

Environmental Training- PF Olsen FSC Group Scheme

RA-FM/COC-000190

In 2005, PF Olsen set goals to maintain an intensive program of development of, and training in, new environmental management systems.

As at 30 June 2017, a continued effort in providing training for staff can be demonstrated, alongside continued basic training in PF Olsen Ltd's primary FSC and environmental management systems as staff changed roles or new staff were inducted.

An influx of new staff completed a full training induction program which is clearly shown in the table over the page.

Training courses illustrated in the table below consisted of internal training sessions on systems use and management. The training courses undertaken are listed by internal and external providers and year undertaken. The decline in numbers taking some courses over the years reflects the fact that most key personnel have completed that area of training.

A major addition to the training programme was the Environmental Advocates Course rolled out to all operational staff and contractors. A total of 37 attended the training in 2016, and 17 staff have attended the 2017 training to date- more sessions are to be delivered across the branches later this year.

Internal Courses	2009	2010	2011	2012	2013	2014	2015	2016	2017	External Courses	2009	2010	2011	2012	2013	2014	2015	2016	2017
Archaeological Site Management and Awareness				18			3			17772 Demonstrate knowledge of environmental requirements in forest operations	2								
Basic fuel & chemical spill management	3	16	2	2	3	3	1	4	6	21554 Demonstrate knowledge of safety with agrichemicals						1			
DirtShop' erosion & sediment control	-	23				1				21564 Prepare to apply, and apply, agrichemicals				3	2				1
Elements of Protected Ecosystem database	4									22895 Assess forest health in plantations from the ground				2	1				
Environmental Advocate Course								34	17	6963 Planning Operations to Meet Environmental Requirements			1						
Environmental incident reporting	5	3	2	2	4	5	2	2	9	Approved Handler test Certificates (agrichemicals)									
Environmental Induction-Minimum Understanding (staff)	7	16	3	2	3	5		4	6	Assertiveness Skills						12			
Environmental Management Systems	6	5	4	2	4	6	1	5	5	Balancing Environmental Risk Management with Practical Harvesting Considerations									
Environmental operational monitoring	5	4	2	2	3	5	2	3		Bullying and harassment seminar						22			
FIPS Harvest Planning Module					18	5	3	4	7	Carry out high risk site surveillance in an urban environment	1								
FSC Chain of Custody Requirements	6	5	3	2	2	3	1	3	2	Demonstrate knowledge of environmental legislation affecting commercial forestry			1						
Intro to Ecology and Value of Wetlands	1	1	1			1	2			Growsafe & Advanced Growsafe (agrichemical handling)		2	1		2				1
Intro to FSC Group Scheme Manual	4	15	3	2	4	3		4		International Certificate in Risk Management						1			
Introduction to FSC	3	7	3	2	3	5	1	1	2	Kiwi - Forestry Site Training									5
Managing resource consents	4	6	2	2	4	4	1	2	10	Kiwi Management Awareness				1	1			1	
Pest Management Manual				11	3					Leading management systems audit teams RABQSA-AU						2			
Planning Operations to Meet Environmental Requirements	6	13	3	2	4	5	1	5	5	Management systems auditing RABQSA-AU						2			
Tikanga – Maori Cultural Awareness		8								NZ Falcon - Introduction		1							
										Principles of social impact assessment									
										Scion aerial spraying course				3					
Total Staff Attending	54	122	28	49	55	51	18	71	69	Total Staff Attending	3	3	6	8	4	40	1	6	1

Contractor Environmental Training

In addition to staff training, PF Olsen continuously update records of contractor training; this process is linked to regular checks of contractor’s workforce training and provides a ‘gap analysis’ as a basis to ensure adequate minimum levels of training and to promote further training within contractors’ crews.

The Company is encouraging and will be considering its position in respect of funding the more advanced unit 6965 forest roading and earthworks or an equivalent civil unit standard.

The content and target for the unit 6963 is currently under review and decisions on PF Olsen’s desire for contractors to have this unit will be re-evaluated once the review is completed.

The NZQA approved training units considered appropriate by the company for environmental aspects of our contractor’s work are:

17772 Demonstrate knowledge of environmental requirements in forest operations

17773 Apply environmental management to harvesting trees in a low environmental risk situation

6963 Plan forestry operations to meet environmental requirements (not currently funded)

6964 Apply environmental management to harvesting trees

6965 Apply environmental management to forest roading and earthworks (not currently funded)

Crew (74 in total)	17772	17773	6964	Grand Total
1	1	1		4
2	3	6		12
3	8	6	2	26
4	3	3	1	11
5	5	3	1	15
6	7	4	4	22
7	2	1		6
8	5	3	3	16
9	7	4	2	18
10	15	5	9	39
11	8	6	1	25
12	1	3		7
13	4			10
14	3	3		11
15	1	4		6
16	7	6	4	26
17	2	2		6
18	3			6
19	2	2		5
20	5	2	1	13
21	6	8	1	24
22	1	1	1	8
23	1	4	1	10
24	7	6	2	22
25				2
26	3	3		10
27	5	4	1	15
28	4			8
29	10	8		29
30	8	2		16
31	2	2		6
32	6	1		13
33	4	3	1	13
34	2	1		6
35	4			9
36	1			3
37	2			5
38	3			6
39	1			3
40	3	3	2	10
41	11	2		29
42	5	3		13
43	4	3		11
44	10	8		28
45	1			4
46	4	3	2	14
47	3			6
48	2	3	1	8
49	5	1		16
50	5	3	1	13
51	1			2
52	9	7	3	28
53	9	8	2	28
54	6	6		19
55	6	6	2	21
56	2			4
57		1		1
58	2		1	5
59	6			13
60	11	7	2	31
61	5			12
62	5	2	1	14
63	3	1		8
64	6	4	1	17
65				1
66	2	3	1	8
67	10	9	1	32
68	2	3	1	9
69	2			3
70	2	2		6
71	9	1		25
72	4			8
73		4		4
74	6	1		13
Total	323	201	56	956

Contractor Social Survey

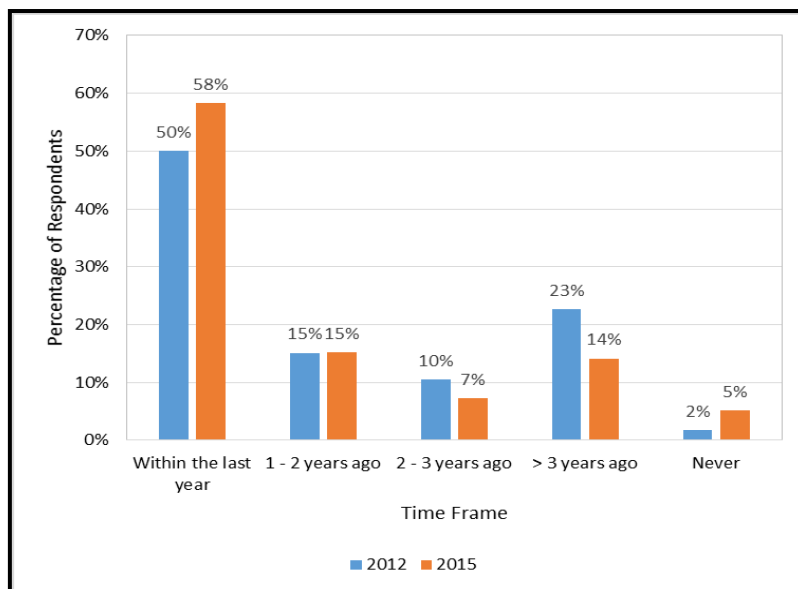
In mid-2011, PF Olsen piloted a contractor social survey with the West Coast contractor base. The survey was prepared for contractors working in forests managed by PF Olsen Ltd. The aim of the survey is to help PF Olsen monitor the wellbeing of forest workers and their communities in accordance with FSC Principle 4.

The survey asked 45 questions in the following seven areas:

- Safety
- Training and experience
- Industry
- Work
- Financial
- Family
- Community
- Demographics

The survey was then undertaken across PF Olsen contractors nationwide in 2012. The survey has been framed with the intention of building trends through repeats of the questionnaire at three yearly intervals; in 2015 contractors were re-surveyed, this time with 52 questions asked across the seven areas. For the first time this allowed comparisons to be made. The next survey is programmed for 2018.

Below is a graph showing the comparison for the question “When did you last receive any formal training from your job”. The results show that 58% of respondents have received training within the last 12 months, up from 50% in the previous survey. Of those who had received training, 71% said that they had found the training to be very useful, up from 60% in 2012.



Environmental Training- Ngai Tahu Forest Estates

FSC SGS-FM/COC-000763

Over the last few years, a significant effort in providing training for the PF Olsen West Coast staff can be demonstrated. Training courses illustrated in the table below consisted of internal training sessions on systems use and management. Most of the courses done were associated with the induction of the ex-Timberlands West Coast staff into the PF Olsen systems. The training courses undertaken are listed by internal and external providers and year undertaken. The decline in numbers taking some courses over the years reflects the fact that most key personnel have completed that area of training.

Internal Courses	2009	2010	2011	2012	2013	2014	2015	2016	2017	External Courses	2009	2010	2011	2012	2013	2014	2015	2016	2017
Archaeological Site Management and Awareness	4									17772 Demonstrate knowledge of environmental requirements in forest operations									
Basic fuel & chemical spill management	4	2					1		2	6963 Planning Operations to Meet Environmental Requirements									
DirtShop' erosion & sediment control		2								Approved Handler test Certificates (agricultural)							1		
Elements of Protected Ecosystem database										Balancing Environmental Risk Management with Practical Harvesting Considerations									
Environmental Advocate Course incl section on Maori Cultural Awareness								3	6	Bullying and harassment seminar						1			
Environmental incident reporting	2	3					1		2	Carry out high risk site surveillance in an urban environment									
Environmental Induction-Minimum Understanding (staff)	2	4							2	Demonstrate knowledge of environmental legislation affecting commercial forestry									
Environmental Management Systems	5	1					1		2	Growsafe & Advanced Growsafe (agricultural handling)		1					1		
Environmental operational monitoring	3	2					1		2	Kiwi Management Awareness									
FIPS Harvest Planning Module					3		1		2	NZ Falcon - Introduction									
FSC Chain of Custody Requirements									1	Principles of social impact assessment									
Intro to Ecology and Value of Wetlands	1								1										
Intro to FSC Group Scheme Manual	3	1																	
Introduction to FSC	2	3					1												
Managing resource consents	2	2					1		2										
Pest Management Manual				1															
Planning Operations to Meet Environmental Requirements	5	1					1		2										
Tikanga – Maori Cultural Awareness		4																	
Total Staff Attending	28	20	0	1	3	0	8	3	24	Total Staff Attending	0	1	0	0	0	1	2	0	0

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	Course						
	17772	17773	17769	6963	6964	6965	Total
Crew							
1	0	0	10	0	0	0	10
2	0	0	4	0	0	0	4
3	2	0	7	0	0	0	9
4	2	0	0	0	0	0	2
5	0	0	0	0	0	0	0
6	1	0	16	0	0	0	17
7	0	0	0	0	0	0	0
8	0	0	16	0	0	0	16
9	4	3	0	0	3	0	10

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- 6963** Plan forestry operations to meet environmental requirements (not currently funded)
- 6964** Apply environmental management to harvesting trees
- 6965** Apply environmental management to forest roading and earthworks (not currently funded)

Contractor Social Survey

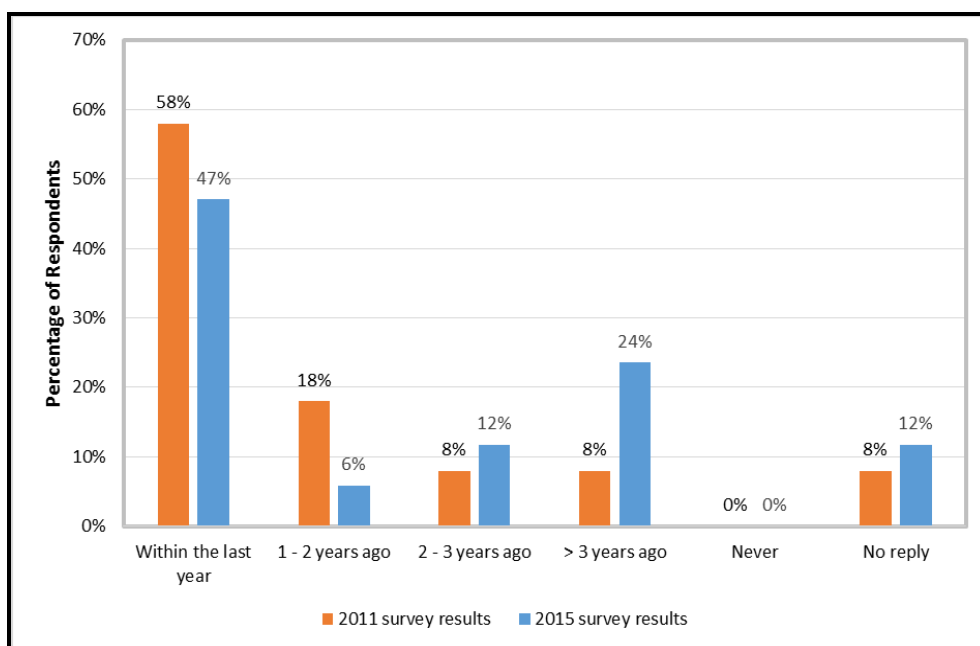
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Below is a graph showing the comparison for the question “When did you last receive any formal training from your job”. The results show that 47% of respondents have received training within the last 12 months, down from 58% in the previous survey.



Another question looked at whether the training was useful or not to the contractors, with 50% saying the training they had received was very useful.

