warren Contracting	Growsafe Standard	14/05/2024	14/05/2029	crew (Elias Wano, Maroma Rato, Aaron Taka-Turchie and Josh Brosnahan) also completed Growsafe Standard training on the 14th March 2024.		
NTH	Joe Poa	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024			
NTH	Jack Rivers	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024			
NTH	Jesse Welsh	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024			
NTH	Cassidy L	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024			
NTH			Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024	Waiting on a Standard cert from SCL		
BOP	Rob Schoonderwoerd	Employee	RMF	GROWSAFE Theory		10/11/2025			
BOP	Jackson Timothy	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293			
BOP	Terry Howard	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293			
BOP	Delmont Rameka	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293			
BOP	Steve Madgwick	Contractor	WFS	GROWSAFE Standard Cert	8/11/2027				
BOP	Bevan Roosendaal	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027				
BOP	Francis F	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
BOP	Francis Kingi	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
BOP	Nathan Hughes	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027				
BOP	Okahukura RK	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
BOP	Shyne C	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
BOP	Aaron P	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
BOP	Arron James	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027				
BOP	Derwin H	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028				
HBV	Lawrence Weston	Employee	RMF	GROWSAFE Standard Cert	13/01/2027				
HBV	Anil prakash	Contractor	FM Silvi	GROWSAFE Standard Cert			Anil's has expired but he doesn't really do the thinning - i will get him to redo ASAP		
HBV	Aminisital Ratucoka	Contractor	FM Silvi	GROWSAFE Standard Cert	22/09/2028	Foreman - ethin			
HBV	Kalliova M	Contractor	FM Silvi	GROWSAFE Standard Cert	22/09/2028	E-Thin			
HBV	Renee Roberts	Contractor	Sabre	GROWSAFE Standard Cert	13/05/2027	Drill n Fill			
HBV	John Roberts	Contractor	Sabre	GROWSAFE Standard Cert	10/11/2028	Drill n Fill			
HBV	Peter Lister	Contractor	Lister	GROWSAFE Standard Cert	29/10/2025	Weedspraying			
HBV	Linda Lister	Contractor	Lister	GROWSAFE Standard Cert, Registers Chem Applicator	26/10/2025	30/6/2027 RCA			
HBV	Renee Lister	Contractor	Lister	GROWSAFE Standard Cert	22/08/2027	Weedspraying			
CTY	Rebecca Colles	Employee	RMF	GROWSAFE Theory			Course completed Apr 2024, Cert in same folder		

CAR 09 (2023) is closed

Foliage sample results:

Scion Te Papa Tupu Innovation Park, Totorangi Drive (formerly Long Mile Rd), Private Bag 3020 Rotorua, New Zealand					Telephone: +64 7 343 5899 Email: Testing@scionresearch.com www.ScionResearch.com					 FORESTS PRODUCTS INNOVATION					Apply Boron if <12ppm										Area (ha)		821.77	
Job#	Sample	Customer Reference	Location	Region	Year Plan	Materials	Species	Service	Notes	Collected	Nitrogen (N) %	Potassium (K) %	Calcium (Ca) %	Phosphorus (P) %	Magnesium (Mg) %	Manganese (Mn) ppm	Zinc (Zn) ppm	Iron (Fe) ppm	Boron (B) ppm	Copper (Cu) ppm	Treatment Planned	Hectar						
12358	R93034	902/619	Hannier	Canterbury	2020					30/3/2023	1.39	0.864	0.264	0.184	0.100	190	36	35	3.9	4.0	Y	17.61						
12358	R93037	902/631	Hannier	Canterbury	2020					30/3/2023	1.41	0.810	0.243	0.192	0.099	209	30	35	4.0	4.0	Y	2.22						
12363	R93068	9105/952	Windale	Canterbury	2019					13/3/2023	1.34	0.910	0.278	0.207	0.069	310	31	109	8.7	3.7	Y	13.57						
12355	R93028	Chaney's 910/9-12/63	Chaney's	Canterbury	2019	P RAD-F	Pinus radiata			30/3/2023	1.32	1.004	0.156	0.160	0.075	78	29	52	7.0	3.3	N	6.65						
12363	R93070	914/111	Coalgate	Canterbury	2019					13/3/2023	1.43	1.041	0.141	0.123	0.075	356	30	43	7.3	4.3	Y	19.03						
12350	R93997	M Thomas 906/3-4/16-17	M Thomas	Canterbury	2019	P RAD-F	Pinus radiata			20/2/2023	1.54	0.928	0.184	0.154	0.079	638	32	46	7.6	4.4	Y	14.52						
12358	R93033	902/932	Hannier	Canterbury	2020					30/3/2023	1.56	1.165	0.217	0.234	0.077	82	33	74	7.7	4.7	Y	5.04						
12350	R93004	Dalehope 912/7/32	Dalehope	Canterbury	2019	P RAD-F	Pinus radiata			20/2/2023	1.49	1.053	0.191	0.217	0.068	318	32	44	8.2	4.2	Y	68.19						
12358	R93044	902/9833	Hannier	Canterbury	2020					30/3/2023	1.30	1.351	0.210	0.228	0.077	162	36	28	8.4	4.3	Y	10.94						
12355	R93027	Chaney's 910/1/55	Chaney's	Canterbury	2019	P RAD-F	Pinus radiata			30/3/2023	1.40	1.014	0.161	0.155	0.073	178	31	40	8.6	3.4	N	14.19						
12350	R93003	Dalehope 912/4/45	Dalehope	Canterbury	2019	P RAD-F	Pinus radiata			20/2/2023	1.59	1.204	0.158	0.229	0.062	238	30	43	8.6	3.9	Y	30.06						
12358	R93049	907/9123	Ashley	Canterbury	2019					30/3/2023	1.30	0.954	0.201	0.154	0.100	530	34	32	8.5	3.4	Y	18.3						
12350	R93999	M Thomas 906/15/16	M Thomas	Canterbury	2019	P RAD-F	Pinus radiata			20/2/2023	1.59	1.221	0.210	0.225	0.063	348	43	45	9.3	4.6	Y	18.78						
12355	R93029	Chaney's 910/3/54	Chaney's	Canterbury	2019	P RAD-F	Pinus radiata			30/3/2023	1.21	1.153	0.162	0.184	0.075	156	32	43	9.3	3.3	N	22.16						
12363	R93071	914/6/11-16	Coalgate	Canterbury	2019					13/3/2023	1.42	0.941	0.189	0.134	0.075	467	33	49	9.4	4.0	Y	7.71						
12363	R93069	913/6123	Windale	Canterbury	2019					13/3/2023	1.46	1.002	0.188	0.220	0.072	208	30	65	9.5	4.0	Y	17.75						
12350	R93005	Dalehope 912/10/32	Dalehope	Canterbury	2019	P RAD-F	Pinus radiata			20/2/2023	1.53	1.102	0.194	0.224	0.067	192	29	61	9.5	3.7	Y	79.95						
12358	R93051	907/3335	Ashley	Canterbury	2019					30/3/2023	1.42	1.096	0.240	0.194	0.095	486	37	45	9.7	4.1	Y	43.11						

Sub-clause 11.2.5- Fertiliser

The forest manager shall manage soil nutrition appropriately to minimise fertiliser use.

Where fertilisers are used, the forest manager shall justify their use and minimise any adverse impacts.

Fertiliser use shall be in accordance with the instructions given by the producer and be applied with the appropriate equipment by trained personnel.

The forest manager shall maintain documented information in relation to all fertiliser use.

Rayonier Matariki have created ESRAS for the use of fertilizers this is to analyse the impact of the use of fertilizers. The company only uses 2 fertilizers.

ESRA V1.0 Di-ammonium phosphate

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Exposure	List of values	Assessment of Potential risks post mitigation	Descriptor of why / why not a risk
Environmental	Soil (erosion, degradation, biota, carbon storage)	Low	Di-ammonium phosphate is classified as potentially harmful to soil organisms in New Zealand, though it is not as toxic as some other phosphorus fertilizers. <ul style="list-style-type: none"> Mobility: It has moderate mobility in soil and is highly soluble in water. Mobility is less in acidic soils. Persistence: It is not highly persistent in soil. Factors such as application rate, soil type, rainfall, and soil conditions affect its behaviour. Bioaccumulation: Low potential for bioaccumulation.
	Water (groundwater, surface water, water supplies)	Low	Di-ammonium phosphate can enter water sources through direct application, overland flow during rainfall, or leaching from soil into groundwater. <ul style="list-style-type: none"> It has moderate to high mobility in water, with the potential for leaching due to its high solubility. Di-ammonium phosphate can lead to nutrient enrichment, which may cause algal blooms and affect aquatic life. It does not exhibit long-lasting toxic effects but can contribute to water quality issues if high concentrations. It is generally low in persistence in surface water and is quickly used by aquatic plants or microorganisms. However, in sediment systems, it can be more persistent due to slower uptake and breakdown processes.
	Atmosphere (air quality, greenhouse gases)	Low	Di-ammonium phosphate (DAP) generally poses low risks to the atmosphere. Ammonia Volatilization: While DAP itself does not significantly release ammonia into the atmosphere, improper application or excessive use can lead to some ammonia volatilization, which may contribute to air pollution.
	Non-target species (vegetation, wildlife, bees and other pollinators, pets)	Low - Medium	Aquatic: <ul style="list-style-type: none"> May contribute to nutrient enrichment, leading to algal blooms that can harm aquatic life. Generally low acute toxicity to fish and other aquatic organisms. Can affect water quality if present in high concentrations, indirectly impacting aquatic species. Terrestrial: <ul style="list-style-type: none"> Low direct toxicity to mammals. Can severely impact non-target vegetation if applied inappropriately, leading to potential ecosystem disruption. Minimal risk to soil microorganisms and earthworms. Low to moderate risk to birds and bees, depending on application rates and exposure levels.

Exposure	List of values	Assessment of Potential risks post mitigation	Descriptor of why / why not a risk
Social	HCV 5-6	Low	The risk is likely to be low in most situations.
	Health	Low	Risks to human health from di-ammonium phosphate are generally low when used according to guidelines: <ul style="list-style-type: none"> Inhalation: Inhalation of dust during handling may cause respiratory irritation, but this is typically minimal with proper precautions. Dermal Contact: Direct skin contact can cause irritation but is unlikely to be severe. Ingestion: Accidental ingestion can lead to gastrointestinal irritation, but toxicity is low. Eye Contact: Can cause mild to moderate eye irritation. Carcinogenicity, mutagenicity, teratogenicity, reproductive toxicity: Not considered a risk; no evidence of effects.
	Welfare	Low	Overall, risks are minimal with appropriate handling and application practices.
	Food and Water	Low	The risk to food and water is likely low. Di ammonium phosphate is used in a number of food producing industries. Can enhance plant growth and yield by providing essential phosphorus. Proper application can improve crop quality. High solubility increases the risk of leaching into groundwater, which may impact drinking water quality if not managed properly.
	Social Infrastructure	Low	The risk to social infrastructure is likely low if the treatment area is well within the forest and away from in-forest or adjoining infrastructure.
	Economic Viability	Low	The risk to economic viability is likely low if the treatment area is well within the forest. Risk increases with scale, intensity and operational complexity, especially if the operation is on a boundary.
	Rights (legal and customary)	Low	Risks to rights are likely to be low unless in specific situations like easements for water extraction or grazing. This would create a temporary closure.
	Non-timber forest products	Low	No foreseen impact on non-timber forest products.
Environmental	HCV 1-4	Low	Low risk. If di ammonium phosphate was to end up in HCV 1-4 areas, it would provide additional growth for species. Possible concern is around wetlands, where di ammonium phosphate may lead to algae blooms.
	Landscape	Low - Medium	Excessive use may lead to nutrient imbalances, affecting plant growth and potentially disrupting local ecosystems. Improper application can alter soil pH and nutrient levels, affecting soil health and long-term productivity.
	Ecosystem services	Low	Risks to ecosystem services are likely low after mitigation measures are in place. Specific circumstances may raise the risk profile. For example, if the treatment area was part of a municipal water catchment zone.

ESRA for Boron

Exposure	List of values	Assessment of Potential risks post mitigation	Descriptor of why / why not a risk
Environmental	Soil (erosion, degradation, biota, carbon storage)	Low	Risk to soil of boron are low. Usually, it is applied in areas which have deficiencies to correct them. Unlikely to create excessive levels of boron. <ul style="list-style-type: none"> Toxicity: Excessive boron can be toxic to soil organisms and plants, potentially causing nutrient imbalances and affecting soil health. Mobility: Boron is moderately mobile in soil, which can lead to leaching and potential contamination of groundwater if over-applied.
	Water (groundwater, surface water, water supplies)	Low	Boron's impact on water includes: <ul style="list-style-type: none"> Migration Risk: Boron has moderate risk of migration due to its solubility, which can lead to contamination of surface and groundwater. Toxicity: It has low to moderate toxicity to aquatic life, potentially affecting fish and invertebrates if concentrations are high. Eutrophication: While not a primary cause, excessive boron can contribute to nutrient imbalances, indirectly influencing water quality and promoting algal growth.
	Atmosphere	Low	Boron generally poses minimal risk to the atmosphere. Boron has low volatility, meaning it does not significantly release into the air under typical conditions.
	Non-target species (vegetation, wildlife, bees and other pollinators, pets)	Low - Medium	Aquatic: <ul style="list-style-type: none"> May contribute to nutrient enrichment, potentially causing algal blooms that harm aquatic life. Generally low acute toxicity to fish and other aquatic organisms. Can affect water quality if present in high concentrations, indirectly impacting aquatic species. Terrestrial: <ul style="list-style-type: none"> Low direct toxicity to mammals. Can severely impact non-target vegetation if applied inappropriately, leading to potential ecosystem disruption. Minimal risk to soil microorganisms and earthworms. Low to moderate risk to birds and bees, depending on application rates and exposure levels.

Exposure	List of values	Assessment of Potential risks post mitigation	Descriptor of why / why not a risk
Social	HCV 5-6	Low	The risk is likely to be low in most situations. <ul style="list-style-type: none"> Inhalation: Inhalation of boron dust may cause respiratory irritation. Dermal Contact: Can cause mild skin irritation. Ingestion: Accidental ingestion may lead to gastrointestinal irritation; overall toxicity is low. Eye Contact: May cause mild to moderate eye irritation. Carcinogenicity: Boron is not considered carcinogenic; no evidence suggests it causes cancer. Mutagenicity: Boron is not known to be mutagenic; genetic toxicity studies are predominantly negative. Reproductive Toxicity: High levels of boron exposure can affect reproductive health, but typical exposure levels from agricultural or industrial use are generally considered safe. No significant reproductive risks are observed at normal exposure levels.
	Health	Low	Overall, risks are minimal with appropriate handling and application practices.
	Welfare	Low	Low risk.
	Food and Water	Low	The risk to food and water is likely low. Boron is used in a number of food producing industries. Can enhance plant growth and yield by providing essential nutrients. High solubility increases the risk of leaching into groundwater, which may impact drinking water quality if not managed properly.
	Social Infrastructure	Low	The risk to social infrastructure is likely low if the treatment area is well within the forest and away from in-forest or adjoining infrastructure.
	Economic Viability	Low	The risk to economic viability is likely low if the treatment area is well within the forest. Risk increases with scale, intensity and operational complexity, especially if the operation is on a boundary.
	Rights (legal and customary)	Low	Risks to rights are likely to be low unless in specific situations like easements for water extraction or grazing. This would create a temporary closure.
	Non-timber forest products	Low	No foreseen impact on non-timber forest products.
	HCV 1-4	Low	Low risk. If boron was to end up in HCV 1-4 areas, it would provide additional growth for species. Possible concern is around wetlands, where boron may lead to algae blooms. Impact minimal with proper spreading procedures.
	Landscape	Low - Medium	Excessive use may lead to nutrient imbalances, affecting plant growth and potentially disrupting local ecosystems. Improper application can alter soil pH and nutrient levels, affecting soil health and long-term productivity.
Environmental	Ecosystem services	Low	Risks to ecosystem services are likely low after mitigation measures are in place. Specific circumstances may raise the risk profile. For example, if the treatment area was part of a municipal water catchment zone.

Foliage sample determinate which areas need fertilizer evidence:

Scion Te Papa Tipu Innovation Park, Tokorangi Drive (formerly Long Mile Rd) Private Bag 3020 Rotorua, New Zealand										Telephone: +64 7 343 5899 Email: Testing@scionresearch.com www.ScionResearch.com										 FORESTS PRODUCTS INNOVATION										Apply Boron if <12ppm										Area (ha)										821.77
Job #	Samg	Customer Reference	Location	Region	Year Plan	Materials	Species	Service	Notes	Collected	Nitrogen (N) %	Potassium (K) %	Calcium (Ca) %	Phosphorus (P) %	Magnesium (Mg) %	Manganese (Mn) ppm	Zinc (Zn) ppm	Iron (Fe) ppm	Boron (B) ppm	Copper (Cu) ppm	Treatment Planned	Hectare																												
12358	R99034	902/619	Hamner	Canterbury	2020					30/3/2023	1.39	0.864	0.264	0.194	0.100	190	36	35	3.9	4.0	Y	17.61																												
	R99037	902/6131	Hamner	Canterbury	2020					30/3/2023	1.41	0.810	0.243	0.192	0.090	209	30	35	4.0	4.0	Y	2.22																												
12363	R99068	913/552	Wynedale	Canterbury	2019					13/3/2023	1.34	0.910	0.276	0.207	0.089	310	31	109	6.7	3.7	Y	13.57																												
12355	R99028	Chaney's 910/9+10/53	Chaney's	Canterbury	2019	P.RAD-F	Pinus radiata			30/3/2023	1.32	1.004	0.156	0.160	0.075	78	28	52	7.0	3.3	N	6.65																												
12363	R99070	914/111	Coalgate	Canterbury	2019					13/3/2023	1.43	1.041	0.141	0.123	0.075	356	30	43	7.3	4.3	Y	13.03																												
12350	R99097	Mt Thomas 905/3+4/19+7	Mt Thomas	Canterbury	2019	P.RAD-F	Pinus radiata			20/2/2023	1.54	0.929	0.194	0.154	0.079	638	32	46	7.8	4.4	Y	14.52																												
12358	R99033	902/532	Hamner	Canterbury	2020					30/3/2023	1.56	1.165	0.217	0.234	0.077	82	33	74	7.7	4.7	Y	5.04																												
12350	R99004	Dalehope 912/7132	Dalehope	Canterbury	2019	P.RAD-F	Pinus radiata			20/2/2023	1.49	1.053	0.191	0.217	0.068	319	32	44	8.2	4.2	Y	68.19																												
12358	R99049	907/3223	Hamner	Canterbury	2019					30/3/2023	1.30	1.351	0.230	0.228	0.077	162	36	28	8.4	4.3	Y	10.94																												
12355	R99027	Chaney's 910/155	Chaney's	Canterbury	2019	P.RAD-F	Pinus radiata			30/3/2023	1.40	1.014	0.161	0.155	0.079	178	31	40	8.6	3.4	N	14.19																												
12350	R99003	Dalehope 912/4145	Dalehope	Canterbury	2019	P.RAD-F	Pinus radiata			20/2/2023	1.59	1.204	0.158	0.229	0.062	238	30	43	8.6	3.9	Y	30.06																												
12358	R99049	907/3223	Ashley	Canterbury	2019					30/3/2023	1.30	0.954	0.201	0.154	0.100	530	34	32	8.9	3.4	Y	18.3																												
12350	R98999	Mt Thomas 905/1516	Mt Thomas	Canterbury	2019	P.RAD-F	Pinus radiata			20/2/2023	1.59	1.231	0.210	0.235	0.083	346	43	45	9.3	4.6	Y	18.78																												
12355	R99029	Chaney's 910/354	Chaney's	Canterbury	2019	P.RAD-F	Pinus radiata			30/3/2023	1.21	1.153	0.162	0.184	0.075	156	32	43	9.3	3.3	N	22.16																												
12363	R99071	914/671+18	Coalgate	Canterbury	2019					13/3/2023	1.42	0.941	0.169	0.134	0.075	467	33	49	9.4	4.0	Y	7.7																												
12363	R99069	913/623	Wynedale	Canterbury	2019					13/3/2023	1.46	1.002	0.188	0.220	0.072	208	30	65	9.5	4.0	Y	17.75																												
12350	R99005	Dalehope 912/1032	Dalehope	Canterbury	2019	P.RAD-F	Pinus radiata			20/2/2023	1.51	1.102	0.194	0.224	0.067	192	29	61	9.5	3.7	Y	73.95																												
12358	R99051	907/3395	Ashley	Canterbury	2019					30/3/2023	1.42	1.096	0.240	0.194	0.095	486	37	45	9.7	4.1	Y	43.11																												

Your reference: 902/3/12
 Sample no: R99032 Job: 12358 27/03/2023

Foliage analysis and recommendation

Analysis results for the sample of Other species foliage from 3 year old trees that you sent us from Hanmer Forest are given below.

Results		
Test	Result	Comments
Nitrogen	1.61 %	Satisfactory
Phosphorus	0.218 %	Satisfactory
Potassium	1.072 %	Satisfactory
Magnesium	0.073 %	Marginal
Calcium	0.181 %	Satisfactory
Boron	18.1 ppm	Satisfactory
Manganese	325 ppm	Satisfactory
Zinc	30 ppm	Satisfactory
Copper	2.9 ppm	Marginal
Iron	42 ppm	Satisfactory
Potassium : Magnesium Ratio	14.7	

Suggested Action

Application of Magnesium at the rate of 100kg/ha may be advisable.(Calcined Magnesite @ 200kg/ha is suggested)[No data available on fertiliser application rates for this species. Cited rates are for Pinus radiata - 1 yr foliage and are a guide only].
 No N or P fertilisation is likely to be required. No N or P fertiliser is required. [No data is available on recommended rates of fertiliser application for this species].

Scion Analytical Laboratory
 Phone +64 7 343 5899

FORESTS

Aerial Fertiliser Plan

SITE INFORMATION			
Forests	Dalethorpe, Wyndale, Coalgate, Ashley	Location / Rd Name	Various. As per attached overview maps
Treatment Area (ha)	373.3 ha		Total program = 22.4 Tonnes of Boron.

OPERATION INFORMATION			
Planned Start Date	15/09/2023	Actual Start Date	
Operational	Only apply Boron within operation boundaries. Shapefiles show accurate boundaries.		
Traffic management	Jaco will provide traffic management on Dalethorpe Rd for stand 912-10-32 Where loading sites are adjacent to forest roads, roads must be closed. Where practical, all roads within or adjacent to operational areas will be closed with signs and tape. If traffic is seen on roads adjacent to stands cease all operations until contact can be made with the vehicle and/or it is clear of the area.		
Safety	For Forest specific hazards, refer to the Rayonier hazard ID in this prescription. In addition, the contractor is to maintain their own hazard register and controls for hazards relating to their operation.		
Environmental Restrictions	Observe Stream buffers. Keep min 10m buffer from significant waterways, & 5m from all other waterways & water bodies.		
Contractor name	Way-2-Go Heli Services –	Contractor Phone No	
Supervisor name	Rebecca Coles (Rayonier Matariki Forests) Jaco Nortje (Alpha Forestry Services)	Supervisor Phone No	Rebecca: 027 224 7724 Jaco: 020 4124 5487

CHEMICAL INFORMATION							
Product Name	Active Ingredient		Product /Ha	Area	Total Product	Mix #	Comments
	Name	%					
Hydroboracite	Calcium and Magnesium borate	10	60 kg/ha	87 ha	5.22 Tonnes		Ashley Forest – 87ha
				21 ha	1.26 Tonnes		Coalgate Forest – 21ha
				242 ha	14.52 Tonnes		Dalethorpe / Wyndale Forests 242 ha
				23.3 ha	1.4 Tonnes		Omihi = 23.25ha
Total:				373.3 ha	22.4 Tonnes		

CAR 08(2023) is closed

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Sub-clause 11.2.6 - Planned fire

The forest manager shall determine the appropriate uses of planned fire, considering:

- (a) silvicultural requirements;
- (b) human life and asset protection from wildfire;
- (c) habitat or ecosystem requirements; and
- (d) recognised practices of Indigenous peoples.

Where planned fire is appropriate, the forest manager shall:

- (e) determine the appropriate fire regimes (frequency, intensity, timing and spatial distribution for the forest types) taking account of the views of appropriate stakeholders e.g. traditional custodians, scientific experts, regulatory authorities; and
- (f) apply the fire regimes to meet management objectives, while minimising adverse impacts, including smoke effects.

Where planned fire is used for training personnel or the management of slash, the forest manager shall undertake an evaluation and risk assessment process and implement measures to ensure the extent of the fire is contained to the target area and manage on-site and off-site impacts.

Note: Inappropriate fire regimes include fire at too infrequent or too frequent intervals, and severe bushfire/forest fire/wildfire. Vast areas of continuous burnt land or unburnt land may be deleterious to biodiversity in the landscape and to forest ecosystem health.

No planned fires are used under Rayonier FMU's

Sub-clause 11.2.7- Impacts of damage agents

The forest manager shall plan and implement measures to prevent or manage the extent and impact of damage agents.

Refer to 11.2.1 and 11.2.2

Sub-clause 11.2.8 - Salvage operations

The forest manager may undertake salvage operations to recover forest products affected by damage agents. In such circumstances the forest manager shall plan and implement measures to minimise adverse environmental, social and economic impacts. In circumstances where recovery of forest products occur:

- (a) the forest manager shall exclude all reserve areas within the defined forest area from salvage operations except where required for safety, fire management, rehabilitation, or other justified reasons. Areas subject to these exceptional circumstances shall have additional stringent conditions to recognise the values in the reserves;
- (b) the forest manager shall ensure that the planning and implementation of salvage operations is carried out in a manner that maintains remaining significant biodiversity values;
- (c) in native forest, the forest manager shall, where opportunities exist, retain biological legacies and stand structural elements on affected areas, including variations in the intensity of salvage logging, retaining a range of growth stages to maintain biodiversity values within the affected area, and minimizing the level of physical disturbance on regenerating areas;
- (d) the forest manager shall ensure that salvage operations are carried out consistent with all relevant requirements of the standard, including requirements of Clause 11.5.7 for regeneration, growth and species composition.

Note: See also Clause 8.2.

Rayonier does analysis for each of their operations this included salvage operations – the analysis include the potential environmental and social impact. This is included under their **Process Manager ex PROMAP** Evidence:

Harvest Plan for Sale area 903-004-01S Balmoral Forest – Canterbury FMU

HARVEST OPERATION NOTES

Summary

Discuss

- 100% Ground based fully mechanised harvesting system.
- All settings are *P. radiata*.
- Balmoral Forest is situated on an alluvial flood plain and has free-draining gravelly soils. Mostly flat terrain: there may be some small rises in terrain due to old river terraces, but slopes should not exceed safe working limits of machinery.
- Use AVENZA Maps to assist in felling plans.
- Young regen trees amongst crop trees are common throughout Balmoral.
- Large areas of windthrow scattered throughout sale area. Windthrow poses an additional risk due to the stems being under tension and compression. Under no circumstances should there be any manual butting off of windthrow with a chainsaw.
- Setting boundaries are soft boundaries. They can be changed if it makes accessing windthrow easier.
- There is a water-race on the southeastern edge of the setting 2, across Jamison Road. Avoid felling trees toward this area.
- Ngai Tahu Farming use McKays Road. They will remove their fences before the crew arrive. Contact George – 027 384 8111, or Todd – 021 708 747. They have our R/T channel also.

Sub-clause 11.2.9- Rehabilitate degraded native vegetation

The forest manager shall identify sites within the defined forest area that are degraded, and facilitate a prioritized economically feasible programme for rehabilitation.

Rehabilitation activities should be guided by best available information and advice from relevant experts.

Note 1: The forest manager should demonstrate an awareness of existing and potential adverse impacts of environmental factors on natural ecosystems within the defined forest areas, including potential impacts of climate change on local conditions and extreme events.

Note 2: Restoration activities should be guided by best available information and advice from relevant experts.

As part of the conservation efforts the certificate holder is planting some of the buffer areas to protect wetland.

- Planting native trees in a wetland in Lakeview Forest - This work involved retiring approximately 2 ha of land post harvest. The land was then fenced in sections, slash raked, pre plant sprayed and planted with native vegetation - see map
- Planting native trees in a wetland in Kaiwaka Forest - This work involved spot spraying around the boundaries of a wetland in the Kaiwaka property. The area was then planted by Rayonier staff and school children from a local school.
- Fencing off an area of Lakeview Forest for Kakabeak planting project - Several years ago an endangered species of plant - the Kakabeak was discovered in the Willowflat property. Some seed was collected from the discovered plants and has been propagated. We have recently cleared and fenced an area within Lakeview to be planted up with some of the seedling that have propagated putting them in an enclosure to protect them from browsing damage.

Rayonier is also part of the Chatterton River strategic restoration plan [DRAFT Chatterton River Strategic Restoration Plan.pdf \(hurunui.govt.nz\)](#)

Restoration for Bush Gully wetland for the protection of mudfish - [Swimming against extinction \(matarikiforests.co.nz\)](#)

Sub-clause 11.2.10 - Unauthorized and illegal activities

The forest manager shall address unauthorized or illegal activities, including notifying the relevant authorities of such activities.

Each region subcontract a security contractor – a report is sent to the managers weekly, any illegal activity identified is followed up and a trespass request if it is needed.

Gates have locks and signs indicating which activities are allowed within the forest. Signs when operations in the forest are up.

The Certificate holder website has an online forest induction.

Evidence:

[Environment | Rayonier Matariki Forests](#)

Interviews with staff members and local stakeholders

Canterbury security expenses under budget code 715518

Security expenses under budget for Northland for 2023 for code 715509

Canterbury examples of weekly report activities

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Weekly Security Report 7-10 April 2023 External Inbox x

Jaco Nortje -jaco@alphaforestry.co.nz
to me, Tina
Hi All

Wed, Apr 12

We have the following to report back on:

Ashley

- Found 2 cyclists on Makeriki road boundary of hunting block 6. Advised them to wear hi viz and stay on boundary roads.

Lowmount

- 7 April - Found Bellbird road gate open. Took a drive through and called up but had no response and found no one in the forest. Locked gate

Hanmer

- Forests were very busy over the weekend. Caught up with Brian from Hanmer Honey

Omihi

- 10 April - Found Limestone Creek gate open. Could have been Mark Allen, found his ute corner Hopkins and Limestone Creek.

Oxford

- Bush road - Bumped into Doug (forest owner) and Dean, requested Doug to lock gate when finished

Wyndale

- Nathan Siepkes let us know that they had lost a dog and would be in the forest till after dark. Came across them during the patrol. Just want to acknowledge good comms from the hunting club.

All other patrols were good with no major issues to report.

EMS recording of illegal activities

Trespass to Bradley Herring dated 2 June 2023 – for Ashely forests

The company has identified the need to change the security company in the Lawrence area, there is a proposal with a new security company dated on May 2024 which is still being analysed and discussed. On the 29th the Southland Manager confirms to have a meeting with the company to work in some more details of the proposal. The security company agreement will cover all the Southland region.

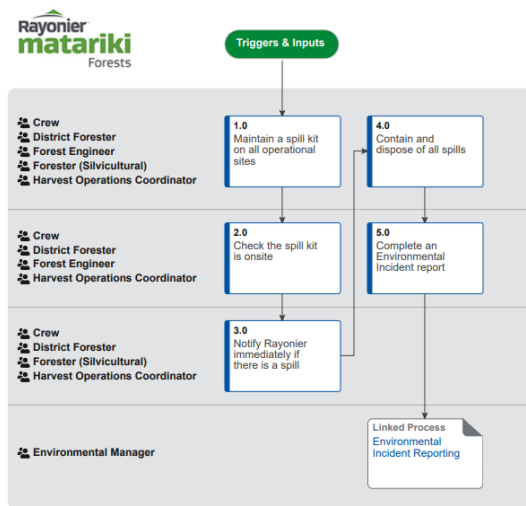
Observation 03 is raised to follow this up as result of some comment from neighbours about poachers from the forestry.

Sub-clause 11.2.11 - Waste management

The forest manager shall ensure that hydrocarbons and other non-biodegradable waste and litter from forest management activities shall be cleaned up, collected and stored in designated areas and removed in an environmentally responsible manner.

Note: The risk of harmful impacts of spills and waste from the use of non-biodegradable hydraulic carbons can be minimised by the use of biodegradable hydraulic fluids and oils.

The company has procedures for management Fuel, Oil and chemicals V6.0



Visited site in Norhtland, Canterbury and Hawkes bay show that all crews have procedures and are aware of how to act in the case of an spill. Mechanics collets the used oil and take it back to the workshop.

Containers for waste are also avialnle in certain areas – those are know by the local contractors.

Invoice from Salte waste oil collectiong was seeing for Norhtland FMU – dated 14 April 2024

Containers are part of the AgRecovery evidence of terutn containers seeing under Agrecovery record report 2023-2024

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Site	Member No	Hide Spraying Ltd Member Name	Drop Off Date	
Rangiora Hide Spraying	HID00006	Andrew Hide	17/05/2024	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	04/04/2024	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	31/01/2024	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	15/01/2024	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	21/12/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	28/11/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	15/11/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	01/11/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	11/10/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	09/08/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	15/05/2023	➤
Rangiora Hide Spraying	HID00006	Andrew Hide	27/03/2023	➤

11.3- BIODIVERSITY

Sustainability Objective 3: The biological diversity in forest ecosystems shall be maintained, conserved and appropriately enhanced.

Sub-clause 11.3.1- Identification of significant biodiversity values at clear risk of adverse impacts

The forest manager shall identify significant biodiversity values (SBVs) that are within and/or ecologically connected to the defined forest area.

Note: Regulatory frameworks, recognized databases, published scientific information, expert knowledge and current research, complemented as needed by inventory and mapping of forest resources, field assessments and other relevant forest planning instruments, may be used in the identification of SBVs. Identification of SBVs in the vicinity of the defined forest area may involve a desktop assessment of recognized databases.

SBVs at clear risk of adverse impacts from forestry management practices within, and within the vicinity of, the defined forest area shall be determined through a documented risk assessment process involving scientific experts (e.g. ecologists, species specialists, foresters). The clear risk of both short-term and long-term impacts will be determined and considered.

Note 1: Scientific research applicable to the forest ecosystem published in peer-reviewed journals should be taken into account in the assessment of clear risk to SBVs.

Note 2: The forest manager should consider any other indigenous species, communities or habitats (not covered by SBVs) that may be found through new information to be at risk.

Sub-clause 11.3.2- Actions to maintain or enhance significant biodiversity values

The forest manager shall develop and implement effective strategies to maintain, or enhance SBVs, including the control of potential adverse impacts. This shall involve the application of the precautionary approach.

Note: Strategies may include protection areas, set asides, connectivity maintenance or other spatial or temporal measures as appropriate. The measures shall be consistent with actions specified in relevant recovery, action or threat abatement plans; codes of practice; or recognized interim guidelines. They shall also take account of known information and relevant scientific advice.

The forest manager shall develop and implement a plan where viable but degraded SBVs remain, to maintain and enhance them.

The forest manager shall map areas of SBVs within and in the vicinity of the defined forest area that are identified for protection or conservation through active management.

The forest manager shall minimise risks posed by activities to areas managed for biodiversity and/or retained habitat features, and other protected areas, conservation reserves, or areas of native vegetation that are part of a recognised offset.

Sub-clause 11.3.3- Maintain native vegetation types and structure

The forest manager shall maintain or enhance genetic diversity, vegetation types, stand structural elements and growth stages of native vegetation.

Sub-clause 11.3.4- Landscape scale diversity

The forest manager shall maintain habitat diversity at a landscape scale by:

- (a) contributing to the maintenance, improvement and restoration of ecological connectivity;**
- (b) maintaining or enhancing remnants.**

Note 1: Such a network may include waterbody reserves and links up slopes and across ridges to connect with waterbodies in adjoining catchments. Strips and remnant patches should connect any large patches of forest which are not to be harvested, including reserves and other protected areas.

Note 2: The forest manager may decide on the configuration (width and frequency) of retained/restored areas appropriate to the local conditions using best available information and advice from relevant experts.

Sub-clause 11.3.5 -Maintain habitat diversity within the harvest unit

With due regard to safety, the forest manager shall maintain biodiversity values in native forest by retaining and maintaining an appropriate distribution of potential habitat such as standing and fallen dead wood, remnants, recruitment and hollow-bearing native trees.

Wherever necessary, the forest manager shall restore habitat where biological diversity has been damaged by the forest operation.

Note: Maintenance may involve retention of habitat features around the edges of harvest units where regeneration and/or safety is compromised.

Sub-clause 11.3.6 - Infrastructure

The forest manager shall construct and maintain infrastructure (including waterbody crossings) with the aim of minimizing adverse biodiversity impacts. This shall include (but not be limited to) consideration of:

- (a) SBVs;**
- (b) migration patterns of key species; and**
- (c) aquatic and riparian zone habitats.**

Sub-clause 11.3.7- Monitor biodiversity

The forest manager shall monitor biodiversity priorities, using a scientifically based monitoring methodology developed in consultation with relevant experts and stakeholders, to determine if values are being maintained or enhanced within the defined forest area. Biodiversity priorities for monitoring will be clearly described and quantified, and be drawn from general biodiversity, structural elements and/or SBVs.

The forest manager shall document biodiversity monitoring objectives and methods. The monitoring results will be used to evaluate and improve the effectiveness of the biodiversity management.

Note: The results of biodiversity monitoring should not be regarded as confidential (see 9.1.1) except where there is risk of causing harm

Sub-clause 11.3.8- Utilization of threatened species

The forest manager shall not utilize threatened species for commercial purposes unless permitted under national or state legislation, or the CITES Convention.

11.4- SOIL AND WATER RESOURCES

Sustainability Objective 4: The protective functions of forests, notably soil and water, shall be maintained or enhanced.

Sub-clause 11.4.1- Identify soil and water values

The forest manager shall identify and assess the soil and water values that can be affected by forest management.

The forest manager shall identify and map areas with recognized protective soil and water functions for society (e.g. domestic drinking water catchments).

Sub-clause 1.4.2- Protect soil properties

The forest manager shall protect and maintain the physical, chemical and biological soil properties and restore those properties; where reasonably practicable.

The forest manager shall:

- (a) minimise the extent of soil disturbance;
- (b) take special care to minimise erosion, particularly on sensitive soils and erosion-prone areas, as well as in areas where operations might lead to excessive soil erosion;
- (c) promptly rehabilitate temporary tracks and product storage areas by ensuring drainage and re-vegetation where appropriate; and
- (d) where necessary, minimise the pressure of animal populations in sensitive areas.

Sub-clause 11.4.3- Maintain water values

The forest manager shall protect and maintain water quality (physical, chemical and biological) by:

- (a) minimizing movement of soil and debris from forest management activities into waterbodies;
- (b) minimizing movement of pesticides and fertilizers into waterbodies and surrounding areas;
- (c) taking action to avoid adverse impacts of hydrocarbons on water quality;
- (d) implementing, maintaining and/or restoring protective waterbody management zones (of legally mandated widths or appropriate science-based widths) on drainage lines, and other natural waterbodies at risk of adverse impact from forest management activities;
- (e) taking action to improve water quality where it has been significantly degraded, in consultation with other catchment users where necessary;
- (f) minimizing adverse impacts on hydrological flows (surface water and groundwater recharge), with special care given to operations in areas with water protection functions; and
- (g) ensuring its impacts on hydrological flows are in accordance with codes of practice and/or regulated catchment goals.

Sub-clause 11.4.4- Infrastructure

The forest manager shall construct and maintain infrastructure (including waterbody crossings) with the aim of minimising adverse soil and water impacts. This shall include (but not be limited to) consideration of:

- (a) bare soil exposure;
- (b) introduction of soil and debris into waterbodies; and
- (c) effective operation of drainage structures.

11.5- FOREST PRODUCTIVE CAPACITY

Sustainability Objective 5: Forest management shall maintain the productive capacity of forests

Sub-clause 11.5.1- Identify forest products

The forest manager shall identify the range of existing wood and non-wood forest products provided by the defined forest area.

Sub-clause 11.5.2- Harvest rate

The forest manager shall determine the harvest rate for forest products commensurate with the long-term productive capacity of the forest. The harvest rate shall be justified and based on inventory and growth and yield estimates, considering the potential cultural, economic, environmental, and social impacts.

The forest manager shall ensure that the harvesting levels do not exceed the productive capacity in the long term, with the understanding that salvage operations may require exceeding the productive capacity in the short term.

Note: Salvage operations may involve temporary harvesting rates above the calculated productive capacity and necessitate a subsequent review.

Sub-clause 11.5.3- Manage non-wood products

The forest manager shall ensure that commercial use of biological non-wood forest products is consistent with regulatory requirements and does not impact long-term sustainability.

Sub-clause 11.5.4- Damage to growing stock

The forest manager shall minimise damage to growing stock during forest operations.

Sub-clause 11.5.5- Infrastructure

The forest manager shall construct and maintain infrastructure necessary for forest management and delivery of goods and services.

Note: Refer to Clause 11.3.6 and Clause 11.4.4.

Sub-clause 11.5.6- Species selection

The forest manager shall select and use species and genotypes that are suited to site and proposed end uses.

The forest manager shall ensure that any potential adverse impacts (including undesirable hybridization) of the deployment of selected non-endemic species have been scientifically evaluated and can be managed.

The forest manager shall regenerate native vegetation with species and genotypes that are native to the area, or from an equivalent locality, as far as reasonably practicable, to maintain local gene pools, species mixes, quantity and quality of forest resources.

The forest manager shall consider climate change, disease insect, pest resistance and other threats in selecting species and genotypes.

The forest manager shall not use genetically modified trees.

Sub-clause 11.5.7- Silviculture

The forest manager shall use silvicultural systems and stocking rates, appropriate for the forest type, site conditions and management objectives.

The forest manager shall implement operations in a timely manner to effectively establish or regenerate forests, promote growth and maintain appropriate species composition.

In situations where new silvicultural systems are being developed, the forest manager shall verify the effectiveness of the new silvicultural systems.

The forest manager shall take measures to control the pressure of pest species on forest establishment, regeneration and health.

11.6 CULTURAL VALUES

Sustainability Objective 6: Forest management shall protect and maintain, for Indigenous and non-Indigenous peoples, their natural, cultural, social, recreational, religious and spiritual, and heritage values and rights.

Sub-clause 11.6.1- Heritage values

The forest manager shall identify, protect and maintain cultural, religious, spiritual and social heritage places and values.

The forest manager shall regularly consult with appropriate bodies to:

(a) identify and record the significant cultural places and values; and

(b) protect and maintain these cultural places and values in a way that takes due regard of their significance.

Sub-clause 11.6.2- Indigenous peoples' rights, responsibilities and values

The forest manager shall recognize rights, responsibilities and values of Indigenous people based on their recognized connection and ownership, where applicable, to the forests and land, including but not limited to the established framework of legal, customary and traditional rights such as outlined in ILO No.169, the Treaty of Waitangi and the UN Declaration on the Rights of Indigenous Peoples. These rights shall not be infringed upon without free prior and informed consent.

The forest manager shall identify and respect the rights, responsibilities and values of Indigenous peoples. This shall include:

- (a) providing for Indigenous peoples' input into decision making. In New Zealand, this shall include the rights of tangata whenua in decision making to ensure continued protection of those values;
- (b) acknowledging and applying Indigenous peoples' knowledge of sustainable development and management of forests with informed community consent;
- (c) applying practices and protocols that are consistent with Indigenous peoples' cultural and spiritual values that support and endorse sustainable development and management of forests;
- (d) where appropriate, communicating to the wider community Indigenous peoples' rights, interests and knowledge;
- (e) supporting Indigenous peoples' economic and social aspirations in sharing benefits from the management of forests; and
- (f) respecting Indigenous peoples' cultural and traditional customs.

Sub-clause 11.6.3- Indigenous cultural values

The forest manager shall identify, record and protect Indigenous peoples' cultural, religious, spiritual and social heritage places and values, respecting requirements for confidentiality and intellectual property.

The forest manager shall consult with the relevant Indigenous peoples or their representative bodies to:

- (a) identify and record the significance of Indigenous peoples' cultural places and values;
- (b) protect these cultural places and values, wāhi taonga, wāhi tapu and treasures of national heritage;
- (c) identify areas fundamental to meeting the health and subsistence needs of Indigenous peoples and communities; and
- (d) manage these areas in a way that takes due regard of their significance.

Sub-clause 11.6.4- Legal and traditional uses

The forest manager shall allow existing legal and traditional uses in the forest to continue.

The forest manager shall use stakeholder engagement mechanisms to negotiate with affected traditional land use parties to address any uses that might be inconsistent with forest management objectives or the requirements of this standard.

Sub-clause 11.6.5- Traditional knowledge and management practices

The forest manager shall identify and apply traditional knowledge, experience, innovations and practices, where appropriate.

Where traditional knowledge is used, free prior and informed consent is obtained from the knowledge custodian and the benefits of application are equitably shared.

Note: Traditional knowledge can include the knowledge of non-government organisations, local communities and Indigenous peoples.

11.7- SOCIAL AND ECONOMIC BENEFITS

Sustainability Objective 7: Forest management shall maintain and enhance long-term social and economic benefits.

Sub-clause 11.7.1- Human rights and needs

The forest manager shall respect human rights as defined by the Universal Declaration on Human Rights in conducting its activities.

The company has a copy of the "International Labour Conventions ratified by New Zealand June 2015" where some of this document content is unemployment, 1919; minimum age, 1921; right of association, 1947; equal remuneration, 1951, holidays with pay, 1952; abolition of penal sanctions, 1955; employment policy 1964; etc.

Per the interviews with the company's representatives and contractors and workers they have declared feeling comfortable working for the company. In discussion with contractors, workers, and Rayonier's staff, it was evident that workers can establish or join labour organisations. However, none of the crews were members of unions, nor had any intention to join a union. It is a clear statement from Rayonier that be part of the union have the full support from them.

There are some other documents demonstrating the commitment of the company to respect human rights, for example:

- MODERN SLAVERY POLICY- signed by Alistair Brown i (Managing Director) on 9 Oct 2023
- Fatigue Management Policy- version 21.07.2017. This document also set up the conditions for rest break, weekend/public Holiday Work, etc.
- Hi Viz Clothing Policy- dated on August 2023.

- Code of Conduct amendments – NZ Practice Sep 2023
- Standard of Ethics and code of corporate conduct – Rayonier

The ILO core labour convention is included in NZ laws. For example, the laws listed in Appendix J. There is no evidence that the company is not complying with major labour laws like the HSAW Act, ACC Act, and the Employment Relations Act.

Sub-clause 11.7.2- Health and safety

Forest managers shall foster a safe working environment by developing systems which ensure that work is carried out in a safe and healthy manner and ensuring health and safety management conforms to relevant laws and codes of practice.

Note: The system should accord with The ILO Guidelines on occupational safety and health management systems: ILO-OSH 2001.

The forest manager shall:

- (a) identify hazards and determine risks;**
- (b) apply reasonable measures to protect workers from work-related risks;**
- (c) provide guidance and training in safe working practices;**
- (d) inform workers about the risks involved with their work and about preventive measures;**
- (e) cooperate and consult with workers and their representative organisations, where they exist, on workplace health and safety;**
- (f) comply with relevant workplace health and safety legislation and regulations;**
- (g) facilitate improvements in workplace health and safety; and**
- (h) only adopt working conditions that do not endanger health or safety.**

The forest manager shall provide opportunities for workers and their representative organizations, where they exist, to cooperate and actively participate in the development of workplace health and safety systems and decision making.

The certificate holder has a strong OHS system in place according to the ILO and NZ legislation, this system covers sections a-h.

As part of the operations planning risk and hazards are determined and a risk assessment is put in place to see which actions can be taken to reduce the risks, every morning the contractors have a tailgate meeting. Evidence of this was seen for the following.

Details of the harvesting operation – sale area # 911-009-11 Cpt 22 ground base – crew Brand Logging (4 people in the crew) risk assessment included.

Harvesting operations for sale area 907-027-02 – Button Logging – P. Radiata plantation, this is a largely 2 stage hauler skidders. The Area has a moderate slope, and some waterways that are protected during the operations – risk assessment included.

PPE is used according to the risk for each operation during the visit to crews it was confirmed that correct PPE was used for works and staff also as part of the induction for visitors the foreman review the PPE for the auditor.

Section 2.3.3 for the OHS system from Rayonier as follow:

2.3.3 Workers have PPE.

ACoP sets minimum requirements

RMF have a PPE policy (Hi Viz)

Specific PPE (ie: chemical use) should be in accordance with SDS

https://matarikiforests.sharepoint.com/sites/CorporateHub/PolicyProcedures_HS/Form/s/AllItems.aspx

2.3.4 Use of PPE is enforced

Observed through operational supervision and periodic SBO's

Training is provided for staff member and also each crew member is trained to the task – first aiders are allocated per operation and also staff member has the certification for that. Contractors confirm that Rayonier collaborate with training such as first aider with a percentage of the invoice allocated to them.

Evidence of that as follow:

Health and Safety Coordinator meeting 2 May 2024

OHS prestart meetings for Button logging limited dated 15 March 2023

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Section 5 - Health & Safety

HS1: Will your work have H&S impacts on other persons conducting business (i.e. persons providing services to you, passing through your operation or working alongside your operation)? Yes
- If Yes, describe how H&S risks and communication between the various parties will be managed in the comments below.

RMF has provided and discussed -

HS2: Known Site Specific Hazards to the site controller. Controls have been jointly reviewed and agreed. Yes

HS3: Map / plan showing operational work area, mean tree height (MTH) along with Latitude & Longitude coordinates for emergency. Yes

HS4: Notification of Hazardous Work to Worksafe NZ. Yes
(Logging or tree felling undertaken for commercial purposes, use of explosives, and large excavations - face height > 5 metres & average slope steeper than a ration of 1 horizontal to 2 vertical)

Contractor taking control of the site will -

HS5: Review the work plan and complete a Haz ID for the work to be done prior to work commencing. Yes

HS6: Meet EHS Incident Reporting requirements. Yes

*Notifiable Events, Actual or High Potential personal harm, uncontrolled forest hazards, significant environmental damage, consent breach and / or Regulator notice require **Immediate** verbal notification. All reports incl. Near Hits and Environmental Incidents require a Written or Online Report within 5 days.*

If Yes, enter comments

Trainign records

Cheimcal use

Last Updated : 9 July 2024							
Location	Name	Status (Employee/ Contractor	Business	Qualification	Date	Renewal Due	Notes
NTH	Sam Middlemass	Employee	RMF	Growsafe Standard	14/03/2024	14/03/2029	
NTH	Max Paku	Employee	RMF	Growsafe Standard	14/03/2024	14/03/2029	
NTH	Stuart Warren	Contractor	Stuart Warren Contracting	Growsafe Standard	14/03/2024	14/03/2029	crew (Elias Wano, Marama Rato, Aaron Taka Standard training on the 14th March 2024.
NTH	Joe Poa	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024	
NTH	Jack Rivers	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024	
NTH	Jesse Welsh	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024	
NTH	Cassidy L	Contractor	Silvi Contractors Ltd	GROWSAFE Basic		11/10/2024	
NTH			Silvi Contractors Ltd				Waiting on a Standard cert from SCL
BOP	Rob Schoonderwoerd	Employee	RMF	GROWSAFE Theory	10/11/2025		
BOP	Jackson Timothy	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293	
BOP	Terry Howard	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293	
BOP	Delmont Rameka	Contractor	Howard Forestry Services	Chem Handling & Storage (VH)	19/05/2027	Unit Stds 31290 31293	
BOP	Steve Madgwick	Contractor	WFS	GROWSAFE Standard Cert	8/11/2027		
BOP	Bevan Roozendaal	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027		
BOP	Francis F	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
BOP	Francis Kingi	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
BOP	Nathan Hughes	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027		
BOP	OkahuKura RK	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
BOP	Shyne C	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
BOP	Aaron P	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
BOP	Arron James	Contractor	Tane Mahuta	GROWSAFE Basic	28/07/2027		
BOP	Deroam H	Contractor	Tane Mahuta	GROWSAFE Basic	26/10/2028		
HBV	Lawrence Weston	Employee	RMF	GROWSAFE Standard Cert	13/01/2027		
HBV	Anial prakash	Contractor	FM Silvi	GROWSAFE Standard Cert			Anial's has expired but he doesn't really do t
HBV	Aminisital Raticuka	Contractor	FM Silvi	GROWSAFE Standard Cert	22/09/2028	Foreman - ethin	
HBV	Kaliova M	Contractor	FM Silvi	GROWSAFE Standard Cert	22/09/2028	E-Thin	
HBV	Reece Roberts	Contractor	Sabre	GROWSAFE Standard Cert	13/05/2027	Drill n Fill	

OHS

SURNAME	FIRST NAME	REGION/DEPT	TRAINING / DEVELOPMENT	INT/EXT	Year	COURSE	HEALTH & SAFETY TRG	START DATE	HOURS
de Gouw	Sarah	Southland	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Bardoul	Seamus	Bay of Plenty	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Andrews	Shaun	Hawkes Bay	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Coles	Shaun	Bay of Plenty	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Harvey	Steve	Bay of Plenty	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Dempster	Wayne	Health & Safety	Training	External	2020	Risk Assessment - US30265 (Online)	Yes	Feb-May	16
Nichols	Barb	Health & Safety	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Dempster	Wayne	Health & Safety	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Farmery	Acacia	Southland	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Hendrikse	Claude	Bay of Plenty	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Dravitzki	Patrick	Northland	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Robinson	Peter	Canterbury	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Weston	Lawrence	Hawkes Bay	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Barrington	Susie	Auckland - Information Technology	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Chung	Yuri	Auckland - Information Technology	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Jackson	Geoff	Auckland - Information Technology	Training	Internal	2020	H&S Coordinators Workshop	Yes	12 March	8
Thwaites	Matt	Southland	Development	External	2020	NZC Business		January	24
Grover	Mark	Southland	Development	External	2020	Learning from Failure		12 February	4

Crew training

Jun-23

Quick Reference

Names	First Aider 6901	Chainsaw	Q.C 25787	DXO Logmaking 1252	Logmaker	Ball 6928	Wheel Loader 6930	Shovelling 6947	Excavator 6925	Forwarder 6946	Dozer 6926	Skidder 6934	Mech. Felling 6945	Mech. Processing 6944	Load Logging Truck 6932	Tail Hold Op 17771	Breaker Out (GB)	Tethered Felling	Temporary Traffic Management	Tree Faller (Trainee)	Tree Faller (Basic)	Tree Faller (Intermediate)	Tree Faller (Senior)	Truck/Trailer	Basic Machine Maintenance	Steep slope 8/8/7	Loading
Matt Baldwin	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Adam Brand	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Tony Brand	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Simon Brand	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
James Cochrane	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Allen Dalziel	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Sam Dixon	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Perry Eyles	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
James Marr	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Matt Harris	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Shane Hubbard	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Jordan Ingham	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Shaun Graham	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Brian Lunn	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Matt Lydon	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Brett Rossiter	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Tony Rossiter	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Flynn Starkey	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Jamie Youngman	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Adrian Van't Wout	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
Bryan Waterman	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#

KEYS: # - QUALIFIED FOR TASK ■ - TRAINING RECORDS ONLY ■ - NO TRAINING RECORDS or QUALS ■ - ACTIVE STATUS (TREE FELLING)

The company has done a review for some sections of their system link to the follow up of one fatality occurred with one of their forest in Caterbury FMU back in Feb 2022. The contractor Button Logging was sentenced on 9 May 2024. Button Logging Limited was charged and fine under sections 36(1)(a) and 48(1) and (2)(c) of the Health and Safety at Work Act 2015.

The following is a summary of risk reduction activities that Dave has instigated since the fatality.

- (a) completely rewritten company job instructions for work involving raised/falling objects. This is in the form of a Safe System of Work
- (b) more recently has reviewed and update procedures around working around water bodies (responding to two recent North Island fatalities)
- (c) supported RMF's review of it's Repair and Maintenance of Mobile Plant Safe System of Work , including videos and dedication to Josh Masters (see link)

[RMF Repair and Maintenance Safe System of Work V 1.1 January 2023 Final Release.pdf](#)

The company's H&S National Advisor described the work being done on guarding across the company's machinery since raising the CAR10. An annual machinery survey was initiated across the regions and identified areas needing improvements. All contractors were contacted requiring guarding to meet the FICA Yarder Guarding and Safe Access Best Practice Guide (soon to be released). All new machinery or hire machinery has to meet the standards of AS5327.

- Rayonier Mail - Fwd_ WorkSafe media release - Standards for guard railing on forestry mobile plant

CAR 10 (2023) is closed.

Sub-clause 11.7.3- Workers' rights

Forest managers shall ensure that its practices and those of its contractors and sub-contractors comply with the fundamental ILO conventions.

The forest manager shall recognize, respect and support the rights of workers to:

- (a) join a union or organization of workers;**
- (b) participate in collective bargaining amongst the industrial parties which is consistent with this standard and the fundamental ILO conventions; and**
- (c) associate freely.**

Where it engages in collective bargaining, ensure bargaining is consistent with the fundamental ILO conventions by ensuring that it:

- (d) takes place with representative workers' organizations where they exist;**
- (e) does not involve direct dealing;**
- (f) takes place in good faith; and**
- (g) involves the forest manager's best efforts to reach agreement.**

Representatives of organizations of workers shall be provided with appropriate (and facilitated upon reasonable request) access to workers in the workplace and have the use of such facilities in the workplace as are necessary for the proper exercise of their functions as workers' representatives.

During the visit to contractors a formal document signed by them was on their containers these documents show



Attention all contractors, contractors' staff, and subcontractors,

As part of Rayonier Matariki Forests' certification with FSC and PEFC, and out of a general desire to create good working environments for our contract workforce, we are publishing this memo to update our requirements regarding workers' rights and pay rates.

The following requirement will apply immediately.

- Rayonier Matariki Forests supports workers' rights to join a union if they wish.
 - We will facilitate union representatives' access to worksites if requested, as per section 20 in the Employment Relations Act 2000.
 - They will not face discrimination or penalties for being a union member or for participating in union activities and meetings.
- All employees receive the same rate of remuneration when they do the same or substantially similar work regardless of ethnicity or gender in accordance with the Human Rights Act 1993 and the Equal Pay Act 1972.
 - Wages must be paid on time, with a mutually agreed upon method (e.g. bank transfer).

The following requirement will apply as of the **9th of August 2024**.

- All employees must be paid at least the current living wage. Specifics can be found here: [Living Wage Movement Aotearoa New Zealand](#)
- Where workers are being paid a piece rate, this must be at least equal to the equivalent living wage hourly rate.
- Staff which are currently in training are not required to be paid the living wage.

Sincerely,

Rayonier Matariki Forests

Evidence:

Visit to Brand Logging 28 Aug 2024 Canterbury region.

Visit to Silvicultural contractors Ltd 21 Aug 2024 Northland region.

Visit to Rosewarne harvesting crew 21 Northland region.

Email from district council dated 7 Aug 2024 to 4 contractors.

CAR 11 (2023) is closed

Sub-clause 11.7.4- Equal employment

The forest manager shall:

(a) commit to, promote and ensure that all workers are afforded equal treatment, non-discrimination and freedom from workplace harassment.

(b) use qualifications, skill, experience and merit as the basis for recruitment and advancement; and

(c) give special consideration to opportunities for training and employment of local people, including Indigenous peoples.

During the visit to Rayonier regional offices and on-site operation, it was evident that is not any kind of discrimination, the company is multicultural, no issue with gender, nationality or religion. The communications is very horizontal everyone communicate with the other with the same respect. Harassment is not tolerated under the Rayonier Ethical Standard.

Confirmation about the requirement process to be transparent was discuss with some of the new members in the region offices and with contractors.

Training is provided to staff member and contractors.

Interviews with contractors confirm that Rayonier collaborate with training by paying some fees and by organising internal training.

Most of the contractors, services and good are preferable local however in the case that is not possible the certificate holder will be looking for options.

Evidence:

Interviews with Button Logging and Brand Logging, Rosewarne (Riverhead and Ararimu forests), Silvicultural contractors (Riverhead forest); HWH Logging (Glendhu forest).

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Staff member from Auckland office and Canterbury region,

Canterbury region office have females than males

Rayonier Ethical Standard below

11	EMPLOYMENT AND EMPLOYEE RECORDS
11	Diversity and Equal Opportunity
11	Prevention of Harassment or Intimidation
12	Confidentiality of Employee Records
12	Confidentiality of Medical Records
13	Employment of Closely-Related Persons
13	Drug and Alcohol-Free Workplace

Diversity and Opportunity

Rayonier is committed to maintaining a work environment that promotes diversity and is free of discrimination. They will recruit, select, place, train, assign and promote the best-qualified individuals based upon relevant factors such as work quality, attitude, and experience, so as to provide equal employment opportunity for all employees. All decisions about personnel matters will be made without regard to non-work-related factors such as age, race, religion, sex, national origin, disability, marital status, citizenship, or sexual orientation. This policy applies to all employees, applicants for employment, and to all aspects of the employment relationship, including recruiting, hiring, promotion, training, transfer, compensation, benefits, termination, and any other terms and conditions of employment. In addition, all decisions by Rayonier employees regarding engagement or retention of consultants, contractors, or agents will be based upon relevant factors such as price, work quality, and experience, and without regard to non work-related factors, including those described above. Each manager is responsible for implementing and communicating Rayonier's diversity and equal opportunity policy.

Prevention of Harassment or intimidation

Harassment or intimidation of employees by anyone, including any supervisor, co-worker, contractor, agent, or customer will not be tolerated. Harassment may consist of any unwelcome conduct, whether verbal, physical, or visual, that is based on a person's age, race, religion, sex, national origin, disability, marital status, citizenship, sexual orientation, veteran status, or other protected status. All supervisors, managers, and executives must be alert to the possible presence of harassment in the workplace, take appropriate steps to prevent it, and, should it occur, take corrective action in cooperation with Human Resources. Any employee, contractor, or customer who has been found by the Company to have harassed or intimidated a Rayonier employee will be subject to appropriate disciplinary action.

Sexual harassment includes unwelcome sexual advances, requests for sexual favours, and other physical, verbal or visual conduct based on sex when (1) submission to the conduct is an explicit or implicit term or condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision or performance evaluation; or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment may also include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about gender-specific traits, foul or obscene language or gestures, display of foul or obscene printed or visual material, and physical contact such as patting, pinching or brushing against another's body. In the event that an employee encounter any of the abuses so described, the employee should immediately advise their supervisor, Human Resources, the Law Department, or the Ombudsman. There will be no retaliation against anyone who has reported harassment.

Sub-clause- 11.7.5 School-aged workers

School-aged workers shall only be engaged where such engagement:

- (a) complies with legal requirements;**
- (b) formally contributes to or does not affect their education; and**
- (c) is not harmful to their health or development.**

The company subscribe to the health and safety at Work Act. Regulations 2016 and the company is bound by section 43 of this regulation:

Health and Safety at Work (General Risk and Workplace Management) Regulations 2016

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By clauses View whole (148KB) Versions and amendments

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Part 4
Young persons at workplace

43 Duty to ensure young persons do not carry out certain work

(1) A PCBU must ensure, so far as is reasonably practicable, that no worker aged under 15 years carries out the following types of work:

- (a) the manufacture or preparation of goods for trade or sale;
- (b) construction work;
- (c) logging or tree-felling;
- (d) the manufacture, use, or generation of hazardous substances;
- (e) any other work of a type that is likely to cause harm to the health and safety of a person aged under 15 years.

(2) Subclause (1) does not apply in relation to a worker aged under 15 years who is carrying out administrative or retail work in a business or undertaking that does work of a type specified in any of paragraphs (a) to (e) of subclause (1).

(3) A PCBU who contravenes subclause (1) commits an offence and is liable on conviction,—

- (a) for an individual, to a fine not exceeding \$10,000;
- (b) for any other person, to a fine not exceeding \$50,000.

Compare: SR 1995/147 r 54

Is no person hired as staff, contractor / workers under the age of 18. Interviews with staff, contractors and workers are between 25 to 55 years old.

Evidence:

Interview with contractors and workers for the visited crews.

Staff interviews

Payslips Brand Logging Aug 2024 – 45 NZD per hour

Contract template MFT Harvesting agreement.

Simon and Adam Brand older than 18 years old

Jordan Kerner – older than 18 years old

Brent Harnett older than 18 years old

Sub-clause 11.7.6 -Remuneration and conditions

The forest manager shall monitor, ensure, and demonstrate that:

(a) all workers are engaged freely and duly compensated.

(b) it, and its contractors and subcontractors are in compliance with legal obligations creating minimum employee entitlements, including but not limited to those set out in national legislation and collective bargaining agreements;

(c) wages of workers shall meet or exceed at the least legal minimum wage or, where applicable collective bargaining agreements or, a living wage where this is considered higher than the legal minimum wages;

(d) wages, salaries, superannuation and other entitlements and employment contracts are paid on time; and

(e) working hours and leave shall comply with state or national legislation, or applicable collective agreements.

Where workers or contractors are required to live away from home, the forest manager or its contractors shall ensure that accommodation is adequate and decent. Accommodation must not cost the worker more than a reasonable proportion of their income and must be consistent with equivalent commercial market rates. Workers shall enjoy their fundamental human rights and freedom of association. Workers' accommodation and related transport arrangements should not restrict workers' rights and freedoms.

Note 1: Where unit rates are paid, an operation cost model can convert piece-rate productivity into an equivalent annual, daily or hourly rate of pay.

Note 2: Accommodation standards should include sufficient minimum space per person, supply of safe water, adequate sewage and garbage disposal systems, heating, cooling, cleanliness and adequate sanitary conveniences, washing facilities, privacy, a separate bed for each worker, and separate gender accommodation.

During the visit to Canterbury forestry operations, interviews with contractors and worker were completed. All of them confirm to get more than the minimum living wage. Also confirm that they received some allowances and wages are paid on time. Respect to cultural and spirual values were confirm as those are part of the planning pre start meeting.

Working hours are completed as per their contracts and leave is as NZ law.

Evidence

Payslips Brand Logging Aug 2024 – 45 NZD per hour – paid on time as agree every 2 weeks with a bank deposits.

Contract template MFT Harvesting agreement. Show the 10 minimum of sick leave and 4 weeks of annual leave. As per the Employment Relations Act 2000 and the holidays Act 2003

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Contract template MFT Harvesting agreement signed for Button Logging dated 29 April 2024

Each contractor has received a document where is speciation about the commitment for their workers to be able to join a union and also their commitment to pay at minimum living wages. This was signed and see for contractor Helinorth Helicopter, David white Earthmoving.

Production meeting Aug 2024 presentation – include under slide 39 the remainder about the memo regards unions and living wages.

It was evidenced the company does not have a system in place to check the contractors' workers are being paid the living wages, have a signed contract at the time to start working and there is not also evidence that accommodation conditions are being checked when workers or contractors are required to live away from home. Evidence: during a visit to Riverhead forest, it was evidence a silvi crew where the worker declared not having a signed contract and this was confirmed by the contractor that two workers didn't have a signed employment contract. The contractor also declared that he provides all the protective equipment apart from the safety boots that are charged to the workers. **CAR 12 (2023) is closed and CAR M04 is raised.**

Sub-clause 11.7.7 Ethical behavior

The forest manager shall demonstrate a commitment to ethical behavior by:

- (a) engaging suppliers of goods and services with fair contracts; and**
- (b) (b) implementing anti-corruption measures.**

The Certificate holder is very clear in their commitment to be ethical to the whole supply chain. Contractors' agreement has a section called anti-corruption. Prices as negotiated according to the difficulty time and volumes per forest and type operation.

Anti-Corruption

We expect our suppliers to prohibit all types of bribery, corruption, and improper payments. Suppliers and customers should comply with all anti-corruption laws in the jurisdictions where they operate including the U.S. Foreign Corrupt Practices Act.

Contract template MFT Harvesting agreement signed for Button Logging dated 29 April 2024

For Staff member they follow the rules under Rayonier Ethical Standard: specified the following about corruption.

Rayonier will comply fully with the FCPA and anti-corruption laws of other countries in which the Company and its affiliates do business. Under these laws, it is unlawful to bribe or give anything of value to a government official to obtain, keep or direct business or to secure any improper advantage.

Sub-clause 11.7.8- Local procurement

Where cost, quality and capacity of non-local and local options are at least equivalent, the forest manager shall:

- (a) use local goods and service providers, where available; and**
- (b) support and encourage establishment of local capacity where such goods and service providers are not available.**

Note: In the application of these requirements, the forest manager should be mindful of International Trade Agreements to which Australia and New Zealand are parties.

All the contractors and its employees are local, this was verified per the interviews with contractors' workers in the regions of Canterbury and Auckland confirm they are locals.

Rayonier give preference to uses services and good locally.

Evidence:

Staff, contractor, and workers interview in Canterbury region confirm they are all local maximum 1 hour away for the working area.

Staff members interview in Rayonier Auckland office confirm they are base in Auckland region.

Sub-clause 11.7.9 -Optimal use

The forest manager shall harvest forest products in a manner that optimizes value recovery and minimizes waste.

The forest manager shall segregate products appropriately in order to provide maximum value.

The certificate holder sells their logs locally and export - it is different type of logs under both markets, the company also manage their slash by producing chips on the each FMU and selling it.

Evidence se for Rangiora Landscapes slash chipping maps, the company has contract for biofuel for 5 years with Zealandia Horticulture limited Biofuel – memorandum review dated 15 Oct 2023

For Bay plenty is also a customer with a 5-year contract for Biomass with Wenz dated 31 Aug 2022

Examples for reconciliation of harvesting as below:

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Reconciliation year	Reliability Code	Region	Forest	Forest ID	Species	Sale Area	Area (ha)	Average harvest age (years)	Actual TRV (m3/ha)	Predicted TRV (m3/ha) unadjusted	Predicted TRV (m3/ha) adjusted	Variance (%) unadjusted	Variance (%) adjusted
2024	1 HBAY		Hampton	404 Prad	404-025-02		11	27.5	854	912	838	-6%	2%
	CANT		Omihi	904 Prad	904-013-01		102	25.2	534	528	528	1%	1%
Grand Total							113	25.4	564	564	557	0%	1.2%

Invoice #619060 customer is Ashely Firewood Supplier seller Rayonier Matariki Forests – Douglas Fir Logs, quantity of the product 348.840 tonnes – for all July – invoice is produce and at the end of the month 31 July 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 892678 showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #619044 customer is Croft Poles Distributors Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 797.640 tonnes – for all June – invoice is produce and at the end of the month 31 June 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 2020003591 showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #618959 customer is Canterbury Roundwood 2006 Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 797.640 tonnes – for all May – invoice is produce and at the end of the month 31 May 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 888659MFT showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Invoice #618823 customer is Mitchell Bross Sawmillers Ltd seller Rayonier Matariki Forests – Pine Radiata Logs, quantity of the product 1515.520 tonnes – for all Feb – invoice is produce and at the end of the month 29 Feb 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 883029 MTF showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

Sub-clause 11.7.10- Local industry support and development

Subject to forest product supply constraints, the forest manager shall:

(a) engage proactively with local and regional forest products processors and consider their needs for supply;

(b) support and encourage the establishment of local processing and value-added activities where these are not currently available;

(c) develop metrics to demonstrate conformance with this requirement.

Note: Metrics may include the annualized percentage of forest products supplied locally.

Some of the FMU have more market for export or more domestic market in the case of Canterbury the major quantity of logs is sell domestically.

Evidence

Invoice #619060 customer is Ashely Firewood Supplier seller Rayonier Matariki Forests – Douglas Fir Logs, quantity of the product 348.840 tonnes – for all July – invoice is produce and at the end of the month 31 July 2024 - formal claim 100% PEFC – certificate # NZ18/873208- link to e-docket # 892678 showing same details as per invoice only difference is that delivery docket show only the amount of each delivery and the invoice is a consolidation of the total month sales.

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New markets are opening for example for biofuel Hawkes Bay and Canterbury have the following contracts:

Canterbury Rangiora Landscapes slash chipping maps, the company has contract for biofuel for 5 years with Zealandia Horticulture limited Biofuel – memorandum review dated 15 Oct 2023

For Bay plenty is also a customer with a 5-year contract for Biomass with Wenz dated 31 Aug 2022

Sub-clause 11.7.11- Sound economic performance

The forest manager shall operate on sound economic principles, taking into account possibilities for new markets and economic activities in connection with all relevant goods and services of forests.

The forest manager shall identify opportunities that allow the forests within the defined forest area to play an environmental, economic, social and cultural role in rural and regional development; and give due regard to the role of forestry in local economies.

Budget is review quarterly per each region.

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See 11.7.9 New markets are opening for more forest products.

Sub-clause 11.7.12- Public access

The forest manager should allow public recreational access provided it does not conflict with ownership and cultural rights, safety and the rights of others, the effects on forest resources and ecosystems, and other functions of the forest.

The forest manager shall use its established stakeholder engagement mechanisms to negotiate with affected parties to address any access issues that might be inconsistent with forest management objectives or the requirements of this standard.

Please see section 7.4 regards stakeholder engagement.

The certificate holder has procedures about public access and use of the plantations. This is under a document called public use guidelines last update Jan 2023. This document explains the rules for types of activities and the process to use their FMU's.

See the permitted activities.

Permitted Activities

Permitted activities consist of casual/informal uses, subject to conditions and only in designated areas or tracks:

- walking;
- tramping;
- running;
- dog walking only where the dog is under control (excludes commercial dog walking);
- mountain biking

RMF may permit public access on foot to all CFL's and other forests or parts of forests, subject to temporary or localised restrictions where forestry operations or other management activities are taking place.

Where possible, a recreational user induction should be completed by all users (via online video).

Signage at all entry gates should include a general hazard warning to inform all users under the permitted activities type. **Refer to Process Manager for signage guidelines.**

In some CFL's there are Public Access Easements (PAE) over formed roads, often to gain access to DoC land. There is no obligation on Matariki to maintain these & we have a contractual ability to temporarily close them for safety reasons. If the PAE roads are not maintained regularly, this should be clearly stated on signage or roads closed if assessed as unsafe to use.

RMF will consider making linkages and connections with other land recreational opportunities, such as walkways managed by territorial authorities, the Department of Conservation or initiatives such as the Te Araroa Walkway.

A casual/informal use does not attract a fee and contributes to our Social Licence to Operate

Controlled Activities

RMF may consider the following 'controlled' activities, subject to conditions and permit issue:

- Recreational hunting;
- Horse riding;
- Firewood collection for personal use;
- Mountain biking by individuals;
- Motorcycle trial riding by individuals.

RMF will provide for recreational hunting, subject to the management of ecological values and provided it does not take priority over other pest management techniques.

To control recreational hunting RMF or other authorized parties will issue a permit through a permit system to ensure the safety of hunters and members of the public. The New Zealand Arms Code must be followed at all times.

All access permit holders must be inducted by RMF before entering the forest, to ensure they are aware of all known and potential hazards and the necessary protocols to follow. This should be undertaken using the online induction system wherever possible and when available.

Controlled Activities would usually be a one-off access for a set period and an administration fee should be charged at the discretion of the region and dependent on time/resources involved (recommended minimum \$50). This can be waived where it benefits a charity organization or general benefit to the community.

Where an access request is ongoing, a Group Access Licence should be entered into and generally be treated as a 'Commercial Activity'

Access evidence:

During the Canterbury visit include 2 recreational areas under Bottle Lake Forest and Chaney's Forest – both have a Recreational Management Plan created in conjunction with the councils.

Interviews with recreation user of forest confirm that it is a good communication about forestry operation and areas close due risks.

Interviews with the team leader park ranger of Christchurch council also confirm that Rayonier communicate regularly to review the recreation access due operations this is done according to the management plan.

Matariki Forest – group access licence – dated 12 April 2023 with North Canterbury cycling inc.

Below Canterbury public event calendar 2023

Organisation	January	February	March	April	May
Ashley School fun run (Claire Morris)					
Autosport (Barney)					
Bishopdale Tramping club					
Belfast Pony Club					
Dalethorpe Memorial Horse Trek					
SI Siberian Husky Club (Lana Hampton)					
Canterbury Sled dog club (Harwood Wilson)			25th Chaney's	2nd/29th Chaney's	7th/21st Chaney's
St James Mountain Sports events Heath Lunn				28th/29th Hammer	
Wicked Rogaine (Teviotdale)					7th May
Ian Twiss Agates CRHC			11th 12th 25th		
Peninsula and plains Orienteering					
Ractec Motor sport (Teresa Good)					
Adventure trail rides (Grenville Button)					
Tracked Jono Hildage					
Canterbury adventure sport Rod Thompson					
Canterbury 4x4 Club (Jeremy Madeley)			19th MT Grey		
Selwyn safari (Scout Tramp)					
NZDF Aram Roaf-Karim					
NZDF Edward Hardie					
Hanmer Community trust Campbell Ross					6th 27th Hammer
			21st		10th hammer
Canterbury Cycle Club					15th - HTNG Meeting

Letter from sport Northland to Rayonier thanking them for their support in Glenbervie Forest for the BDO Parihaka Trail Run on 2 April 2023

Sub-clause 11.7.13- Community wellbeing

The forest manager shall contribute to the health and wellbeing of local communities.

Note: This could include contributing to local employment, community spirit, resilience, education and a liveable environment.

As previous indicators Rayonier support their communities around their FMU – each of them have several events and local services and goods are used.

Evidence:

New track and cycleway liking Pauanua and Tairua - [Pauanui walkway a delight for locals and tourists | Rayonier Matariki Forests](#)

Donation of logs to Maori to do traditional carving - [Guiding stars | Rayonier Matariki Forests](#)

School safety program trucks - [School safety programme trucks on | Rayonier Matariki Forests](#)

EMS event Hanmer School visit dated 29 Aug 2024 – Safety programme trucks

EMS event Huranui College visit dated 29 Aug 2024 – talk about Forestry

Bottle lake and Chaney's 2024 Forest Management plan

Chaney's Forest, The Canterbury Sled Dog Club (CSDC). Attached is their access agreement, and a map showing a recent event track they used dated 12 May 2024

Sub-clause 11.7.14- Research

The forest manager shall undertake, or support research activities and data collection needed for sustainable forest management.

The certificate holder is part of the New Zealand Forest owner's association as part of it, it is a contribution for the research projects done by this organisation.

[Forest Research \(nzfoa.org.nz\)](https://nzfoa.org.nz)

Currently the company is involved in a NZ Eucalyptus Project plan - [Speciality Species - fgr.nz](#)

Fire break area, Cpt 12 Trial site – Radiata Pine Breeding Company (RPBC) Pine Radiata plantation cpt – 08 planted 2008, Cpt 9 2019, Cpt 6 2003 in Chaney's Forest

10. LIST OF INDIVIDUALS WHO WERE INTERVIEWED BY AUDITORS OR WHO CONTRIBUTED INFORMATION IN WRITING.

This section was deleted because of confidentiality reasons.

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11. Opening and Closing Meeting Attendance Record

Name	Position	Opening	Closing
See attendance lists as part of the audit pack.			