

## Environmental Training- PF Olsen FSC Group Scheme

### NC-FM/COC-000190

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

As at 30 April 2020, 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.

Due to recent systems changes and developments, such as the introduction of Noggin, Promapp and iNaturalist, the environmental induction material was recently updated. This is reflected in the reduced number of new staff completing the full training induction program which is clearly shown in the table over the page. As part of this update, a refresher course was developed to help both new and existing staff to navigate the complexities of the new systems.

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 53 staff attended the second environmental advocates training on the Importance of Water which was delivered between 1 July 2016 and 30 June 2017 (hence, the split in the numbers recorded for that course). Over the 2017/18 year 71 staff attended the third round of environmental training which focused on the new National Environmental Standard for Plantation Forestry (NES-PF). No external training courses were recorded as being attended by staff for this timeframe.

Course Provider	Course ID	Course	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
External	047	Demonstrate knowledge of environmental legislation affecting commercial forestry		1										
External	122	Develop an environmental management plan for application in forestry		1										
External	162	Plan forestry operations to meet environmental requirements									1			1
External	205	GrowSafe	1		1				2		2	1	5	1
External	281	Demonstrate knowledge of environmental requirements in forestry operations	2		1						1			
External	381	Management systems auditing					1							
External	382	Leading management system audit teams					1							
Internal	393	Environmental advocate course							18	3	10	2		
External	397	Assertiveness skills training						10						
External	398	Kiwi - forestry site training								4				
Internal	401	FSC refresher course									10	2		52
Internal	404	National Environmental Standard for Plantation Forests										27		
Internal	409	Aerial spraying workshop										13		
Internal	425	Environmental incident reporting	3		2		1	3	2	2	5			
Internal	426	Environmental operational monitoring	4		2			3	2	2	5			
Internal	427	Managing resource consents	3	1	2		1	2	1	2	5			
Internal	429	Introduction to FSC	5		3		1	4		2	2	3	1	
Internal	430	Basic fuel and chemical spill management	7	2	2		1	1	1	2	3	4	1	1
Internal	431	Environmental management system	5	1	3		1	3	2	1	3	4	1	1
External	435	Tikanga Māori cultural awareness and protocol	5											
Internal	461	Introduction to the FSC group Scheme manual	8	1	3		1	2	1	2	1	3	1	
External	462	Planning operations to meet environmental requirements	9		3		1	2	2	2	4	3	1	
External	463	Approved handler test certificate - agrichemicals							2					
External	464	Plan environmental requirements	2											
Internal	476	Wetland or puddle - introduction to ecology and value of wetlands		1	1			1				1		
Internal	483	Archaeological site management and awareness			10						1			
External	484	Management options for kiwi in plantation forests			1	2								
Internal	486	Environmental induction - staff	13	1	3		1	3	1	1		3	1	
Internal	521	FSC chain of custody requirements	6	1	3		2	2	1	1		5		
Internal	529	PF Olsen dirtshop	11			1	1						2	
External	546	Assess forest health in plantations from the ground			2									
Internal	548	Archaeological Site management						2						
External	550	Prepare to apply, and apply, agrichemicals				2		1	1					
External	552	Aerial spray application			1									
Internal	554	Pest management manual - a training guide for use				7	2							
External	556	Demonstrate knowledge of safety with agrichemicals						1						
Internal	570	FIPS Harvest Planning Module				5	9	3	2	1	6		3	
External	580	Bullying and harassment seminar					15							
Internal	603	Forestry erosion and sediment control techniques											22	
Internal	605	Landscape planning and afforestation workshop (2 days)											23	

## Contractor Environmental Training

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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 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

Until recently contractors were also required to hold the following unit standards:

- **6964:** Apply environmental management to harvesting trees
- **6965:** Apply environmental management to forest roading and earthworks

However, these two standards have recently expired and been removed by NZQA, without new standards being created to take their place. PF Olsen will continue to monitor the situation, and should replacement standards become available, the situation and standards will be reviewed at that point in time.

In addition to the above standards, for several years now PF Olsen has required every contractor to have an environmental advocate within their crew. This person acts in a similar manner to that of a health and safety representative, but with a focus on the environmental aspects of the work being carried out. Each year, PF Olsen carries out a days training for the environmental advocates on a relevant environmental topic. Past training day topics include the national environmental standards for plantation forestry, sediment and erosion control dirtshops, and the importance of waterways. All training days are a combination of guest speakers and practical field sessions.

## Contractor Social Survey

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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 and 2018 contractors were re-surveyed, this time with 52 and 48 questions asked respectively. With three sets of data collected trends are starting to appear, allowing valuable insights to be made. For the first time this allowed comparisons to be made. The next survey is programmed for 2021.

For example, the below graph shows the comparison for the question “When did you last receive any formal training from your job”. The results show that 61% of respondents have received training within the last 12 months, up from 51% in the 2012 survey. Of those who had received training, 93% said that they had found the training to be very useful.

