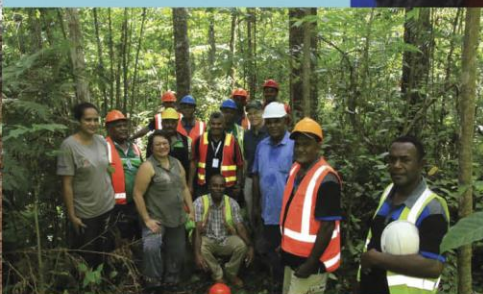


Fiji Hardwood Corporation Limited

Forest Certification



Gap Analysis Report and Roadmap June, 2022





Caption: Permanent Secretary for Forestry Mr G.P.N. Baleinabuli (centre) with representatives from the Fiji Mahogany Trust, Fiji Hardwood Corporation Limited, Ministry of Forestry, the University of the South Pacific's Institute of Applied Sciences and World Wild Fund for Nature.

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EXECUTIVE SUMMARY

After almost 20 years, Fiji Hardwood Corporation Limited (FHCL) has reaffirmed its commitment to attaining Forest Stewardship Council (FSC) Certification for the management of its plantations. Getting certified through an internationally recognised standard means that FHCL will raise its standard of operations to comply with FSC Principles and Criteria that respects the environmental, social and economic aspects of forest plantation management.

FHCL had commenced certification process through collaboration with the Ministry of Forestry and financial support from WWF's UNDP Ridge to Reef project activity funding to conduct a gap analysis to identify status, gaps and a road map towards attaining FSC certification. The assessment included a one-week awareness and gap analysis workshop with various stakeholders, field visits to the Galoa/Naboutini and Nukurua stations, interviews with FHCL and the Fiji Mahogany Trust staff, and a review of documentation. According to FSC's Forest Evaluation Standard, FHCL is eligible for a pre-evaluation where an accredited Certification body will conduct a scoping activity and discuss requirements for the main assessment.

FHCL Status of Compliance to FSC Principles & Criteria

FHCL is progressing with activities that will enable them to meet FSC requirements. Firstly, FHCL has raised its operations from running at a loss to producing profits through improving its documentation, monitoring and stock taking, hence, complying to various criteria in most Principles covered. However, one of the major gaps is in FHCL documentation which will impact organisational, forest and plantation management and community relations through collaboration with FMT. Also, some documentation is in place, but lack specific personnel to implement its activities. FHCL's Environment Management System is well documented and was developed for its initial commitment in 2005 to attain FSC Certification. The company has recommitted itself to this goal to also address major achievements such as the Environment Impact Assessment (EIA) and Socio-Economic Impact Survey. These major studies would aid to address several FSC P&C requirements, such as, reviewing documentation, maps, community awareness and consultation, and benefit sharing. Moreover, many of these activities will require additional staff, equipment and software to be effective and efficient.

The recruitment of a Forest Certification Project Officer to boost FHCL momentum towards certification is essential, as well as a Monitoring and Evaluation Officer to streamline FSC requirements into organisational systems and processes. In addition, the Environment Management System (EMS) notes the need for an EMS Coordinator to ensure environmentally responsible forest and plantation management. As there are 13 plantation stations distributed over Viti Levu and Vanua Levu Islands, the technical team on the ground will require additional awareness and monitoring support to incorporate the outcomes of the EIA and High Conservation Value Forest obligations. Also, to improve FHCL's database and mapping, it is essential to purchase new Trimble GPS and GIS software's (ArcGIS and GeoMaster). These are critical to ensure all information are available to accurately review documentation, and mapping prior to any ground-truthing and/or ground markings, inventory activities or consultation with communities.

Having a Monitoring and Evaluation framework, coupled with monthly monitoring of the Environment Management System will enhance compliance. Also, independent third-party monitoring (e.g. by Ministry of Forestry) of FHCL's internal operations monitoring system, will provide perspective on FHCL's compliance to the Forest Harvesting Code of Practice. The M&E Officer will ensure communications and visibility requirements that are listed in the various Principles are delivered according to plan, as well as other activities to attain certification by 2025. Maintaining communications and capacity building activities for staff, stakeholders, communities, and forest-based companies are essential to keep the momentum and sustainability of maintaining FSC certification.

Financial support is required for major progress and this requires support from the Mahogany Industry Council, and all relevant stakeholders.

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ACKNOWLEDGEMENTS

This report is a collaborative effort of staff from Fiji Hardwood Corporation Limited (FHCL), and the Ministry of Forestry (MoF).

Special thanks and acknowledgement goes to World Wide Fund for Nature (WWF) and the United Nation Development Programme – Global Environment Facility (UNDP-GEF) Ridge to Reef (R2R) project for the financial support in executing the workshops and field visits that enabled collation of information.

The continual collaborative support and valuable advice from stakeholders during the Gap Analysis workshop is highly valued and appreciated. This includes: i) lessons learnt on Forest Stewardship Council (FSC) audit process shared by Fiji Pine Limited (FPL); ii) expert advice on environmental aspects shared by Mr. Marika Tuiwawa of the University of the South Pacific Institute of Applied Sciences (USP-IAS); and iii) FSC Principles and Criteria awareness by Ms. Deborah Sue of the Ministry of Forestry (MoF). Appreciation is extended to staff of FHCL, Fiji Mahogany Trust (FMT), MoF, USP (IAS), WWF, Fiji Pine Limited (FPL) and other stakeholders who participated, contributed, and shared their knowledge and experiences during the Gap Analysis workshop, field visits, interview and validation workshop for this report.

ABBREVIATIONS AND ACRONYMS

DFO	Divisional Forestry Officer
EIA	Environment Impact Assessment
FBC	Forest Base Company
FFCS	Fiji Forest Certification Standard
FME	Forest Management Enterprise
FMU	Forest Management Unit
FPGMCHP	Fiji Plantation Grown Mahogany Code of Harvesting Practice
FSC	Forest Stewardship Council
FSC P&C	Forest Stewardship Council Principle & Criteria
GAR	Gap Analysis Report
HCVF	High Conservation Value Forest
ILO	International Labour Organization
ITAB	I-Taukei Affairs Board
ITLTB	iTaukei Lands Trust Board
ITTA	International Tropical Timber Association
LO's	Landowner's
MIC	Mahogany Industry Council
MoF	Ministry of Forestry
NBSAP	National Biodiversity Strategy and Action Plan
NFI	National Forest Inventory
NGOs	Non-Government Organisations
NTFP	Non-Timber Forest Product
OHS	Occupational Health and Safety
PHI	Pre-Harvest Inventory
PPE	Personal Protective Equipment
SEIA	Socio-Economic Impact Assessment
SPRH	South Pacific Regional Herbarium



Ministry of Forestry's Executive Director Research & Development Deborah Sue & REDD+ Consultant & Technical advisor Randy Hamilton

Fiji Hardwood Corporation Limited – Forest Certification Gap Analysis Report and Roadmap

1. INTRODUCTION

Attaining Forest Stewardship Council's Forest Management Certification confirms that a forest is being managed in a way that protects biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability. In line with the Fiji Government's commitment to progress its sustainable development goals, Fiji Hardwood Corporation Limited (FHCL) has committed itself to transform its operations into an environmentally appropriate, socially beneficial and economically viable business model.

FHCL had initiated the process for certification in the mid 2000's, however this ambition was not realized due to a number of local challenges faced by the company. Forest Management and Certification is now at the forefront of FHCL's business priorities due to export market opportunities becoming more stringent with green product sourcing and verification. The mahogany plantation trees export value can only be truly realised through proper certification, to gain better international market recognition.

PURPOSE

According to FSC-STD-20-007 (V3-0) (FSC, 2015), the responsibility for ensuring compliance with the FSC Principles and Criteria (FSC P&C) lies with the entity that will be the certificate applicant or holder. With that, FHCL in applying for certification, is also responsible for demonstrating that other sub-contractors, Forest Base Companies, and community workers engaged, comply with the requirements of the FSC 10 Principles and Criteria.

The purpose of the GAP Analysis Report (GAR) are two-fold:

- i. It aims to identify the status of FHCL forest management operations and the gaps against the requirements of FSC P&C.
- ii. The GAR endeavours to offer a Roadmap of activities that will assist FHCL in achieving its target of being accredited with FSC Certification by 2025.

2. ASSESSMENT PROCESS

2.1 STAKEHOLDER CONSULTATION

A one-week Forest Certification Awareness and Gap Analysis workshop (28th February to 4th March), and two days field trip was conducted through financial support from WWF's R2R activity.

Due to a reduced budget, only 15 participants could be invited to the workshop instead of the initial 60 stakeholders invited. The Covid restrictions and delay in funding accessibility had caused few postponements to this activity. Hence, to avoid further delay, the agencies listed in Table 1 were identified and represented as deemed essential to progress the awareness and gap analysis activity.

Awareness presentations were delivered by Ms. Deborah Sue (MoF) on FSC's 10 Principles and Criteria, and Ms. Verenaisi Bale (Fiji Pine Limited) on practical lessons learnt from their certification process.

Table 1. Awareness and Gap Analysis Workshop participants list.

Stakeholder Group	Organisation	Participants Name
Forest Resource Owner Organisation	Fiji Mahogany Trust	Manager – Sakiasi Rokovucago
		Deputy Chairman – Laisiasa Cabenalevu (Nukurua rep)
Forest Management Company	Fiji Hardwood Corporation Limited (FHCL)	General Manager – Semi Dranibaka
		Forest Manager Central/Eastern – Iosefo Rasiga
		Station Manager Nukurua – Ponipate Daurua
		Station Manager Galoa, Naboutini – Satagi Nakuboulevu
		Station Manager Nausori Highlands – Sanaila Mariqana
		Station Manager Vanua Levu – Manasa Tuinabuna
		GIS Officer – Pauliasi Liga
		Forest Technician – Sainiana Tuiketei
University	USP	Regional Herbarium Curator - Marika Tuiwawa
Independent Consultant	N/A	Usaia Tukana
Natural Resource Management Ministry	Ministry of Forestry	Executive Director Research & Development – Deborah Sue
		Forestry Officer Governance Development – Rosarine Lagi-Tuilau
Civil Society Organisation	World Wide Fund (WWF)	Conservation Director - Francis Areki Project Manager - Unaisi Malani Communications Officer - Tui Marseu

2.2 SITE ASSESSMENT - FIELD TRIPS

Majority of the participants (FHCL, FMT, WWF and MoF) including FHCL stations staff participated in the follow-up two days field trip assessment at FHCL's :

- i) Day 1, 14th March, 2022 - Galoa and Naboutini Station
- ii) Day 2, 15th March, 2022 - Nukurua Station

The field trip covered brief discussions at the station offices with station manager and staff, and followed with a visit to the forest operations area. Day 1 encountered bad weather and team returned without proper site observations and discussions.

2.3 ASSESSMENT STRATEGY AND STANDARD USED

The assessment template (see [Annex 1](#)) was adapted from the Fiji Forest Certification Standard¹ (FFCS) on its 10 Principles and Criteria, with a set of indicators and means of verification. The FFCS was developed to align to FSC 10 PP&C. Additional columns were inserted to fill in the status of FHCL as of 2022, and the gaps and/or recommended actions. The template was used to facilitate the gap analysis workshop (as mentioned in section 2.1) with information provided by participants, and further through field visits, interview with staff, and review of documentation.

2.4 LIMITATIONS TO THE ASSESSMENT PROCESS AND REPORT

Assessment is limited to only two operating stations (Galoa/Naboutini and Nukurua) in Viti Levu and none in Vanua Levu as operations has not commenced. Also, for the sites visited, there were no active operations as the weather was not favorable with a heavy downpour of rain, and participants experienced first-hand the challenges and risks under such circumstances.

3 FHCL STATUS, GAPS, ROOT CAUSES AND RECOMMENDED ACTIONS IN ALIGNMENT TO FSC PRINCIPLES AND CRITERIA

This section covers the status, gaps, discussion of root causes and recommendations in order to comply with FSC's Principles and Criteria (1 to 10).

3.1 PRINCIPLE 1: COMPLIANCE WITH FIJI LAWS AND THE FIJI FOREST CERTIFICATION STANDARD

3.1.1 FHCL STATUS

How FHCL has evolved its operations to comply with local laws and FSC requirements

FHCL management staff are aware of all relevant laws and regulations that apply to their forest and plantation management, as well as finance and administrative requirements. This was developed and incorporated into their systems and processes through different events over the years. In 2005, FHCL was assessed by SmartWood² but compliance was lacking in a full Environmental Impact Assessment (EIA) and Socio-Economic Impact Assessment (SEIA). On its effort to raise its standard to comply with FSC P&C, FHCL had developed their Environment Management System but was not implemented as certification efforts discontinued. Furthermore, the enactment of the Mahogany Industry Development Act 2017 and the Fiji Grown Mahogany Plantation Code of Harvesting (FGMPCH – hereon referred to as harvesting code) caused some restructure for compliance through the review of their Management Plan 2010 to 2014.

¹ Note: the Fiji Forest Certification Standard is yet to be endorsed by FSC.

² SmartWood is an FSC accredited independent certification body.

For a few years FHCL had been operating at a loss as was noted in the 2018 to 2019 Auditor General's Audit report³. The audit report had noted that internal controls for that period had been ineffective and had provided recommendations to revive the company. Through the gap analysis assessment was it identified that the recommendations from the audit report to improve compliance, inventory reconciliation and financial stability has been progressively executed by the new management with support from staff, and is elaborated further in terms of compliance to Principle 1 as well as other Principles. Furthermore, it was identified that Tropical Cyclone Winston and Yasa had slightly affected operations and ability to meet required quota from licensed clients during that period.

FHCL's annual target is to produce 80,000 cubic meters of mahogany grade logs. In 2021, the company could only deliver around 37,000 cubic meters. Quota is based on demands from licensed clients. These demands are largely influenced by client's ability to attract buyers in local and international markets. A major hindrance to accessing lucrative markets overseas and negotiating prices, is the inability to deliver products from a 'certified mahogany plantation forest'. Hence, the demand from clients to FHCL is not only on the volume of logs but to have a branding of being sourced from a certified forest plantation. With that, the 80,000 cubic meters quota is to meet demand from 12 licensed clients. The inadequate production in 2021 is largely due to a reduction in clients demand - only 3 large clients. Three major clients control about 80% of log purchase.

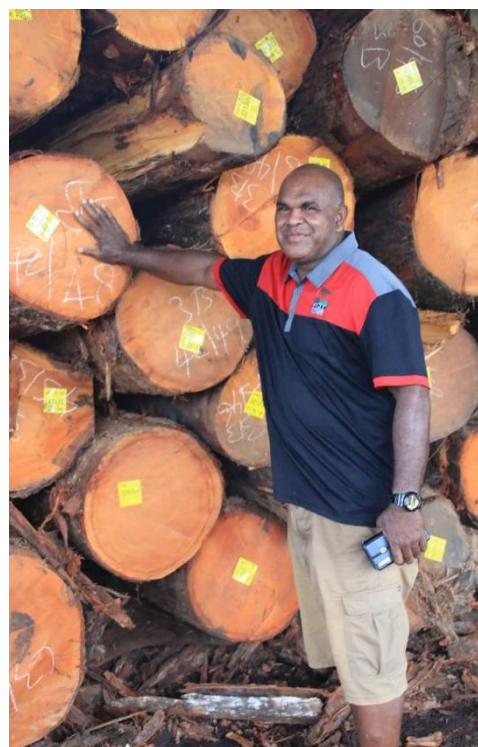


Figure 1. Station Manager Galoa & Naboutini Mr. Satagi Nakuboulevu with graded and tagged logs stacked at the yard & ready for delivery.

Organisational Management

In terms of overall organisational management, FHCL had a change of management in January 2021, with a new General Manager and Finance Manager. This strategic development had proven effective and efficient as the company had paid off loan payment arrears with Fiji Development Bank, paid off lease rental arrears with TLTB, paid off land management fees arrears, and at the beginning of 2022 - had progressed to clear arrears in stumpage fees from 2018. In addition, Financial Audit report submissions had been updated.

FHCL had invested into a cloud accounting system software that automatically updates stations finance data daily and has helped improve finance management between FHCL Headquarters and Station Offices. Improving monitoring, stock taking and documentation was the strategy that enabled management to get the real cost and returns that enabled paying off of arrears. With that, FHCL and FMT has stopped receiving complaints from landowners, who used to frequent office visits and enquiries on lease payment arrears. With the improved management of the business, FHCL has

³ (Auditor General, 2020)

improved its financial resources and also planned for possible investments in the future. These includes forest valuation, forest certification, and value-adding opportunities.

Furthermore, to protect forest management and plantations areas from illegal harvesting, settlement, unauthorised activities, conflicting boundary issues, and for improvement of its database, FHCL has progressed with surveying all *mataqali* lands through the Lands Department, and will re-survey the leased portions to ensure alignment and efficiency of operational planning, stakeholder consultations, information sharing with beneficiaries, and all payment processes. Also, FHCL had recruited a GIS officer in 2020 to update its database for accurate data and maps.

Environment, Forest and Plantation Management

In terms of the environment aspects, FHCL had developed its Environment Management System in 2004, and documents a detailed description of streamlining responsible environment management into all relevant aspects of their organisational systems and processes where it meets the logging code. Included is FHCL's Environment Policy which clearly states its commitment in aligning its forest management and operations in compliance to FSC principles, ensure compliance with local laws and international agreements, continual review of its Environment Management System based on new science and technology, results from monitoring programmes, research studies, stakeholder input, and ensure that FHCL staff and employees are aware of and committed to FHCL's Environment Policy. Furthermore, the EMS Handbook specifically identifies an EMS Coordinator that will ensure its effective implementation, however, this position has not been established yet.

In terms of complying with international treaties and agreements, FHCL and FMT has proper documentation and processes that safeguards workers and these records are kept at their Headquarters. FMT is improving its operations with landowners by engaging i-Taukei Affairs Board and Ministry of Forestry to build community capacity in compliance to logging codes, foster good governance and build entrepreneurship skills.

In addition to committing to FSC Principles and Criteria and in compliance to the Mahogany Decree, FHCL has been strengthening its relationship with Fiji Mahogany Trust to better serve the landowners and other beneficiaries, is targeting completion of its website development (by quarter 3, 2022), and to release its vision and policy statement by March 2022. Moreover, FHCL is progressing with review and/or development of its company documents (10 year Strategic Development Plan, 3 year Annual Corporate Plan, and Management Plan). Awareness and training reports on laws and regulations are not available. Staff or workers certificates from Forestry Training school is a basic eligibility requirement for employment, and staff capacity development is through Ministry of Forestry training. All workers involved in Harvesting have undergone skills training test and hold competency certificates as chainsaw operators and/or harvesting machine operators.

3.1.2 GAPS IN COMPLIANCE WITH PRINCIPLE 1

- a) Inadequate understanding and implementation of requirements of FSC P&C
- b) Environment Management System - not yet implemented in the absence of an EMS Coordinator to coordinate its activities.
- c) Environment Training - Lack training on international conventions and treaties related to environment for staff, contractors, sub-contractors and resource owners.

- d) Environmental and socio-economic survey reports - Lack full EIA, SEIA, and HCVF study to incorporate outcomes into organisational systems and processes.
- e) Logging code - Inconsistent compliance to logging code in terms of harvesting operations in the riparian buffer zone
- f) Corrective Action Notice are usually issued verbally and the documented reports are inconsistent.
- g) GIS and mapping - There's inconsistencies in mapping data and on the ground markers.
- h) Signboards - Summary of permitted and prohibited activities in lease agreement are not installed as signboards on the ground. This includes other signboards to be mounted as noted in the FSC P&C.
- i) Land survey - Land survey still in progress and other processes yet to be implemented to have the confirmed surveyed boundaries gazetted.
- j) Inconsistency in documentation of training reports by FHCL - FHCL documentation on systems and processes are documented, however, filing system is still being updated and access to hardcopies and softcopies are inconsistent. All policies, plans, manuals, silviculture prescriptions, and other relevant documentation need to be reviewed.

3.1.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 1

DISCUSSION OF ROOT CAUSES
<p>Recommitting to FSC Certification comes with additional requirements to upgrade standard of operations, hence, the identified gaps. Most of the gaps identified in this section and in other Principles and criteria stems from a lack of strategic direction from previous management towards certification requirements and overall management to create financial stability and support company needs for sustainable growth. Also noted from the Auditor General's Office 2018-2019 audit report is an ongoing issue that the company has been incurring significant losses in its previous years with ineffective internal controls. Financial instability in recent years is a major factor too in improving organisational capacity in human resource, upgrading equipment's, and operations. Current effective management with review of overall company growth was a good change for the company.</p> <p>Non-compliance to harvesting code in the riparian buffer may be caused by inconsistency and leniency in issuing of Corrective Action Notices (CAN) to contractors and enforcement or issuing of penalties. Inconsistency of CAN documented reports can also result from a lack of staff for monitoring as they are engaged in operations, and computers in stations for compiling, storage and emailing to HQ. However, some of the station offices are located in remote areas with poor no network reception.</p> <p>Inaccuracy of data and inconsistencies in mapping are due to lack of GPS and GIS software's and SOP's for a fully functional system. It is essential that FHCL updates its GIS system and staff are sufficiently equipped to execute their tasks.</p>

RECOMMENDATIONS
<p>1. Organisational management and support</p> <ul style="list-style-type: none"> a) Continual improvement and maintenance of highly efficient and effective management, and regular communication of company matters to FHCL Board and the Fiji Mahogany Industry Council is essential to maintain the momentum of sustainable company growth. Also, a continual support from the FHCL Board and the Mahogany Industry Council towards company needs in attaining FSC Certification within 3 years' time is essential. b) Monthly M&E reports to monitor progress of organisational activities that only meets targets but compliant to FSC P&C.
<p>2. Recruitment of new staff</p> <ul style="list-style-type: none"> a) <u>Environmental Management System Coordinator:</u> Role is to coordinate and ensure effective implementation of activities in FHCL's EMS, and this includes but is not limited to: <ul style="list-style-type: none"> i. Identifying environmental aspects and impacts of forestry activities for successful environmental management at all stages, especially for major activities such as restocking, roading, and harvesting. ii. Identify the environmental aspects and analyse the significance of their impact on the environment or on the health and safety of personnel. iii. Work with Harvesting and Planting Supervisors, and the General Manager in aligning operations to FSC P&C. This includes, review of the EMS system to align with FSC requirements and ensure outcomes of EIA, HCVF and SEIA are incorporated. b) <u>Environment Officer:</u> To support EMS Coordinator and carry out awareness, field monitoring and enforcement of the EMS system. c) <u>GIS Officer:</u> Upgrading of the company's GIS system will also require another GIS Officer for upgrading its database and working with the EMS Coordinator and Operations team in Viti Levu and Vanua Levu. d) <u>Monitoring and Evaluation Officer:</u> Urgently needed to design, coordinate and implement the monitoring, evaluation, research, and learning framework of the company to ensure it meets all the requirements to get certified with FSC. This includes, review of reporting templates to capture information that will feed into the M&E reporting template that aligns to FSC P&C requirements. e) <u>Forest Certification Project Officer:</u> Responsible in ensuring company operations and development within the next 2 to 3 years meets FSC requirements and preparation for the pre-evaluation and main assessment audits. f) <u>Risk & Compliance Officer:</u> Main role is to ensure FHCL has internal controls that adequately measure and manage the risks it faces. The position will work with management and staff to identify and manage regulatory risks.

<p>3. Staff capacity building:</p> <ul style="list-style-type: none"> a) <u>Training needs assessment (TNA) and personnel training</u> - to be conducted by Forest Manager, Harvesting and Plantation Supervisors, EMS Coordinator, and the General Manager in identifying training needs for staff and contractors personnel as well. b) Annual refresher course for staff as identified from TNA and this includes but is not limited to: <ul style="list-style-type: none"> i. Refresher course on the Health and Safety manual (after review) ii. Refresher course on the logging code iii. Refresher/training course on EMS (after review) c) Introducing a requirement for mandatory training/awareness on the Fiji Forest Certification Standard
<p>4. Update mapping and GIS equipment's and software for better planning and monitoring</p> <ul style="list-style-type: none"> a) Mapping and GIS system lacks appropriate equipment's for efficiency in operations planning and data accuracy, and requires purchasing of: <ul style="list-style-type: none"> i. <u>Trimble GPS for the stations (as relevant):</u> one for survey team, and one for GIS team, and one for EMS team. Trimble GPS price is estimated at around \$2000 each. ii. <u>ArcGIS and ATLAS Geomaster software:</u> <ul style="list-style-type: none"> a. ArcGIS Desktop Advanced: Costs around \$30,000 FJD. The system works well with trimble GPS and GeoMaster software. b. ATLAS GeoMaster: is a very useful forest management tool that will enable FHCL to plan, manage and report on all activity within their forest & plantation estate. The software has many benefits and features that will greatly enhance FHCL's database, and this includes a centralised access to data, financial tracking, business planning, environmental management, spatial interface, GIS dependence, history on-line (reduces dependence on the institutional knowledge of key individuals), flexibility, secure database, database access and future proof (data can be easily ported to other systems). b) Complete survey of FHCL leased areas in Viti Levu and Vanua Levu c) Update accurate data into maps with on the ground markers/signboards d) Install proper signboards - summarising essential information on boundary markings, prohibited and permitted activities in the contract/lease agreement, maps, and outcomes of EIA and HCVF study
<p>5. Update and review documentation for operations efficiency and effectiveness:</p> <ul style="list-style-type: none"> a) M&E Officer in collaboration with EMS Coordinator to review manuals and templates to ensure outcomes of EIA, SEIA and HCVF study are incorporated. b) Develop M&E framework and system to ensure operations align to FSC standard. c) Dispute resolution procedure, SOP's and documentation to be developed/reviewed and in compliance. d) Review management plan to show compliance with the FFCS and tailor made to local plantations e) Develop SOP for mapping and GIS system
<p>6. Improve compliance with and enforcement of Harvesting Code of practice and the Environmental Management System:</p> <ul style="list-style-type: none"> a) FHCL must resolve its issue on harvesting operations within the riparian zone, and survey planning to consider this for stations that are yet to commence operations. b) Use of silt traps to trap sediments, removal of fallen trees or wind-blown trees along road side and buffer zones, and streams

- c) Robust supervision, monitoring and enforcement of contractor's compliance to the code and immediate implementation of Corrective Action Notice, enforcement and penalties. This includes:
 - i. Following operational SOP's in the EMS
 - ii. Updating documentation of reports in the whole operational cycle – monthly reporting
- d) Independent third party to monitor FHCL field operations and issuing of Corrective Action Notices.

3.2 PRINCIPLE 2 AND 3: TENURE AND USE RIGHTS AND RESPONSIBILITIES, AND INDIGENOUS PEOPLE'S RIGHTS

3.2.1 FHCL STATUS

Land Tenure and Use rights

Majority of FHCL leases are under native lease and is administered by TLTB. Process of acquiring native lease agreement follows the Free Prior Informed Consent process. However, there's an issue noted as being constantly raised by landowners on the initial promises made during initial acquiring of leases that the government (during the Ratu Mara government) will only take the mahogany and the landowners can access the other non-mahogany species for their use. With the enactment of the Mahogany Decree, landowners do not have any access to harvest any NTFPs, collect firewood, harvest freshwater fish, or collect anything to support their subsistence need as it prohibits any access into leased areas. Also, the Mahogany Act 2010 ensures long term lease tenure as mahogany plantation leases will be renewed based on mutual agreement between FHCL and iTLTB on behalf of the landowners. FHCL has done its investment and needs to recover the revenue from mahogany plantations before surrendering the lease, if agreed by landowners. FHCL has 50 years and 99 year leases, with the latter being more favourable to cater for two rotation harvest.

With regards to cultural, traditional or environmental significant sites, the Survey and Harvesting teams considers this whilst in the field, verifies with Fiji Museum and communities, and marks site., Also, is reported to Fiji Museum and landowners.

Responsibility of FMT to landowners

Fiji Mahogany Trust, a statutory NGO, was established as a business arm under the Mahogany Industry Council (MIC) to look after the interests of landowners as beneficiaries, whilst FHCL focuses on generating revenue. FHCL is working with FMT to improve landowner relations and educate them more on growth of the business. FMT's role is to work closely with landowners and conduct awareness and consultations, as well as facilitate benefit sharing. Reports are well documented.

3.2.2 GAPS

- a) EIA, SEIA and HCVF studies yet to be done, though there has been preliminary studies done in 2005 (EIA and SEIA).
- b) Through the MIDA (Mahogany Act), FMT is not receiving the 10% share from FHCL that should flow through from the Mahogany Industry Council. This has been halted so as to support the growth of the company which will provide better benefits for the landowners.

3.2.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 2 & 3

<p>ROOT CAUSES</p> <p><u>Note:</u> Root causes and recommendations identified in section 3.1.3 on addressing FHCL compliance to relevant laws, legislations and treaties also impacts FHCL compliance and addressing gaps in Principle 2 and 3.</p> <p>Non-compliance to the Code increases workers health and safety risk and this can be an oversight by Supervisory personnel, contractor, sub-contractor or worker. Health and Safety accidents are a rare occurrence, however, as investigated and observed by Forest Manager and Supervisors, some accidents are caused by non-compliance to the harvesting code of logging. Through further observation by supervisors, the issuing of license for use of machines or equipment's could be the cause of this. Assessment of trainee competencies level prior to issuing license needs to be reviewed by forestry.</p> <p>FMT's operations are limited to its financial capacity. It has proposed an additional \$250,000 budget request to improve its operations, improve capacity development and support to forest based companies but could not be accommodated.</p>
<p>RECOMMENDATIONS</p> <p>To address gaps, recommendations in 3.1.3 on updating maps, on the ground markings, survey of boundaries, review of documentation, SEIA, EIA and HCVF studies all contribute to addressing gaps in complying with Principle 2 & 3. Additional activities are listed below:</p> <p>1. Consultancy (EIA, SEIA, HCVF)</p> <p>a) <u>EIA and HCVF:</u> is a preliminary requirement that has to be submitted with FHCL's Certification application to the accredited certification body. FHCL will undergo a pre-evaluation prior to the main evaluation as it has plantation area of more than 10,000 ha. EIA, EIA and HCVF study reports outcomes to feed into review of FHCL company documents, maps, community consultations and field work. FHCL will require additional funding for these studies.</p> <p>b) <u>SEIA:</u></p> <ul style="list-style-type: none"> i. Consultant to prepare monitoring templates ii. Same consultant to also help develop FPIC guidelines (to include procedure for any transfer of lease title) iii. Monitoring reports of socio-economic-environmental impact study to be produced every 5 years <p>c) <u>Business training Consultant:</u> for FMT to train staff and forest based companies</p> <p>2. Increase capacity of landowners/beneficiaries on use rights and responsibilities to FHCL lease lands and resources within</p> <p>a) Update EIA, HCVF and SEIA outcomes into maps, documentation, and awareness consultations:</p> <ul style="list-style-type: none"> i. <u>Review Management Plan</u> - EIA and HCVF reports to identify the areas in consultation with landowners, iTLTB, and the Fiji Museum. This will be incorporated in the Management Plans and demarcated on the ground. ii. <u>Review Community Development Plan</u> – FMT in consultation with iTAB to review where relevant to outcomes of EIA, HCVF and SEIA report.

- b) Translation of summaries to vernacular - Summary of permitted and prohibited activities stated in the contract/lease agreement should be available and translated to the vernacular language. Install signboards.
- c) Update maps:
 - Needs to be registered with the Fiji Museum (mark in resource map).
 - FHCL to request significant sites map from Fiji Museum
 - Harvesting plan map to be updated with all significant sites and information noted from the HCVF report, EIA report, and other surveys to ensure harvesting operation and planning does not threaten or impact the status of the notable sites/species/etc.
- d) Dispute Resolution - Document disputed claims on initial promises upon acquiring lease
- e) FPIC: needs to be developed and include procedure for any transfer of lease title

3.3 PRINCIPLE 4: COMMUNITY RELATIONS AND WORKERS RIGHTS

3.3.1 FHCL STATUS

Opportunities for Landowners

Fiji Mahogany Trust looks after the interest of landowners, and as a Statutory Non-Governmental Organisation (NGO), it is working in collaboration with FHCL, MoF, I Taukei Affairs Board and other stakeholders to uplift capacity of landowners to enable them to maximise their participation in all aspects of forest management operations and entrepreneurship, which in turn will help boost company revenue and maximise returns to landowners and/or community beneficiaries. Landowners and forest based companies are given first priority for training, contracts and employment with FHCL. However, if targets are not met, then FHCL will give the opportunity to other contractors. FMT is progressing with the development of a new business arm to support its operations budget and improve support to landowners and forest based companies.

Health and Safety

FHCL's Health and Safety policy and manual covers all aspects for the safety of workers and strictly monitors compliance in field operations. With that, the company provides PPE equipment's for all staff and this is expected of contractors too through the contractual agreements.

Worker's Rights

Dispute resolutions are documented but there is no proper documentation system in place.

3.3.2 GAPS

- a) Landowner reps are trained in harvesting operation skills but lack optimal utilisation of the skills gained
- b) Lack proper dispute resolution system with proper documentation
- c) The right to form a Union is documented based on Fiji's commitment to ILO Conventions but is a sensitive issue.
- d) Lack a fully functional First Aid kit for stations.

3.3.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 4

ROOT CAUSES
<p>Note: Root causes and recommendations identified in section 3.1.3 and 3.2.3 builds up or enhances FHCL compliance and addressing gaps in Principle 4.</p> <p>Landowners and forest based companies are trained but lack the essential equipment's to maximise participation in the business. It is difficult to acquire funding or loans to purchase these expensive equipment's, hence, a significant part of their operational expenses goes to sub-contract these equipment's.</p>
RECOMMENDATIONS
<p>1. Improve Fiji Mahogany Trust support to Forest Based Companies and Beneficiaries:</p> <ul style="list-style-type: none"> a) Contracting of a Business Consultant: To seek business advice and work with forest based companies to develop strategy to reduce operational cost in hiring of machinery and equipment's. b) Have their documentation in place by June 2022 and FHCL to follow-up with this. c) Community Management Plan to be developed in a participatory approach (part of iTaukei Affairs community development work), regularly monitored and updated - included in the monitoring program. Monitoring reports to be produced every 5 years.
<p>2. Review and Update documentation:</p> <ul style="list-style-type: none"> a) <u>Review and update Health and Safety manual:</u> (include any provisions for Covid protocol, etc.), with provisions of regular training refresher course that is in line with the Code b) <u>Update employee records up to the last 5 years</u> – this should include a signed affidavit that the employee has accepted a copy of the manual and understood its contents. c) <u>Socio-Economic Impact Assessment report:</u> to capture process and impact of layoffs on staff and to be noted in the Annual report d) FHCL and FMT to update its documentation of support and impact to landowners. This can also be drawn from the SEIA report, captured in the M&E report, and updated to company website (M&E communications and visibility plan) e) Develop Dispute Resolution System – manual, handbook, SOP's and reporting templates
<p>3. Purchase of equipment's:</p> <ul style="list-style-type: none"> a) Need to purchase 13 VHF phones for all stations and vehicles dispatched to the forest for operations to have one in place b) First Aid kit to be regularly stocked for essential items
<p>4. Staff Capacity Development:</p> <ul style="list-style-type: none"> a) Regular training or refresher course on Health & Safety manual (First Aid), OHS and Harvesting Code of Practice (basic and advanced level) for all forest workers and staff
<p>5. Enforce monitoring:</p> <ul style="list-style-type: none"> a) Supervisors to strictly adhere to and monitor compliance to the code, Health & Safety, and OHS provisions to safeguard all workers



Fiji Hardwood Corporation Limited Acting Director Mr Semi Dranibaka.

3.4 PRINCIPLE 5: BENEFITS FROM THE FOREST

Benefits from the forest must not only look at the economic viability, but its efficient use to ensure there is a wide range of environmental and social benefits.

3.4.1 FHCL STATUS

Economic Viability

To improve the economic viability and sustain environmental benefits from its operations, FHCL has progressed with the following:

- a. **Strategic Development:** FHCL has recently progressed in developing (in progress) its 10 year strategic plan, 3 year annual corporate plan and work plan which incorporates activities that target certification and operations viability and sustainability. The company has a centralized finance department that utilises cloud-based accounting software to maximize efficiency in data collection that allows HQ Finance department to check Stations financial updates. As noted in section 3.1, FHCL has worked on improving the efficiency of its operations and monitoring and in less than 2 years, the new management has paid off pending payment arrears to FDB, TLTB lease, land management fees, and has commenced paying off stumpage fees.
- b. **Value Adding:** To enhance economic viability, the FHCL is currently conducting ongoing research into timber grading and evaluation with MoF to discern value-adding opportunities. Also, continuing research on residual logs for market opportunities. There are SOP's in place to minimize waste and wastage. However, as noted from the field, infested trees (due to planting technique and/or infestations during growth) produces logs with heartwood rot that reduces timber grading and value, or worse is sold as residual log. There is a lot of fallen shorts, residual logs and uprooted trees along the road side and riparian zone.
- c. **Licensing System & Open Market:** This was introduced through the Mahogany Act which restricts purchasing to licensed companies to buy the higher grade mahogany. Licensing system for log purchase expires in 2022. For optimal use of harvested products, FHCL had requested the Mahogany Industry Council (MIC) for an Open Market that will allow unlicensed companies to purchase graded logs that were not purchased by the licensed companies.
- d. **Shorts and Waste Logs:** FHCL gives first priority to the contracting companies to purchase these, if not then it is open to any buyer (usually around \$100 per load).
- e. **Diversification:** Currently, FHCL only focuses on the mahogany products and researching more into its other potential economic viability. However, the potential of the non-mahogany products in the forest management unit is yet to be realised and tapped into.
- f. **Minimise waste and damages:** FHCL has SOP's in place to minimise waste and damages from harvesting operations. The harvesting code specifies directions to minimise environmental damage and is monitored by FHCL station officers. However, there are occurrences of damaged logs and other inconsistencies in compliance to the code. Closing of coupe survey notes waste or damaged logs – for heavy machinery to remove these, especially in riparian buffers, would create more damage to the environment and are advised to leave it to decompose and enrich

the soil for the replanting season, which is usually after 2 years to allow suitable planting conditions. There is clear felling in most coupes, however, by late 2021, had started cutting according to market demand (mostly grade 1 to 4) to minimise wastage. FHCL is working in progress with MoF Timber Utilization division for the residual logs research.

- g. **Sustainable harvesting rate:** For a sustainable harvesting rate, FHCL is awaiting the National Forest Inventory (NFI) report. Previous management focused more on production based on 1992 inventory using rate of harvesting of 150 m³ per hectare. This rate has been passed on and the source is unknown to current senior staff of FHCL. 150m³ is derived from the equation $[277 \times 0.6 \times 0.9]$ whereby 277 is the total number of seedlings planted in 1ha with a spacing of 9m by 4m, 0.6 being the average survival rate of 60% and 0.9 is the average merchantable tree volume). Rate of planting is higher than rate of harvest and FHCL plans to keep it that way with a buffer. Current management team has set aside some funds for plantation operations for completion of the whole cycle (including maintenance and replanting). Replanting is only for mahogany species. The monitoring of harvesting and post harvesting activities are done internally.

3.4.2 GAPS

- a) Lack proper documentation of research done with MoF Nasinu on:
 - i. Value adding opportunities
 - ii. Residual logs
- b) Lack of sufficient data and relying on MoF data
- c) Lacks an independent body to monitor FHCL's internal monitoring system
- d) Lacks environmental monitoring perspective in closing of coupes – only harvesting supervisor checks
- e) Personnel lack sufficient capacity to conduct PHI

3.4.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 5

ROOT CAUSES
<p>FHCL has been dependent on MoF for inventory reports and outcomes for its various data needs. The main reason is that this is an expensive and time consuming exercise. Inventory reports may not have a full evaluation of mahogany and non-mahogany products in the FMU. To maximise potential and diversify its products, FHCL needs to have an inventory report of its FMU according to its needs/TOR. Likewise, for the various research collaboration with MoF, FHCL lacks the personnel, technical and financial resources to fully implement activities independently and have access to all documentation.</p> <p>Lack of implementation of the EMS impacts the lack of internal monitoring. The need for an independent monitoring body can be incorporated into SOP's or manuals as a requirement to have scheduled inspections.</p>
RECOMMENDATIONS
<p>1. Review and Update documentation:</p> <ol style="list-style-type: none"> a) Incorporate certification road map activities into development of Strategic Plan, annual corporate plan and 3-year work plan b) Develop long-term plantation planning (60 years) (consider economic, social and environmental aspects) c) Maintain and get updated documentation of these research (value-adding & residual logs) from MoF Nasinu

<ul style="list-style-type: none"> d) Review the Yield reconciliation report. Will also be determined from the forest valuation that will be completed in 2022 e) Research into amount of standard volume to take out f) Develop a Training Needs Assessment for FHCL and FMT
2. Research into: <ul style="list-style-type: none"> a) propagation and nursery sales of the Naboutini endemic rare palm b) NTFP's, shorts, and residual logs c) causes behind heart rot and viable growth planting methods
3. Monitoring of Harvesting and Post-Harvesting Operations: <ul style="list-style-type: none"> a) Need to have an independent body to monitor and review the processes and systems. b) Field supervisors to regularly monitor contractors operations for compliance to the code and agreements. Enforce issuance of Corrective Action Notices and compliance.
4. Forest Inventory: <ul style="list-style-type: none"> a) National Forest Inventory currently being undertaken, and will provide an updated inventory on mahogany and other stands b) FHCL needs to do its own forest inventory to evaluate its mahogany and non-mahogany products within the FMU and have more reliable and holistic data for its specific need
5. Replanting Activity <ul style="list-style-type: none"> a) Consider enrichment planting to only be mahogany species but non-mahogany as well.

3.5 PRINCIPLE 6: ENVIRONMENTAL VALUES AND IMPACTS

3.5.1 ENVIRONMENTAL ASSESSMENT

FHCL had commenced with Certification process in the 2000's, but the process was discontinued as there was not enough support from then management for a full EIA and SEIA study that was a critical component of Certification. Currently, FHCL forest management and operations is guided by their Management Plan (2010 to 2014), silviculture prescriptions, harvesting code, and Environment Management System (EMS). However, with the absence of a proper EIA study, environmental impact cannot be fully gauged, hence, mitigation measures cannot be fully streamlined into review of FHCL documentation (Management Plan, manuals, maps, SOP's, etc.), field operations, and license agreements with contractors. However, only PHI reports are available and it is only the survey and harvesting team that does assessments that comply with the harvesting code for the opening and closing of coupes. It was noted from documentation that the corrective action notice given to contractors were not consistently documented and were usually issued verbally. The EMS is well documented but lacks coordination from an EMS Coordinator or Environment Officer.

FMT and FHCL has some level of consultations with community in safeguarding any rare, threatened or endangered species found in the FMU and some species are marked on the harvesting plan map (e.g. the endemic palm in Naboutini) and communicated with the Fiji Museum and communities.

There is no specific restoration program for degraded sites but only for replanting of mahogany species and land management contracts includes survival assessments to monitor growth which is contracted to Forest Based Companies.

In terms of forest conversion, establishment of FHCL plantations was through conversion of native forest to plantation forest and this was prior to 1994.

3.5.2 GAPS

- a) Lack of implementation of the EMS
- b) Lack of specific coordination from an EMS Coordinator or Environment Officer
- c) Yet to do an EIA study and lacks the funding to execute activity
- d) Insufficient information and capacity building done to safeguard the rare, threatened and endangered species and their habitats
- e) Insufficient information to establish conservation zones and protection areas appropriate to the scale and intensity of forest management
- f) Lack information on biological & ecological functions and values of the FMU
- g) Lack availability of some reports in both hardcopies and softcopies

3.5.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 6

ROOT CAUSES
The main component lacking is the EIA report and an EMS Coordinator or Environment Officer to coordinate implementation of activities in the EMS. The lack of funding and commitment in previous years to certification requirements had caused this. Moreover, international market requirements were not so stringent on demanding for certified products, which is the case now and why FHCL will need to fully implement their EMS. Also, upon completion of the EIA report it will be more effective to have an EMS Coordinator who understand the system and how the findings of the EIA will align.
RECOMMENDATIONS:
<p>1. <u>EIA Consultancy:</u></p> <ul style="list-style-type: none">a) Conduct a full Environmental Impact Assessment study for all FHCL plantationsb) Experts to conduct an awareness training with staff and communitiesc) Incorporate outcomes into company documentationd) Develop conservation strategye) HCVF will identify areas for conservation and align to Protected Area under the EMAf) Need to get documentation/ information from the experts and tailored to community consultation awareness materialg) Expert report to be peer reviewed (avoid auditors probing)h) Need expert consultant to disseminate information to communitiesi) Require EIA consultants (vegetation ecologist) to include documentation of these information:<ul style="list-style-type: none">i. Species that have a population structure that doesn't favour regeneration (need to be spared during harvest or silviculture treatment)ii. Selection of tree species for harvest is based on the natural forest compositionj) On the ground marking: Identify and mark natural ecosystemsk) EIA report must include methodologies for characterising ecosystems found in the landscape and for determining representative samples – this will be incorporated in the FME which identifies its responsibilities in respect to natural ecosystems.l) Establishment of conservation zones and protection areas

<p>2. Staff capacity building:</p> <ul style="list-style-type: none"> a) Develop a Training Needs Assessment for FHCL and FMT b) Build FHCL capacity to do PHI
<p>3. Community Awareness & Capacity building:</p> <ul style="list-style-type: none"> a) Need for more awareness on culturally important species
<p>4. Develop/ Review/ Update documentation:</p> <ul style="list-style-type: none"> a) Develop Management Plan for specific harvesting area according to the EIA report b) Develop SOP's for specific aspects of the management plan c) Exotic species – develop assessment form template, conduct risk assessment, SOP, and update other documentation. d) Develop Management Plans for those Protected Areas within the logging sites: <ul style="list-style-type: none"> i. selective logging ii. use area for germplasm source iii. sustainable harvesting e) Replanting survival assessment form (monitor after 3 months).
<p>5. Organic Waste</p> <ul style="list-style-type: none"> a) Need to develop a register of approved non-organic wastes
<p>6. Non-Organic Waste</p> <ul style="list-style-type: none"> a) Develop inventory of non-organic waste used b) Translate prohibited/ permitted activities to Fijian and Hindi c) Develop SOP d) Update record of any violation (occurrence & disciplinary action)
<p>7. Integrated Pest Management</p> <ul style="list-style-type: none"> a) Need to develop pest control strategy, SOP's b) Conduct research into options (manual and chemical) for controlling/ eradication and provide report c) Update documentation on use of chemicals during plantation establishment d) Material Source and Data Sheet (MSDS) to be updated
<p>8. Waste Disposal</p> <ul style="list-style-type: none"> a) Procedures in place to be reinforced b) Need to purchase proper equipment's and materials to prevent oil spillage on the ground
<p>9. Exotic Species</p> <ul style="list-style-type: none"> a) Need to develop a form and conduct risk assessment b) Develop procedure/ SOP to control any intrusion of invasive species, and monitoring templates

10. Replanting
<ul style="list-style-type: none"> a) Replanting to develop monitoring component b) Survival assessment monitoring every 3 months
11. Mapping
<ul style="list-style-type: none"> a) Natural forest ecosystem pockets map overlay with PA map
12. Land Use Planning
<ul style="list-style-type: none"> a) FHCL needs to do LUP (especially for new plantations/ new areas for replanting)

3.6 PRINCIPLE 7: MANAGEMENT PLANNING

3.6.1 FHCL STATUS

The current Management Plan (2010 – 2014) aligns to the Mahogany Act 2003, however, the Mahogany Act was reviewed in 2010. The review will incorporate outcomes of the NFI report and to align to the certification standard requirements that is heavily dependent on the EIA and HCVF study, and other reviews that is mentioned in other sections of this report. Collaboration with MoF in research will feed into management planning.

Branding of Fiji Mahogany does not conform to international commitment, but aligns to the Licensing and Branding Act 2011 which indicates to the specific customer that it's from a legal source, but not specifically under any international guideline or conforming to any commitments (such as cites, etc.).

3.6.2 GAPS

- a) Management Plan is not aligned to the reviewed Mahogany Act 2010 and other reviews mentioned in other sections of this report.
- b) Lacks monitoring report of the 2010-2014 management plan

3.6.2 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 7

ROOT CAUSES
Current management plan for 2010-2014 which aligns to Mahogany Act 2003 is being reviewed by FHCL to align to the Mahogany Act 2010. Lack of a monitoring report for the 2010-2014 management plan will lack the perspective of how effective the plan is. Lessons learnt from the previous management plan needs to be incorporated into the review and development of the new management plan for 2022 to 2025.
RECOMMENDATIONS

<p>1. Update/Review Documentation:</p> <p>a) <u>Review/update Management Plan:</u></p> <ul style="list-style-type: none"> i. development of SOP's and update documentation for all aspects of the management plan (relevant to NTFP's, fire control and disaster management, harvesting plan, inventory) ii. FSC branding be included in the 2022 – 2025 management plan iii. Need to have a monitoring report of the 2010- 2014 management plan and incorporate results into the development of the 2022 to 2025 management plan. <p>b) Compile and update documentation on research (science, technical research) or work leading to revision of management plan. This will also incorporate outcomes of the EIA and HCVF study reports.</p>
<p>2. Training Needs Assessment:</p> <p>a) Need to conduct a TNA to develop training program for the new management plan</p>
<p>3. Awareness & Consultation:</p> <p>a) Conduct an awareness consultation on the revised management plan. Process and outcomes to be documented. Summary to be translated into vernacular, and readily available and accessible at the Station Offices</p>
<p>4. Monitoring:</p> <p>a) Review and implement monitoring plan and monitoring reports that will be an outcome of the new management plan</p> <p>b) Need to incorporate monitoring and as a budgeted activity by an independent third-party body</p>

3.7 PRINCIPLE 8: MONITORING AND ASSESSMENT

3.7.1 FHCL STATUS

Current monitoring system is based from the 2010 to 2014 Management Plan and is implemented by the FHCL survey team. Plantations are monitored for its quality and survival.

All monitoring is done internally by the survey team and as noted from the field visits, compliance to the harvesting code is lacking in terms of logs sighted in the riparian zone, buffer and absence of silt traps. Reports from station managers include assessment of any environmental impact. There are requests for road repair if there is any damage or degradation – to align to Fiji Plantation Grown Mahogany Code Harvest of Practice (FPGMCHP).

To monitor or track forest products, FHCL has a system in place (chain of custody) whereby logs are tagged (coupe ID, tags, log number and initials of log technicians, grades). These are documented as well as the procedural requirements for exporting (MoF export license, consignment certification and certificate of legality).

Improving efficiency in monitoring was evident in increase in returns which enabled FHCL to pay off arrears in payments. Financial Audit has been updated and submission of the 2018 to 2020 report to the Auditor General's office. FHCL is currently updating its audit process for the previous financial year.

3.7.2 GAPS

- a) Lack of compliance to the logging code in terms of the riparian buffer
- b) Lack of an independent third-party to do monitoring of FHCL's internal monitoring system
- c) Lacks proper monitoring of activities in the EMS and documentation of these reports
- d) Lacks proper system of documentation for safe and secure storage – both hardcopy and softcopy

3.7.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 8

ROOT CAUSES
The main root cause would stem from the lack of implementation of FHCL's Environment Management System and an officer to coordinate its activities. The Environment Management system has requirements from the harvesting code and silviculture prescriptions embedded in its processes. Staff are aware of harvesting code of practices whilst implementing monitoring of activities in the different sections (survey, harvesting, planting). Proper implementations of the EMS will ensure proper monitoring and documentation as prescribed by the EMS.
RECOMMENDATIONS
1. Review documentation of Monitoring & Assessment procedures: <ul style="list-style-type: none">a) Outcomes of EIA, SEIA study will be incorporated into review of Management Plan which will effect review of monitoring and assessment procedures, SOP's and reporting templates.b) Outcomes of the NFI report will contribute to the review of FHCL's monitoring and assessment processes.c) Update documentation on hardcopy and softcopy. A safe and secure server or cloud storage is required urgently, and for relevant staff (M&E, EMS, GM, etc.) to access and update reports. Also, for ease of access to the Auditing team⁴ during the 'Pre-Assessment' & 'Main Assessment'⁵).d) Update the current identification system (Chain of Custody)e) Summary of the results of monitoring indicators to be made public (also in vernacular language)

⁴ FSC Accredited Certification body.

⁵ The two FSC Certification Assessment that FHCL is subjected to.

3.8 PRINCIPLE 9: HIGH CONSERVATION VALUE FOREST

3.8.1 FHCL STATUS

FSC Forest Management Evaluation Standard states that plantation areas with more than 10,000 hectares will require a pre-evaluation assessment (scoping) prior to the main assessment. The pre-evaluation will scope out the high conservation value forest aspect.

HCVF is an essential requirement of certification for plantation areas of more than 10,000 hectares, and this triggers a pre-evaluation. There is no specific HCVF study or consultations done. Only NLC maps are used to conserve social/culturally significant sites. The survey team also notes notable sites that have not been identified by communities or in any documentation and these observations are considered in the harvesting plan and precautions taken to not degrade these sites.



Caption: FHCL Forest Manager Central Eastern Iosefa Rasiga with Randy Hamilton and Deborah Sue

3.8.2 GAPS

- a) Lack of a HCVF study report for each plantation estate
- b) Lack of financial resources to execute study
- c) Lacks multi-stakeholder consultation HCVF attributes
- d) Management Plan and Monitoring reports and templates lack aspects of HCVF attributes

3.8.3 GAPS ROOT CAUSE ANALYSIS AND RECOMMENDATIONS TO ALIGN TO FSC PRINCIPLE 9

ROOT CAUSES
Lack of a HCVF study is due to it not being a necessary requirement under normal plantation management which aligns to the harvesting code. However, in committing to FSC requirements, it highlights this gap as it is a pre-requisite for FHCL in its certification application. This will also be an expensive exercise.
RECOMMENDATIONS
1. HCVF Study and Consultations incorporated into FHCL systems and processes: <ul style="list-style-type: none">a) Conduct multi-stakeholder consultations to assess HCVF attributes – TLTB, NLC, Fiji Museum, communities, etc.

- b) FHCL to develop HCVF report on each plantation estate and incorporate into relevant documentation and maps
- c) Conservation attributes to be identified and maintenance strategy included in the reports and incorporated into maps and consultation process
- d) Outcomes of HCVF study to be incorporated into review of Management Plan, including:
 - i. Measures for HCVF protection and conservation are included in the public summary
- e) Develop a register of consultation records and proper documentation of feedbacks
- f) Incorporate into monitoring assessment the:
 - ii. Annual monitoring of HCVF to assess effectiveness of employed measures
 - iii. Establishment of long-term monitoring plots

3.9 PRINCIPLE 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES – PLANTATIONS

While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.

3.9.1 FHCL STATUS

FHCL's plantations were established through replanting deforested and degraded natural forests. These forests were converted from natural or native forest through harvesting of native trees by previous contractors. When FHCL assumed ownership of its plantations from Forestry Department in 1997, it adopted a "No Conversion Policy" and there is no more conversion to date. They were only planting on harvested areas.

FHCL leases a total of approximately 75,000 hectares and has around 41,000 hectares as mahogany plantations, while the rest is natural forest. There are plans to maintain these as natural forest without converting it, and/or replant to engage in the carbon market (Fiji Emissions Reduction Programme – ERP).

Current Management Plan and FHCL documentation promote the conservation of natural forests at the level where it meets the Harvesting code – areas that are too steep to conduct logging operations. This leaves pockets of natural forest as protection forest. Current plantation management lacks the outcomes of the EIA and HCVF report, which will identify natural ecosystems, areas of protection, wildlife corridors, and important cultural sites.

In terms of plant species diversity, FHCL replanting activities currently focuses on mahogany species only.

3.9.2 GAPS

- a) Most of the gaps identified in Principle 10 has been identified and addressed from Principle 1 to 9, as well as its root causes.
- b) Lack of information from EIA and HCVF reports for plantation management to address conservation and protection of natural forest ecosystems
- c) Soil map is outdated

3.9.3 GAPS ROOT CAUSES

As being mentioned in previous sections, committing to FSC Certification will highlight gaps on activities that were not a necessity in alignment to the mahogany harvesting code of practice. For instance, EIA & HCVF. FSC specifies requirements through indicators and means of verification for the protection and conservation of natural ecosystems. This is where FHCL will upgrade its systems of operations.

3.9.4 RECOMMENDATIONS

1. FHCL plantations shall be planned and managed in accordance with Principles and Criteria 1 to 10.
2. **Review management plan** in accordance with criterion 10.2.6 (Annex 1) on visual landscapes - consultation with communities and other relevant agencies (iTAB, DTCP, TLTB Land Use maps)
3. **Update Maps:** Management Plan and Harvesting Plans to identify and map buffer zones, overlaid with Protected Area maps.
4. **Review Mahogany Industry Development Act (MIDA)** – needs to be reviewed and Act to include some of the recommendation (include emerging issues, carbon, and for the review of the Act)
5. **Update soil capability maps** – FHCL to have its own data. This is essential for its reforestation program – to identify suitable sites for replanting.
6. Plantations needs to start establishing their own Pest & Disease monitoring protocol.

4. ROAD MAP FOR FHCL TO ATTAIN FSC CERTIFICATION – SEPTEMBER 2022 TO JUNE 2025

The following (Table 2) presents a roadmap of activities summarised through recommendations identified from Principle 1 to 10. Some of the activities identified in the roadmap will assist and/or guide FHCL in delving into further details pertaining to each gap.

Key	
Description	Progress Status
Complete	Green
In-progress	Yellow
Not yet started	Red

Table 2 FHCL Road Map to attain FSC Certification - September 2022 to June 2025

No.	Road Map of Activities	Status	Target Date(s) (July 2022 – Sep 2025)	Cost	Responsibility	Funds Available
1	Enhance organisational and operational management					
1.1	Maintain regular meetings and/or communications with FHCL Board, Fiji Mahogany Industry Council and Ministry of Economy on company matters	Yellow	Continuous	No cost	FHCL & FMT	Not relevant
1.2	Monthly M&E reports (overall compliance)	Red	Continuous	No cost	FHCL M&E Officer	Not relevant
1.3	Review systems and processes as noted in 6	Red	Continuous	Refer to 6	FHCL	Refer to section 6
1.4	Job evaluation (job description – work experience academic qualification & appropriate salary)	Red	Continuous	Refer to 2	FHCL	Refer to 2

No.	Road Map of Activities	Status	Target Date(s) (July 2022 – Sep 2025)	Cost	Responsibility	Funds Available
2	Recruitment of new staff					
2.1	Monitoring and Evaluation officer		Jul - Aug 2022	\$35,000	FHCL	No
2.2	Environment Management System Coordinator		Jul - Aug 2022	\$38,000	FHCL	No
2.3	Environment Officer		Jul - Aug 2022	\$35,000	FHCL	No
2.4	GIS Officer		Jul - Aug 2022	\$26,000	FHCL	No
2.5	Forest Certification Project Officer		Jul - Aug 2022	\$38,000	FHCL	No
2.6	Risk and Compliance Officer – evaluate the risk of the business and compliance under regulation from work and staff perspective		Jul - Aug 2022	\$35,000	FHCL	No
2.7	Communications Officer		Jul - Aug 2022	\$26,000	FHCL	No
3	Staff capacity building					
3.1	Training Needs Assessment for FHCL and FMT		Nov - Dec Annually	No cost	FHCL & FMT	Not relevant
3.2	Training and Annual refresher courses		Annually (Jan - Mar)	\$20,000 annually	FHCL & FMT	Yes
3.3	Business Training for Forest Based Companies under FMT		Annual	\$20,000	FHCL/FMT	No
4	Purchase of equipment's					
4.1	9 Trimble GPS @\$2000 each (depends on funding: 3 Vanua Levu and 3 Viti Levu for stations; 1 EMS; 1 GIS; 1 survey)		Aug 2022	\$18,000	FHCL	No
4.2	Purchase ArcGIS and ATLAS Geomaster software		Aug 2022	\$80,000	FHCL	No
4.3	First Aid Kits stock for all stations and vehicles		July-Aug 2022	\$4000	FHCL	Yes
4.4	13 VHF phones for each stations		July-Aug 2022	\$7000	FHCL	No

No.	Road Map of Activities	Status	Target Date(s) (July 2022 – Sep 2025)	Cost	Responsibility	Funds Available
5	Consultancy studies					
5.1	Environmental Impact Assessment (EIA) study and report		Mar 2023	\$150,000	FHCL	No
5.2	High Conservation Value Forest (HCVF) study and report for each plantation		Mar 2023		FHCL	No
5.3	Socio-Economic Impact Survey study and report		Mar 2023		FHCL	No
5.4	Awareness consultations on outcomes of EIA & HCVF Studies with FHCL, FMT, contractors and communities (capacity building training)		Quarterly	\$20,000	FHCL	No
5.5	Incorporate outcomes of studies to FHCL and FMT documentation where relevant		Dec 2023	No additional cost	FHCL	No
5.6	Forest Valuation		Dec 2022	\$65,000	FHCL	Yes
6	Develop and Reviewing of Documentation, Systems and Processes to align to FSC requirements					
6.1	Review training manuals, SOPs, assessments templates, job descriptions		Dec 2023	No cost	FHCL/FMT	Not relevant
6.2	Review Forest Management Plan for 2022 to 2025 (refer to 3.6.2)		Dec 2022	\$20,000	FHCL	Yes
6.3	Develop Monitoring and Evaluation Framework for 2022 to 2026		Dec 2022	No additional cost	FHCL/FMT	Not relevant
6.4	Develop Free Prior and Informed Consent Process (FPIC) – manual, handbook, SOPs and integrate into reporting templates		Dec 2023	No cost	FHCL	Not relevant
6.5	Develop Dispute Resolution System – manuals, handbooks, SOP's, reporting templates, and other relevant documentation		Dec 2023	No cost	FHCL	Not relevant

No.	Road Map of Activities	Status	Target Date(s) (July 2022 – Sep 2025)	Cost	Responsibility	Funds Available
6.6	Improve data and maps accuracy, incorporating outcomes of all documentation review and on the ground markings too		Mar 2025	No additional cost	FHCL	Not relevant
6.7	Update documentation on collaboration with MoF (research)		Ongoing	No additional cost	FHCL	Not relevant
6.8	Update and proper documentation of relationship with and support to landowners/beneficiaries and non-beneficiaries, benefit sharing, direct & indirect impact of investments through mahogany plantations (social/ environment/ economic)		Ongoing	No additional cost	FHCL	Not relevant
7	Improve compliance with and enforcement of Harvesting Code of practice					
7.1	Independent third-party monitoring (e.g. Ministry of Forestry - preferred)		Quarterly	\$20,000	FHCL	No
8	Complete Surveys and Inventories, verification, registration and gazette outcomes					
8.1	Complete survey of plantations leases and mataqali boundary in Viti Levu and Vanua Levu – gazette confirmed boundaries.		Dec 2024	No additional cost	FHCL	Not relevant
8.2	Pre-Harvest Inventory prior to any harvesting for all plantations		Ongoing	No additional cost	FHCL	Not relevant
8.3	National Forest Inventory (Ministry of Forestry)		Dec 2022	No additional cost	FHCL	Not relevant
8.4	Forest Valuation (value the forest and make models from it) June-Dec		Dec 2022	\$65,000	FHCL	Yes

No.	Road Map of Activities	Status	Target Date(s) (July 2022 – Sep 2025)	Cost	Responsibility	Funds Available
9	Boundary Demarcation and Markings					
9.1	Consolidate list of items for on the ground marking and signboard installations (part of M&E framework)		Dec 2023	No additional cost	FHCL	Not relevant
9.2	Purchase, preparation and installation of proper signboards on-the-ground Viti Levu and Vanua Levu		Dec 2024	No additional cost	FHCL	Not relevant
9.3	Demarcation of HCVF, environment sensitive sites, culturally and traditionally significant sites on the ground		Dec 2024	No additional cost	FHCL	Not relevant
10	Enhance FHCL and FMT Communications and Visibility (within M&E Framework)					
10.1	Complete website development		Sept 2022	No additional cost	FHCL	Not relevant
10.2	Updating of social media pages		Ongoing	No additional cost	FHCL	Not relevant
10.3	Regular consultations and awareness meetings with landowners and business partners		Quarterly	\$20,000	FHCL	Yes
11	Research/ Evaluations					
11.1	Research on Naboutini palm		Ongoing	\$30,000	FHCL	No
11.2	Research on causes of heartwood rot		Ongoing			
11.3	Research on good quality seed source		Ongoing			
11.4	Evaluate economic potential of NTFP’s in the FMU		Ongoing			
12	Align FHCL to new FSC P&C					
12.1	Align to new FSC P&C		Ongoing	No additional cost	FHCL	Not relevant

5 DISCUSSION AND CONCLUSION

According to FSC's Forest evaluation standard, FHCL is eligible for a pre-evaluation where an accredited Certification body will scope and discuss requirements of the main assessment and if FHCL wishes to proceed then it will also need to account for the costs involved of the forest certification exercise.

FHCL is already aware of and is progressing with activities that will enable them to meet FSC requirements. Firstly, FHCL has raised its operations from operating at a loss to producing profits through improving its documentation, monitoring and stock taking, hence, complying to various criteria in most Principles covered. However, one of the major gaps is in FHCL documentation which will impact organisational, forest and plantation management and community relations through collaboration with FMT. Also, some documentation are in place but lack specific personnel and tools to implement its activities.

FHCL's Environment Management System is well documented and was developed for its initial commitment in 2005 to attain FSC Certification. The company has recommitted itself to this goal and just as they left off with the last attempt, they are met with again on major activities such as Environment Impact Assessment and Socio-Economic Impact Survey. These are major studies whose outcomes aid in addressing several FSC P&C requirements, such as, review of documentation, maps, community awareness and consultations, benefit sharing, and other matters mentioned in this report. Moreover, some of these review and activity implementation will require the necessary staff, equipment's and software to be effective. To attain certification, the recruitment of a Monitoring and Evaluation Officer is essential to streamline FSC requirements into organisational systems and processes and evaluate progress on a monthly basis. In addition, the Environment Management System notes the appointment of an EMS Coordinator to coordinate implementation of its activities. To support this role, it is also recommended to have an Environment Officer. As there are 13 stations, incorporating the outcomes of the EIA and HCVF study will require additional support to the technical team on the ground, provide awareness and monitoring. Also, to improve FHCL's database and mapping, it is essential to purchase new Trimble GPS and GIS software's (ArcGIS and ATLAS GeoMaster). These tools play a significant role in providing accurate information, and as a forest estate management tool

Having a Monitoring and Evaluation framework, coupled with monthly monitoring of the Environment Management System will enhance compliance. Also, an independent third-party monitoring (e.g. Ministry of Forestry) on FHCL's internal operations monitoring system, will provide an external perspective on FHCL's compliance to the logging code. The M&E Officer will ensure communications and visibility requirements are delivered according to plan, as well as other activities to attain certification by 2025.

Capacity building activities and regular consultations are essential to ensure greater visibility of FHCL's commitments to FSC principles in operating in an environmentally and socially responsible manner whilst ensuring economic viability.

In conclusion, continual and holistic support from key partners and stakeholders is vital, particularly for the moral, technical and financial assistance that will support full implementation of its roadmap activities to attain and maintain FSC accreditation.

6 REFERENCES

Auditor General. (2020). *2018 - 2019 Audit Report on Government Commercial Companies, Commercial Statutory Authorities and Other Entities*. Parliament of Fiji (Parliament Paper No.184 of 2020).

FSC. (2015). *FSC Forest Management Evaluations . FSC-STD-20-007 (V3-0) EN*. Forest Stewardship Council.

SmartWood. (2005). *Forest Management Certification Assessment Report for: Fiji Hardwood Corporation Ltd. In Fiji*. Smartwood Certification Forestry.

ANNEX 1. FHCL COMPLIANCE AGAINST THE FIJI FOREST CERTIFICATION STANDARD

The assessment table was adapted to the Fiji Forest Certification Standard, which is aligned to the Forest Stewardship Council's Forest Management 10 Principles and Criteria. Additional columns inserted (3rd and 4th) identified the status and gaps of FHCL against the FFCS. The following table consolidates outcomes from:

- i. One-week awareness and gap analysis workshop (28th February to 4th March, 2022)
- ii. Two days' field visit to Galoa/Naboutini and Nukurua Station (14th & 15th March, 2022)
- iii. Interview with FHCL and FMT staff
- iv. Review of FHCL and FMT documentation

<i>PRINCIPLE 1: Compliance with Fiji Laws and the Fiji Forest Certification Standard – Forest management shall respect all applicable laws of the country in which they occur, and international treaties and agreements to which the country is a signatory, and comply with all the Principles and Criteria of the Fiji Forest Certification Standard.</i>			
<i>1.1 Forest and plantation management shall respect all national and local laws and administrative requirements.</i>			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
1.1.1 Forest resource owner, licensee, contractors and subcontractors must have an up-to-date list and copy of the national and local laws and regulations relevant to the forest operations undertaken, as listed in Annex 2.	<ul style="list-style-type: none"> List of legislations relevant to Hardwood Forest Certification with copies 	<ul style="list-style-type: none"> Copies available in FHCL HQ and available upon request. Station office does not have all copies. 	<ul style="list-style-type: none"> Develop and maintain a list of relevant national and local laws and regulations, and copies available at all stations.

<p>1.1.2 Forest resource owner, licensee, contractors and subcontractors that undertake forestry operations understand and comply with the laws listed whereby:</p> <ul style="list-style-type: none"> • The contract agreement/license agreement/etc. has clauses stating adherence and compliance with laws. • Forest resource owner/licensee and contractors must have documentation/ reports on awareness workshops/training completed on laws and regulations 	<ul style="list-style-type: none"> • Contract/licensee agreement with clause on adherence and compliance to laws • Awareness/training workshop reports (laws & regulations) 	<ul style="list-style-type: none"> • License agreement available and has all documentation of contractor/sub-contractor staff with copies compliance documentation • Last training report sighted was from 2010 on Basic First Aid and CPR Training by Red Cross 	<ul style="list-style-type: none"> • Need for training and annual refresher course on compliance to relevant laws and updated register of trained personnel (to be maintained by FHCL, contractors/licensee and FMT where relevant) • Update documentation of awareness and training reports (softcopy/hardcopy). Need to be incorporated into an M&E framework with corresponding filing system (softcopy & hardcopy where relevant). Reports and agreements not available in softcopy to be scanned and documentation updated into a reliable cloud storage/ server. FHCL office that caught fire, lost most or all documentation with it, and is a lesson learnt to have a backup storage system.
<p>1.1.3 The FME maintains a transparent relationship with the Forestry Department and forwards all binding agreements between the contractor and forest owner/licensee to the Forestry Department (DFOs).</p>	<ul style="list-style-type: none"> • Report from the Forestry Department on fulfilment of all binding agreements. 	<ul style="list-style-type: none"> • Work in progress 	
<p>1.2 All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.</p>			
<p>1.2.1 The forest management enterprise (FME) must have paid all prescribed forestry taxes, royalties and fees in addition to any fees authorized in the lease agreement.</p>	<ul style="list-style-type: none"> • A Register listing evidence, date of payment, amount paid, recipients of all relevant payments are kept and maintained by the forest management company 	<p>The list is available and maintained by FHCL Finance Department.</p> <p>FHCL is a government owned forest management company that looks after forest management operations and ensuring a profitable cash flow that benefits not only the company and government, but ensure fair returns to the landowners. Government had established another business arm</p>	<ul style="list-style-type: none"> • The only arrears is on stumpage fees, which FHCL has started paying off at the beginning of 2022. • Maintain and enhance effective internal control

		called the 'Fiji Mahogany Trust' – which looks after the welfare and interests of the landowners. FHCL had a recent change of management in November 2020, and since, has been able to update arrears in loan payments, TLTB land lease payments, land management and stumpage.	
1.3 In signatory countries, the provisions of all binding international agreements such as CITES, ILO Conventions, ITTA, and Convention on Biological Diversity, shall be respected.			
1.3.1 FME provides regular training and guidance to staff, contractors, sub-contractors and resource owners regarding international conventions and treaties.	<ul style="list-style-type: none"> • Field manuals • Licence/Contract Agreements • Field Assessment Reports 	<ul style="list-style-type: none"> • Yes, needs to be updated (only for those stations in operations) 	<ul style="list-style-type: none"> • Need to review and update field manuals and field assessment template and reporting structure to align to and capture provisions relevant to international agreements Fiji is a signatory to. • Lack an EMS Coordinator to manage FHCL's Environment Management System (EMS) • Annual refresher course for staff
1.4 Forest and plantation management areas shall be protected from illegal harvesting, settlement and other unauthorized activities.			
1.4.1 The boundary of the FME corresponds to the iTLTB lease records and the FME boundaries have been geographically and unmistakably defined with boundary markers (natural or man-made) reflecting geographical co-ordinates of official survey markers.	<ul style="list-style-type: none"> • FME Maps and on the ground boundary markers 	<ul style="list-style-type: none"> • Lands department is in progress with surveying Nukurua and Sawakasa and have completed Galoa and Naboutini. All FHCL leases will be surveyed 	<ul style="list-style-type: none"> • De-reservation of NG2 to native land • Survey of FHCL lease • FHCL plans in place with Lands dept. to survey all FHCL mataqali boundaries to provide clarity on lease payments and dispute resolutions • Vanua Levu survey – not yet (will commence once Viti Levu is completed), probably in the next financial year • Update data into maps (accurate and aligned with on the ground markers)

1.4.2	The FME maintains an accurate and up-to-date register with maps of all its leases.		<ul style="list-style-type: none"> • In-progress • FHCL had recruited a GIS Officer in 2020 and is currently updating their database (accurate data and maps). Also, had commenced scoping works for upgrading its system 	<ul style="list-style-type: none"> • Update GIS software – purchase of ArcGIS Pro and ATLAS Geomaster software (Forest Management tool) • Purchase trimble GPS for each stations, survey team, and GIS team • Collaborate with MoF
1.4.3	<p>Prohibited activities defined in agreements between the Fiji Government and local communities are controlled whereby there is:</p> <ul style="list-style-type: none"> • A list of prohibited activities publicly posted in a language(s) that the community can understand. • A Record maintained of violations and the disciplinary actions taken. 	<ul style="list-style-type: none"> • List of permitted and prohibited activities in the contract/lease agreement • Violation records – occurrence & disciplinary action. • Monitoring reports by community representative, the Forestry Department and Forest Manager. 	<ul style="list-style-type: none"> • Clearly articulated in the lease agreement which is administered by TLTB. • Violation records are noted but no proper system or SOP. • Community monitoring reports available with FMT 	<ul style="list-style-type: none"> • Needs to be updated and translated (refined with the FMT) • Dispute resolution procedure, SOP's and documentation to be developed and in compliance. • Install proper signboards summarising essential information on boundary markings, prohibited and permitted activities in the contract/lease agreement, and maps
1.4.4	The FME assigns resources and carries out protection and monitoring of activities in the FME	<ul style="list-style-type: none"> • Bi-annual monitoring reports by community representative, the Forestry Department and Forest Manager. 	<ul style="list-style-type: none"> • FMT aims to achieve in every quarter (for those in operation) • Alternative livelihood (community empowerment) 	<ul style="list-style-type: none"> • Update documentation
1.5 Forest managers shall demonstrate a long-term commitment to adhere to the Principles and Criteria of the Fiji Forest Certification Standard.				
1.5.1	The FME has a publicly available Vision/Policy Statement for the landscape and resource owners that specifically include a long-term commitment to the Fiji Forest Certification Standard. This Vision/Policy Statement is reviewed and updated periodically and is available in the vernacular.	<ul style="list-style-type: none"> • The annual reports of interviews of forest stakeholders understand the long term commitment to the Fiji Forest Certification Standard. • The Vision/Policy Statement available on the FME website and for viewing as a hard copy. 	<ul style="list-style-type: none"> • FHCL website development is targeted to be completed by quarter 3, 2022 • Vision/Policy statement will be released around (March, 2022) 	<ul style="list-style-type: none"> • Need to develop social media pages with regular updates showing stakeholders commitment to forest certification in the long-term. This will be reported in the communications and visibility plan in the M&E framework • Regular awareness or recap activity on the Fiji Forest Certification Standard (FFCS) with forest managers

<p>1.5.2 FME has disclosed information on all forest areas over which the FME has some degree of management responsibility to demonstrate compliance with current policies on partial certification and on excision of areas from the scope of certification.</p>	<ul style="list-style-type: none"> • The Management Plans for the FMEs 	<ul style="list-style-type: none"> • Current Management Plan is for the period 2010 – 2014. 	<ul style="list-style-type: none"> • Management Plans needs to be reviewed (tailor made to local plantations)
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PRINCIPLE 2: Tenure and Use Rights and Responsibilities - Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.

2.1 Clear evidence of long-term forest use rights to the land (e.g. land title, customary rights, or lease agreements) shall be demonstrated.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
2.1.1 The FME must provide documents and maps which clearly indicate property rights, use rights, customary rights and ownership for the lease period	<ul style="list-style-type: none"> • Copy of lease instrument that includes signed consent forms from resource owners always in possession of iTLTB. Originals are kept with Licensee. • Lease map • <i>Community Resource Inventory Map</i> • Native Land Commission map • Records of consultations, discussions and decisions in the process of acquiring the lease are documented with date, place and participants. • List of permitted and prohibited activities in the contract/lease agreement in the 3 languages (English, Fijian and Hindi), where applicable. • MoU (Memorandum of Understanding) between iTLTB, Investor and Landowner unit(s) 	<ul style="list-style-type: none"> • Documentation and maps in place as a pre-requisite to getting lease approval and is kept with TLTB. TLTB acts as the legal steward over all native land matters. • Plantation survey is in progress to get more accurate data 	<ul style="list-style-type: none"> • All documentation (lease agreement, maps, signed consent forms, community resource inventory map, NLC map, consultation meeting minutes, permitted and prohibited activities, and MOU between TLTB, investor and landowners) leading to application and acquiring of land lease to be compiled in order (both hardcopy and softcopies filed). In case copies were burnt, then acquire them from TLTB • Permitted and prohibited activities stated in the contract/lease agreement to be translated in the 3 languages (English, Fijian, Hindi) where applicable

2.2 Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
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2.2.1	Records of consultations, discussions and decisions in the process of acquiring the lease is documented and recorded with date, place and participants. Additionally, a copy of lease instrument that includes signed consent forms from resource owners is kept by the FME.	<ul style="list-style-type: none"> • Refer to MOV for Criterion 2.1.1 	<ul style="list-style-type: none"> • Same as 2.1.1 	<ul style="list-style-type: none"> • Same as 2.1.1
2.2.2	There is access to natural resources as permitted by lease/concession agreement.	<ul style="list-style-type: none"> • Discussion with local communities 	<ul style="list-style-type: none"> • Same as 2.1.1 (prohibited/permitted activities) • Refer to Mahogany Decree 	<ul style="list-style-type: none"> • Same as 2.1.1
2.3 <i>Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an operation from being certified.</i>				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
2.3.1	Contract/lease agreement must have a dispute resolution procedure. Records of all disputes (resolved, on-going, and yet to be resolved) are maintained.	<ul style="list-style-type: none"> • Dispute resolution procedure • Records of all disputes 	<ul style="list-style-type: none"> • There is no proper dispute resolution procedure and SOP in place. However, disputes have been recorded in station manager reports. 	<ul style="list-style-type: none"> • Develop a Dispute and Resolution Standard Operating Procedure (SOP) and update proper documentation. • Awareness training to be conducted for the developed dispute resolution SOP with all relevant forest management stakeholders (staff, contractors, FMT, landowners, etc.)

PRINCIPLE 3: Indigenous Peoples' Rights – The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognised and respected.

Advice Note: In Fiji, all landowners of iTaukei land are indigenous. iTaukei land accounts for about 90 percent of Fiji's total land mass. Freehold lands are owned by either indigenous or non-indigenous people. State land is solely owned by the Government. Most of the pine and mahogany plantations and production natural forest are on Native land.

3.1 Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
3.1.1 All acquisition of user rights to iTaukei lands comply with the iTaukei Lands Trust Act and other regulations governing iTaukei lands.	<ul style="list-style-type: none"> Prerequisite of a Lease Consent Form is signed with majority consent from the resource owners List of permitted and prohibited activities in the contract/lease agreement in the 3 languages (English, Fijian and Hindi), where applicable. 	<ul style="list-style-type: none"> Same as 2.1.1 	<ul style="list-style-type: none"> Same as 2.1.1
3.1.2 A Lease Consent Form is signed with the majority consent from the resource owners.			
3.1.3 Records of consultations and discussions in the process of acquiring lease must be documented. (date, place, participants)	<ul style="list-style-type: none"> Records of consultations, discussions in the process of acquiring lease are documented (date, place, participants) Community Resource Inventory Map Reports of awareness workshops where local communities/land owners are made aware of the lease conditions. Records of all disputes (resolved, on-going, and yet to be resolved) is maintained. 	<ul style="list-style-type: none"> Same as 2.1.1 	<ul style="list-style-type: none"> Same as 2.1.1

3.2 Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
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<p>3.2.1 The FME must have consulted with the resource owners and document all cultural and traditional rights over the use of forest resources. There must be no evidence that the FME has diminished these documented rights.</p>	<ul style="list-style-type: none"> • Report on Socio-economic-environmental baseline of the resource owners and local communities' forest area & existing resources • Report for community consultation & endorsement of Community Forest Management Plan. • Community Management Plan obtained via consultation with the resource owners and local communities & take into account socio-economic-environmental monitoring reports 	<ul style="list-style-type: none"> • The lease agreement specifies to the lessor limitation of activities which involves harvesting of mahogany timber. FHCL activities is limited to the provisions of the lease agreement. • Check with FMT on all matters related to landowners. FMT works closely with Ministry of iTaukei Affairs Board (iTAB) Provincial Officers. Community Development Plans are developed for each community and can be accessed with iTAB. • A preliminary socio-economic survey was done in 2005 but documentation are not available. • FMT community consultation reports are updated and works with iTAB to facilitate training on governance and financial literacy to better manage their resources and benefits from the forest. 	<ul style="list-style-type: none"> • Need to conduct a baseline study and provide a report (within FMT's TOR from FHCL) • Need to review FMP and incorporate outcomes from reports mentioned in this standard • FMT to ensure outcomes of EIA and SEIA to be incorporated into Community Management Plan with proper consultations and training to build capacity of landowners • FMT's needs to have their documentation in place by June 2022 Documentation include (some require financial support and expert/consultant engagement): <ul style="list-style-type: none"> - Socio-economic environmental baseline report - Community consultation reports - Community Management Plan to be developed in a participatory approach (part of iTaukei Affairs community development work), regularly monitored and updated - included in the monitoring program - Monitoring reports of socio-economic-environmental impact study to be produced every 5 years • FHCL to follow-up with FMT
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3.2.2	The FME must facilitate the formulation and implementation of Participatory Community Management Plans which contain clear objectives or goals for protection & conservation of flora & fauna within the resource owners' and local communities' forest area. The implementation of Community Management Plans are regularly monitored and updated.	<ul style="list-style-type: none"> • Community Management Plan • Monitoring reports of Socio-economic-environmental impact study - recommended every 5-10 years 	<ul style="list-style-type: none"> • Same as 3.2.1 	Same as 3.2.1
3.2.3	The FME and the resource owners have agreed to any transfer of leases/titles any new lease conditions	<ul style="list-style-type: none"> • Signed Lease Consent Form agreeing to transfer of lease/title from relevant stakeholders. 	<ul style="list-style-type: none"> • 1994 – only time lease was transferred from government to FHCL 	<ul style="list-style-type: none"> • FPIC need to be developed and include procedure for any transfer of lease title
3.2.4	EIA summaries must be translated into the vernacular and distributed to the resource owners.	<ul style="list-style-type: none"> • EIAs summary translated and distributed to resource owners and local communities 	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Need to have an EIA screening process and study done
3.3 Sites of special cultural, ecological, economic or religious significance to indigenous peoples shall be clearly identified in co-operation with such peoples, and recognised and protected by forest managers.				
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations	
3.3.1	The FME has identified and documented places of special cultural, ecological, religious and/or spiritual significance in consultation with the resource owners.	<ul style="list-style-type: none"> • Register & map of sites of special cultural, ecological, economic or religious significance to the resource owners and local communities • Lease/contract agreements that provide for the protection of the special sites • The special areas are clearly demarcated on the ground • EIA Report 	<ul style="list-style-type: none"> • Some areas are marked by forestry survey team on the ground prior and noted in the harvesting plan. Some areas marked on the ground are not known to the landowners • Fiji Museum has identified two areas (Nukurua and Nadarivatu) but there are more sites identified through forestry surveys and operations that will be incorporated into the maps 	<ul style="list-style-type: none"> • Same as 3.2.4 • EIA and HCVF reports to identify the areas in consultation with LOUs and iTLTB. Also check with Fiji Museum. This will be incorporated in the Management Plans • Needs to be registered with the Fiji Museum (mark in resource map). • FHCL to request significant sites map from Fiji Museum

			<ul style="list-style-type: none"> Harvesting plan map to be updated with all significant sites and information noted from the HCVF report, EIA report, and other surveys to ensure harvesting operation and planning does not threaten or impact the status of the notable site/species/etc.
3.3.2 The FME, in consultation with the resource owners, must develop protection measures for sites of special significance and include them in the management and harvest plans.		<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Same as 3.3.1
3.3.3 The FME, in consultation with resource owners, must clearly demarcate sites of special significance on the ground prior to any site disturbing activities.		<ul style="list-style-type: none"> Same as 3.3.1 	<ul style="list-style-type: none"> Same as 3.3.1
3.3.4 Resource owners should clearly indicate to the contractor all reserved and protected sites	<ul style="list-style-type: none"> Community sites demarcated in the Harvesting Plan and Community Resource Inventory Map 	<ul style="list-style-type: none"> Same as 3.3.1 	<ul style="list-style-type: none"> Same as 3.3.1
3.4 Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
3.4.1 When there is use of traditional knowledge for commercial purposes, written agreements must exist between the FME and the indigenous people regarding the use rights to their	<ul style="list-style-type: none"> A Lease Consent Form signed by the majority recognised resource owners and local communities' representatives expressing willingness to share particular traditional forest knowledge. 	<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> Not applicable

traditional knowledge, intellectual property rights and on terms of compensation.			
3.4.2 The agreement required in 3.4.1 must be signed by the majority of recognised indigenous resource owners, local communities' representatives & the forest manager.	<ul style="list-style-type: none"> • The Agreement signed by the majority recognised resource owners and local communities' representatives & the forest manager, including any necessary patents. 	<ul style="list-style-type: none"> • Not applicable 	<ul style="list-style-type: none"> • Not applicable

PRINCIPLE 4: Community Relations and Worker's Rights – Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.

4.1 The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
4.1.1 First preference for employment & services are given to resource owners/local communities, provided that they meet the required level of skill and qualification.	<ul style="list-style-type: none"> Documentary evidence from the FME. Can include contract for services. 	<ul style="list-style-type: none"> Landowners are given first priority in training or employment opportunities through the FMT. If targets are not achieved and will impact generation of revenue, then opportunity is given to the contractors. 	<ul style="list-style-type: none"> Update documentation of all opportunities (training and employment) provided to landowners, and how that opportunity has impacted the individual/community (positive or negative outcome)
4.1.2 The FME offers opportunities to employees to pursue continuing education and advanced training opportunities, in accordance with the FME staff development plan	<ul style="list-style-type: none"> The employer offers all employees information about and opportunities to participate in education and training programs, including workplace safety training – documentation The employees are satisfied with the information and the chances for participation – interview Reports of workshops/training sessions/ individual training and achievement records 	<ul style="list-style-type: none"> Same as 4.1.1 Training for landowners usually conducted by FMT, through assistance by MoF. Documentation in place with FMT 	<ul style="list-style-type: none"> Same as 4.1.1

4.2 Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
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4.2.1 All forest workers are compliant with the OHS Act whereby the FME/contractor/ sub-contractor supplies all workers all Personal Protective Equipment (PPE)	<ul style="list-style-type: none"> • All forest workers are observed in the field with appropriate use of their PPE – listed in Annex 4. • Field observations • Contract agreement 	<ul style="list-style-type: none"> • Company provides PPE equipment's for its workers/staff • Ensures contractors are in compliance too. Part of the contractual agreement 	<ul style="list-style-type: none"> • Review and update health and safety manual to align to FSC requirements
4.2.2 The FME has a health and safety manual, which at the minimum, identifies common hazards, provides instructions for preventative measures, emergency and first aid procedures, and outlines training requirements.	<ul style="list-style-type: none"> • The FME has a Health and Safety Policy Statement. 	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Just needs to be reviewed and updated
4.2.3 All contracts with contractors and subcontractors require adherence to the provisions of the FME's Occupational Health and Safety Manual	<ul style="list-style-type: none"> • Field observation 	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Require independent monitoring body to gauge effectiveness of compliance
4.2.4 Workers are regularly trained in the emergency procedures outlined in the FME's Health and Safety Manual	<ul style="list-style-type: none"> • Manual with procedures for various emergency situations, including having a vehicle equipped with radio telephone on standby. 	<ul style="list-style-type: none"> • Use mobile phones and communicate updates from stations through viber groups for daily reporting 	<ul style="list-style-type: none"> • Improve accident reporting procedure – incorporate in Dispute Resolution System • Need annual refresher course: <ul style="list-style-type: none"> ○ Health & Safety ○ Code of Harvesting Practice • Need VHF phone for each of the 13 stations for ease of communications in remote areas, especially during emergency situations.

4.2.5	Forest workers are trained in basic First Aid in accordance with the FME's Occupational Health and Safety Plan	<ul style="list-style-type: none"> • Forest workers with current First Aid Certificate. • A First Aid Kit is maintained and located at the work place (field). 	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Same as 4.2.4
4.3 The rights of workers to organise and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labour Organisation (ILO).				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
4.3.1	All workers are able to form and join a trade union if they so choose without fear of intimidation or reprisal.	<ul style="list-style-type: none"> • Interviews with union representatives and workers • Collective agreements • Records of labour inspectorate 	<ul style="list-style-type: none"> • New employment regulation – no jab, no job • Labour Management Consulting Committee (LMCC) • All labour laws are in place and for any issues, workers have the right to report to the Ministry of Labour. 	<ul style="list-style-type: none"> • Develop proper Dispute Resolution system and update documentation
4.3.2	The FME is compliant with the Employment Relations Act.	<ul style="list-style-type: none"> • Interviews with representatives and workers • Collective agreements • Records of labour inspectorate 	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Develop proper Dispute Resolution system and update documentation
4.4 Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
4.4.1	The FME has an employment manual that includes, at a minimum, terms of employment, wages and benefit structure, reasons for termination, job descriptions and grievance procedure. The employment manual has been provided to each employee.	<ul style="list-style-type: none"> • Employment records 	<ul style="list-style-type: none"> • Employment manual in place • Records all with HR 	<ul style="list-style-type: none"> • Update documentation

	The FME retains signed affidavits that the employee has accepted a copy of the manual.			
4.4.2	Layoffs are justified by the FME and carried out in ways that mitigate their social impact.	<ul style="list-style-type: none"> • FME Annual Report, includes social impact assessment 	<ul style="list-style-type: none"> • Layoffs due to staff stuck in Covid containment zones. Staff advised to get pass but only those able to acquire it could continue work. • All employers in Fiji are required by law to ensure all employees are fully vaccinated and these are verified. This has been in effect since 2021. 	<ul style="list-style-type: none"> • Annual Report required with SEIA
4.4.3	Results of studies to assess the social impact of forest management practices are incorporated in Forest Management Plans.	<ul style="list-style-type: none"> • Accident and illness statistics are compiled and evaluated annually. • Changes in workforce structure and employment levels are documented and evaluated. • Suggestions and comments from consultations with directly interested parties are documented. 	<ul style="list-style-type: none"> • Accidents are recorded and procedure/ processes in place to apply for compensation (Min. of Labour) • Records with HR 	<ul style="list-style-type: none"> • Outcomes of the whole process needs to be documented and proper dispute resolution procedure to be developed.
4.4.4	People and groups affected by management operations are consulted prior to the commencement of proposed forestry activities (e.g., logging, burning, spraying, and traffic) FME demonstrates that community participation input was taken into consideration when planning operations.	<ul style="list-style-type: none"> • Their participation can be verified • Agreements are integrated into the forest Management Plan. 	<ul style="list-style-type: none"> • Procedures are in place in the EMS. Prior to any logging operations, signboards are erected and spraying of logs is done in the yard. 	<ul style="list-style-type: none"> • Strengthen and enforce use of procedures in place (EMS)

4.5 Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
4.5.1 There is an agreed description of the baseline social and environmental conditions of the resources, current harvest and standard of life prior to operations commencing.	<ul style="list-style-type: none"> EIA Report Report stating condition and quality of resources (Socio-Economic -Environmental Baseline Study Report) 	<ul style="list-style-type: none"> Socio-environmental baseline study has been done 	<ul style="list-style-type: none"> Review of the study done by USP IAS team to gauge if a full or partial survey is required
4.5.2 The FME develops and implements a dispute resolution procedure for resolving grievances and determining compensation in consultation with relevant stakeholders. The FME has documented and maintained records of all disputes.	<ul style="list-style-type: none"> Dispute resolution procedure/policy signed by relevant stakeholders 	<ul style="list-style-type: none"> Refer to 2.3 	<ul style="list-style-type: none"> Refer to 2.3

PRINCIPLE 5: Benefits from the Forest – Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.

5.1 Forest management should strive toward economic viability, while taking into account the full environmental, social, and operational costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest.

Note: The Forest Management Enterprise has the responsibility for the economic opportunities and risks resulting from his/her commitment to an ecologically responsible, socially beneficial, and economically viable forest management. This principle establishes the importance of the economic viability of an ecologically operating individual enterprise as well as the important role of the forestry and timber industry as a whole in the economic development of a viable rural area. Economically, sustainable forest management secures and creates income and jobs in structurally poor rural areas in the long run.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.1.1 The FME has a long-term business plans and an annual operating budget. Funds are allocated to carry out the Management Plan and maintain certification.	<ul style="list-style-type: none"> • FME long-term business plans (e.g. for teak: plans for 5 + 10 + 18 + 25 → 50+ year plans) • FME annual operating budget • Cash flow forecast • Capital expenditure forecast • Accounting system 	<ul style="list-style-type: none"> • Inprogress with development of company 10 year strategic plans, 3 year Annual Corporate Plan, budget, and improved internal control that enabled financial stability 	<p>Complete development of:</p> <ul style="list-style-type: none"> • 10 year Strategic Plan • Annual Corporate Plan • 3 year work plan <p>Need long-term plantation planning (60 yrs)</p>
5.1.2 The FME has an adequate accounting system to record income and expenditures.		<ul style="list-style-type: none"> • Centralised Finance system • Cloud-based accounting software allows HQ finance to check Station financial updates 	
5.1.3 The FME promotes regional and local commercially viable "value adding".	<ul style="list-style-type: none"> • Evidence of evaluation and the promotion of commercially viable opportunities 	<ul style="list-style-type: none"> • Currently ongoing research into timber grading and evaluation with MoF to discern value-adding opportunities. • Researching on residual logs for market opportunities 	<ul style="list-style-type: none"> • Documentation of these research (refer to MoF-Nasinu) • Research into propagation and nursery sales of the Naboutini endemic rare palm
5.2 Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.2.1 The FME evaluates and documents options for optimizing forest products value and utilizing the diversity of products from the forest management unit.	<ul style="list-style-type: none"> • A report of the exercise which evaluates different options for enhancing the optimal use of forest products from the management unit 	<ul style="list-style-type: none"> • Same as 5.1.3 	<ul style="list-style-type: none"> • Including exploration into NTFP's

5.2.2	First preference for the processing logs is given to local processors, provided that they meet financial and manufacturing qualifications.		<ul style="list-style-type: none"> • Have the licensing system (for log purchase) which expires in 2022 • Have an open market (requested Mahogany Industry Council to open to whoever wants to purchase) 	<ul style="list-style-type: none"> • Including exploration into NTFP's, shorts, and waste logs
5.3 Forest management should minimise waste associated with harvesting and on-site processing operations and avoid damage to other forest resources.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.3.1	The FME ensures that felling, skidding/yarding, bucking, sorting and handling are carried out in a way that minimizes breakage and damage while optimizing log utilization, grade and value.	<ul style="list-style-type: none"> • Waste Assessment Reports • Yield Reconciliation Report • Contract agreement specifies that FME is satisfied that all utilisable logs are removed, and that they have clearance to commence on a new coupe 	<ul style="list-style-type: none"> • SOP's in place • End monthly log-out survey: <ul style="list-style-type: none"> ○ Check program against logout survey ○ Indicates areas cleared and yet to be harvested 	<ul style="list-style-type: none"> • Based on report from residual logs research • Review the Yield Reconciliation Report • Also determined from forest valuation that will be completed in 2022
5.3.2	The FME ensures that harvesting and post-harvest activities are carried out in a way that minimizes damage to the residual stand, other ecosystem components, and special features.	<ul style="list-style-type: none"> • Field observation that FME minimizes damage from felling and removal, damage to fallen logs, natural regrowth and soils. • Tree harvesting and thinning's are guided by current best practices. • Removal of unused biomass is minimized; branches and bark pieces remain in the forest, as far as possible. • The protective measures are specified in the Management Plan and agreements with contractors. 	<ul style="list-style-type: none"> • Clear felling in most coupes. Late 2021, started cutting according to market demand (mostly grade 1- 4). 	<ul style="list-style-type: none"> • Capacity building for FHCL staff to conduct PHI • Lacks an independent monitoring perspective on FHCL's internal monitoring procedure • Research into amount of standard volume to take out

	<ul style="list-style-type: none"> • Biodegradable oils are used in the managed forest area. 		
5.3.3	Controlled burning is prohibited in native forests.	<ul style="list-style-type: none"> • All incidences of burning are thoroughly investigated by the appropriate authorities. 	<ul style="list-style-type: none"> • Very rare occurrence • Continuous consultations with communities
5.3.4	The FME ensures that relevant personnel receive appropriate instruction, training and/or incentives to minimize damage to the residual stand, other ecosystem components, and special features.	<ul style="list-style-type: none"> • Training materials. • Interviews with operators regarding training in damage avoidance. 	<ul style="list-style-type: none"> • Skills test provided by MoF for chainsaw operators and also for harvesting supervision • Regular general awareness
5.3.5	The FME considers optimal usage of waste products in line with Principle 5.	<ul style="list-style-type: none"> • FME Annual Report that includes 12 monthly reports of all management activities 	<ul style="list-style-type: none"> • In progress • Will be determined after the residual logs research
5.4 Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.4.1	The FME, in consultation with the local community, evaluates and document options for diversifying the local economy including potential production	<ul style="list-style-type: none"> • Report on evaluation of potential NTFPs in the FMU. • Only focus on mahogany 	<ul style="list-style-type: none"> • Develop a register for the mahogany and the non-mahogany forest products

of non-timber forest products within the management unit.			
5.4.2 The FME develops, documents and implements an equitable and transparent procedure for establishing fair market value for forest products purchased and contracted services.	<ul style="list-style-type: none"> • Report on evaluation of potential NTFPs in the FMU. 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Need to conduct an evaluation and produce report potential of NTFP's in the FMU • Refer to 5.4.1 (from station level to HQ level)
5.5 Forest management operations shall recognise, maintain, and, where appropriate, enhance the value of forest services and resources such as watersheds and fisheries.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.5.1 The FME, in consultation with the local communities, identifies and describes the full range of forest services and resources, and the potential impact of the forest management on these services and resources.	<ul style="list-style-type: none"> • Documentation (includes Community Plan) • Interview with local community • EIA Report 	<ul style="list-style-type: none"> • All in place 	<ul style="list-style-type: none"> • Need to check for all updates • With the assistance of MoF, FHCL will look to initiate EIA prior to any logging operation
5.5.2 Forest management practices are planned and implemented so as to minimise negative impacts on the value of forest services and resources.	<ul style="list-style-type: none"> • Documentary inspection and interview with local community • Field observation • Environment Management Plan 	<ul style="list-style-type: none"> • Same as 5.5.1 	<ul style="list-style-type: none"> • Same as 5.5.1
5.5.3 The FME ensures that training and supervision is provided to forest workers in order to prevent negative impacts on these services.	<ul style="list-style-type: none"> • Training material • Field observation 	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Develop a Training Needs Assessment (TNA) for FHCL and also for the FMT.

5.5.4	Inspection of effects of the operation on forest services and resources are included in the monitoring and review processes.	<ul style="list-style-type: none"> • Documentary inspection, e.g. resource inventory reports • Expert assessment. 	<ul style="list-style-type: none"> • In place • Currently, all inspection and monitoring are done internally 	<ul style="list-style-type: none"> • Need to have an independent body to monitor and review the monitoring of processes and systems.
5.6 The rate of harvest of forest products shall not exceed levels which can be permanently sustained.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
5.6.1	The FME conducts a stratified forest resource inventory, appropriate to the scale of the operation.	<ul style="list-style-type: none"> • Resource inventory report 	<ul style="list-style-type: none"> • Previous management focused more on production based on 1992 inventory using the rate of 150 cubic metre per hectare. Calculation of this figure is unknown but has been passed on from previous staff. • Using inventory report from 1992 • Current management team has set aside some funds for plantation operations for completion of the whole cycle (including maintenance and replanting) 	<ul style="list-style-type: none"> • National Forest Inventory currently being undertaken, and will provide an updated inventory on mahogany. Updated and accurate data from the NFI will determine whether the current rate of harvest of 150m³/ha is sustainable or determine a new rate.
5.6.2	The replenishment rates of individual species are determined and documented using scientifically established growth and yield data collection and projection methods or credible growth simulation models.	<ul style="list-style-type: none"> • Species growth analysis reports (rough estimates until more accurate data is available) 	<ul style="list-style-type: none"> • Same as 5.6.1 	<ul style="list-style-type: none"> • Same as 5.6.1 (dependant on National Forest Inventory report)

5.6.3	The rate of harvest maintains the species diversity and abundance.	<ul style="list-style-type: none"> • Resource inventory report and projected harvesting rates according to the species growth analysis reports. 	<ul style="list-style-type: none"> • In-progress – Forest Valuation to commence in April, 2022. This will provide information on the current asset value of the resources 	<ul style="list-style-type: none"> • Also dependent on NFI report
5.6.4	Harvests are documented by a volume, species and geographic locality and be made available to parties of interest, such as the resource owners, logging contractors, Fiji Forest Certification auditors.	<ul style="list-style-type: none"> • Harvesting report 	<p>Yes. Station Managers provide the following information before opening a coupe:</p> <ul style="list-style-type: none"> • Harvest survey • Logging plan • Text report 	<ul style="list-style-type: none"> • Review to align to FSC requirements
5.6.5	Enrichment planting is implemented to ensure species replenishment when natural regeneration is not adequate.	<ul style="list-style-type: none"> • Management plan • Field achievements – monthly report 	<ul style="list-style-type: none"> • Yes. In some areas there are regeneration plots, but most of the areas require replanting. Replanting takes about 2 weeks in the Annual Work Plan 	<ul style="list-style-type: none"> • Enrichment planting can be both mahogany and other native timber species

PRINCIPLE 6: Environmental Impact – Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.

6.1 Assessment of environmental impacts shall be completed -- appropriate to the scale, intensity of forest management and the uniqueness of the affected resources – and adequately integrated into management systems. Assessments shall include landscape level considerations as well as the impacts of on-site processing facilities. Environmental impacts shall be assessed prior to commencement of site-disturbing operations.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
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<p>6.1.1 An assessment of the environmental impacts of harvesting and processing operations is completed prior to the commencement of site-disturbing activities that includes the following aspects:</p> <ol style="list-style-type: none"> Characterisation of ecosystems in the forest management area using biological and geo-physical information, Impact on: <ul style="list-style-type: none"> - native plants, animals and ecosystems, - habitats of rare and endangered species, - forest connectivity and fragmentation, - tabu or culturally significant sites, - physical and chemical soil stability, <ul style="list-style-type: none"> - water resources including water quality and quantity in catchments, - downstream river and coastal systems, - Visual and aesthetic aspects, and - both larger scale landscape level and smaller stand level. Impacts of: <ul style="list-style-type: none"> - Use and disposal of fuel, oil, chemicals, preservatives and non-organic waste. Consideration of timber species on either local and /or international endangered or threatened species of flora and fauna lists (e.g. CITES Annex 2 1, any national registry, such as in the Endangered and Protected Species Act, 2012; and the NBSAP Annexes). Community wild food sources – plants and animals. 	<ul style="list-style-type: none"> • EIA Report of the areas involved with forest harvesting, processing operations (in the cases of portable sawmills), areas surrounding the forest management unit (landscape) and any downstream ecosystems, such as river silting and/or coral reef silt smothering. 	<ul style="list-style-type: none"> • No EIA report • PHI report 	<ul style="list-style-type: none"> • Conduct EIA of each plantation (either harvesting or planting impact) • Need for baseline survey (not more than a month, depends on the area) • Need for a clear TOR for EIA • Document any impacts on the area
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6.1.2	Potential environmental impacts identified during assessments are considered in management and harvest planning and operations are designed to avoid or mitigate adverse impacts	<ul style="list-style-type: none"> EIA, Environment Management Plan and monitoring reports 	<ul style="list-style-type: none"> EMP 	<ul style="list-style-type: none"> Needs to be reviewed
6.1.3	Field assessments report summaries are documented, translated into the common local language and made available to local resource owners and local communities.	<ul style="list-style-type: none"> EIA, Environment Management Plan and monitoring reports 	<ul style="list-style-type: none"> EMP 	<ul style="list-style-type: none"> EMP to be reviewed Same as 6.1.1 and needs to be translated to vernacular
6.2 Safeguards shall exist which protect rare, threatened and endangered species and their habitats (e.g., nesting and feeding areas). Conservation zones and protection areas shall be established, appropriate to the scale and intensity of forest management and the uniqueness of the affected resources. Inappropriate hunting, fishing, trapping and collecting shall be controlled.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
6.2.1	Prior to the start of the operation, an assessment is carried out for any culturally important, endemic, rare, threatened and endangered species of fauna and flora and their habitat (emphasising local anecdotal information as well as scientific inventories).	<ul style="list-style-type: none"> Inventory or assessment report (included in the EIA Report) on culturally important, endemic, rare, threatened or endangered species of flora and fauna and their habitats for forest operation area. 	<ul style="list-style-type: none"> PHI 	<ul style="list-style-type: none"> Build FHCL capacity to do PHI FHCL to develop MP for specific harvesting area according to the EIA report
6.2.2	The FME facilitates the training of employees, surrounding communities and contractors in recognising culturally important, endemic, rare, threatened and endangered species of fauna and flora.	<ul style="list-style-type: none"> Awareness Reports with local communities and forest workers. On-site interviews 	<ul style="list-style-type: none"> Some training reports are documented 	<ul style="list-style-type: none"> Need to update documentation for auditing purposes

6.2.3	Conservation areas and/or habitat protection zones for culturally important, rare threatened and endangered species are identified, mapped, and established for refuge, feeding and reproduction. These protection areas or zones are established using the most current and credible scientific information available	<ul style="list-style-type: none"> • List of culturally important, endemic, threatened, endangered and rare species. • Conservation strategy for listed species developed with expert biological assistance. • Conservation areas and habitat zone shown on Harvesting Plan • Demarcation of conservation areas and habitat zone for culturally important, threatened, endangered and rare species have been developed with expert biological assistance. 	<ul style="list-style-type: none"> • Some species are marked on the harvesting plan map (e.g. endemic palm in Naboutini) 	<ul style="list-style-type: none"> • Conservation strategy will be an outcome from the EIA report
6.2.4	The FME ensures that all reasonable measures are taken to prevent hunting, trapping, fishing, poaching or collecting of rare, endangered or threatened species of fauna and flora.	<ul style="list-style-type: none"> • Record of offenders and follow-up actions. 	<ul style="list-style-type: none"> • No record 	<ul style="list-style-type: none"> • Awareness consultation with communities by experts following EIA study
6.2.5	The FME ensures that all reasonable measures are taken to prevent excessive harvesting of culturally important species	<ul style="list-style-type: none"> • Monitoring reports of inventory and harvesting volumes and/or numbers. 	<ul style="list-style-type: none"> • Focused on documenting harvesting of mahogany only • Some awareness on importance of these species 	<ul style="list-style-type: none"> • Need for more awareness on culturally important species
6.2.6	The FME must have an established policy for areas set aside for conservation purposes.	<ul style="list-style-type: none"> • Policy in place for areas set aside for conservation purposes 	<ul style="list-style-type: none"> • Not specific in place 	<ul style="list-style-type: none"> • HCVF will identify these areas and align to Protected Area under the EMA – develop or incorporate into Environment Policy
6.2.7	FME must not log in areas identified in the <i>National Marine Managed and Priority Terrestrial Protected Areas for Fiji Islands – Map</i> ,	<ul style="list-style-type: none"> • Documentation 	<ul style="list-style-type: none"> • No proper system in place to identify and demarcate signif. sites, but 	<ul style="list-style-type: none"> • Need to check the Protected Areas map and overlay with FHCL sites

<p>Preliminary List of Sites of National Significance, and biodiversity hotspots as included in the NBSAP.</p> <ul style="list-style-type: none"> • Sites of national significance are demarcated in the Harvesting Plan and <i>Community Resource Inventory Map</i> • Natural areas of significance/ biodiversity hotspots are demarcated on the Harvesting Plan 			<ul style="list-style-type: none"> • Awareness with Contractors (regulation and policies) • Develop Management Plans for those Protected Areas within the logging sites. Can utilise for: <ul style="list-style-type: none"> ○ selective logging ○ use area for germplasm source ○ sustainable harvesting
<p>6.3 Ecological functions and values shall be maintained intact, enhanced, or restored, including:</p> <p>a) Forest regeneration and succession.</p> <p>b) Genetic, species, and ecosystem diversity.</p> <p>c) Natural cycles that affect the productivity of the forest ecosystem.</p>			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
<p>6.3.1 Key ecosystem functions, values and natural cycles are identified, described and documented in consultation with the resource owners and natural resource experts.</p>	<ul style="list-style-type: none"> • Community participation report identifying and describing key ecosystem functions and values and natural cycles. • Natural resource management experts – for example, experts for biodiversity, hydrologists, land-use, coastal management, etc. 	<ul style="list-style-type: none"> • None (prior to certification process, focus is only on mahogany) 	<ul style="list-style-type: none"> • Need to get documentation/ information from the experts and tailored to community consultation awareness material • Expert report to be peer reviewed (avoid auditors probing) • Need expert consultant to disseminate information to communities
<p>6.3.2 Forest resource structure and composition surveys/inventories are completed before any areas are harvested.</p>	<ul style="list-style-type: none"> • Environment Impact Assessment Report and the Environment Management Plan (also need to have Environment Management System) 	<ul style="list-style-type: none"> • EMS in place but not implemented • MP in place 	<ul style="list-style-type: none"> • Already noted above • <i>Rehabilitation plan is separate from MP</i>

6.3.3	<p>Silviculture and management systems maintains forest composition, structure and dynamics, including:</p> <ul style="list-style-type: none"> • Species that have a population structure that does not favour their regeneration, are spared during harvest or become part of silviculture treatments that ensure maintenance of their natural population. • The selection of tree species for harvest is based on the composition of the natural forest (e.g. to prevent high grading or species reduction). 	<ul style="list-style-type: none"> • Management Plan that includes inventories and monitoring reports show original forest composition, structure and dynamics are maintained. 	<ul style="list-style-type: none"> • MP lacks biological and ecological aspects required from an EIA and HCVF Study (SmartWood, 2005) 	<ul style="list-style-type: none"> • Require this information from consultants coming in to do EIA (vegetation ecologist) • Build capacity for staff
6.3.4	<p>In natural forests, natural regeneration is the primary means of regeneration with the application of the Diameter Limit Table, however if natural regeneration is not sufficient, seedling trans-location, and replanting with locally grown genetic stock are the preferred alternatives.</p>	<ul style="list-style-type: none"> • Management Plan shows original forest composition, structure and dynamics are maintained. 	<ul style="list-style-type: none"> • Refer to 6.3.3 	<ul style="list-style-type: none"> • Applies also (measure saplings, etc., from 5cm onwards)
6.3.5	<p>In order to ensure reproduction of the species in the forest management unit, parent or seed trees are retained, with due consideration of their density, distribution and quality.</p>	<ul style="list-style-type: none"> • Parent or seed trees are identified and marked on the Harvesting Plan and in the field. 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Strengthen documentation • Develop SOP's for specific aspects of the MP
6.3.6	<p>The FME identifies, documents, maps and facilitates restoration of degraded areas in consultation with resource owners.</p>	<ul style="list-style-type: none"> • Identification and classification of degraded sites for restoration. • Field observation. • FME maps • FME Management Plan 	<ul style="list-style-type: none"> • Restoration by FHCL is only through replanting • Survival assessment in place • FHCL contract FMT for replanting 	<ul style="list-style-type: none"> • Survival assessment form (monitor after 3 months). • Replanting to develop monitoring component

	<ul style="list-style-type: none"> Restoration Plan 		<ul style="list-style-type: none"> FHCL needs to do LUP (especially for new plantations/ new areas for replanting)
6.4 Representative samples of existing ecosystems within the landscape shall be protected in their natural state and recorded on maps, appropriate to the scale and intensity of operations and the uniqueness of the affected resources.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
<p>6.4.1 Forest managers retains representative samples of natural ecosystems. The size and configuration of the representative areas depend on the:</p> <ul style="list-style-type: none"> extent of representation of their forest types within the landscape (less protection calls for more representative samples); ecological importance of setting aside stands and tracts to other conservation efforts (a minimum size and ecological value is needed to make representative samples useful); and intensity of forest management within the forest and across the landscape (a less intensively managed forest or landscape calls for less area of representative samples, and a more intensively managed forest or landscape calls for more). 	<ul style="list-style-type: none"> Natural ecosystems identified The FME has identified its responsibilities in respect to natural ecosystems and has a plan to implement and maintain these Areas identified for retention are demarcated in Harvesting Plan and on the ground & are an integral part of FME responsibility. Field and documented inspection of site 	<ul style="list-style-type: none"> Pockets of natural forest ecosystems have been set aside Currently, all lease areas are covered with mahogany, except for the steep areas 	<ul style="list-style-type: none"> Can ask communities to help identify Need to be clear on definition of native and natural forest (can include invasive sp.) Use drones

6.4.2	Methodologies for characterising ecosystems found in the landscape and for determining representative samples, are based on conservation science, and utilise existing methodologies and databases such as Conservation Needs Assessment and Fragile Forest Types (refer to the vegetation and flora classification system)	<ul style="list-style-type: none"> The methodologies, as appropriate, are incorporated in the FME Plan which identifies its responsibilities in respect to natural ecosystems 	N/A	<ul style="list-style-type: none"> Consult expert assistance to develop these
6.4.3	Continuous corridors for fauna refuge are maintained in the management unit.	<ul style="list-style-type: none"> Management Plans demonstrates connectivity/corridors for fauna for representative reserve areas. 	Present in pockets of natural forest that are too steep to log (aka Protection Forest)	<ul style="list-style-type: none"> Natural forest ecosystem pockets map overlay with PA map
6.5 Written guidelines shall be prepared and implemented to: control erosion; minimize forest damage during harvesting, road construction, and all other mechanical disturbances; and protect water resources.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
6.5.1	The FME are in full compliance with the Fiji Forest Harvesting Code of Practice	<ul style="list-style-type: none"> Documentation of compliance to the Fiji Forest Harvesting Code of Practice. 	<ul style="list-style-type: none"> In place 	<ul style="list-style-type: none"> Independent body to conduct monitoring to show compliance
6.5.2	The FME develops and utilises low-impact logging techniques	<ul style="list-style-type: none"> Low impact logging guidelines being used Low impact logging techniques being used 	<ul style="list-style-type: none"> In place 	<ul style="list-style-type: none"> Same as 6.5.1
6.6 Management systems shall promote the development and adoption of environmentally friendly non-chemical methods of pest management and strive to avoid the use of chemical pesticides. World Health Organization Type 1A & 1B and chlorinated hydrocarbon pesticides; pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain beyond their intended use; as well as any pesticides banned by international agreement, shall be prohibited. If chemicals are used, proper equipment & training shall be provided to minimize health & environmental risks.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations

6.6.1	The FME employs silvicultural systems, integrated pest management, and strategies to control vegetation that result in the least adverse environmental impact.	<ul style="list-style-type: none"> • Components of silvicultural systems, integrated pest management, and vegetation control strategies may include: <ul style="list-style-type: none"> i. creation and maintenance of habitat that discourages pests ii. creation and maintenance of habitat that encourages natural predators iii. evaluation of pest populations and establishment of action thresholds iv. diversification of species composition (see Glossary) and structure v. use of low-impact mechanical methods vi. use of prescribed fire, if recommended by the Forestry Department and approved the National Fire Authority 	<ul style="list-style-type: none"> • In place for silvicultural systems • Don't have integrated pest management system and others not applicable, except for invasive species 	<ul style="list-style-type: none"> • No system in place for controlling/eradicating invasive sp. Need to develop SOP for this • Conduct research into options (manual and chemical) for controlling/ eradication and provide report
6.6.2	Chemical pesticides are used only when non-chemical management practices have been proven ineffective or cost prohibitive.	<ul style="list-style-type: none"> • Documentation of strategies, experiments and trials of integrated pest management or non- chemical weed, pest and disease control. 	<ul style="list-style-type: none"> • Not pest management control in place 	<ul style="list-style-type: none"> • Refer to 6.6.1
6.6.3	The FME has developed written strategies to control pests as a component of the Management Plan (see Criterion 7.1).	<ul style="list-style-type: none"> • Management Plan has strategy for pest control 	<ul style="list-style-type: none"> • Same as 6.6.2 	<ul style="list-style-type: none"> • Need to develop pest control strategy (invasive)

6.6.4	When chemicals are used, a written prescription is prepared that fully describes the risks and benefits of their use and the precautions that workers must employ.	<ul style="list-style-type: none"> • Management Plan has strategy for pest control 	<ul style="list-style-type: none"> • Not using chemicals 	<ul style="list-style-type: none"> • Refer to 6.6.3
6.6.5	Records are kept to document the occurrences of pests, measures to control them, and incidences of worker exposure to chemicals.	Management Plan has strategy for pest control	<ul style="list-style-type: none"> • Used to, but haven't used chemicals since 2005 • Only use chemicals for nursery work Just use weedicide for station maintenance 	<ul style="list-style-type: none"> • Update documentation on use of chemicals during plantation establishment • Material Source and Data Sheet (MSDS) to be updated
6.6.6	Employees are trained in proper handling, storage, and disposal of chemicals. Chemicals are applied according to label directions, and protective equipment is both available and used.	<ul style="list-style-type: none"> • Field observation of appropriate equipment, protective clothing, adequate training and recognised procedures for any chemical use. • Records of all chemical use and incidents involving chemicals. 	<ul style="list-style-type: none"> • Documented but don't use it anymore – only use weedicide within station compound. 	<ul style="list-style-type: none"> • Refer to and align EMS to FSC requirements
6.6.7	A Field Manual on proper handling, storage and disposal of chemicals is developed and implemented.		<ul style="list-style-type: none"> • EMS documented but not fully implemented 	<ul style="list-style-type: none"> • EMS to be reviewed to align to FSC requirements
6.6.8	Chemicals used are narrowly targeted to the pest being controlled.	<ul style="list-style-type: none"> • Environmental impact studies and a positive register in Monitoring Reports. 	<ul style="list-style-type: none"> • Refer to 6.6.6 	<ul style="list-style-type: none"> • Refer to 6.6.7
6.6.9	Chemicals are used only when they pose no threat to supplies of domestic water, aquatic habitats, or sensitive species or plant community types.		<ul style="list-style-type: none"> • Refer to 6.6.6 	<ul style="list-style-type: none"> • Refer to 6.6.7

6.6.10 Chemicals prohibited or those banned in Europe, U.S. and target country, or World Health Organization Type 1A or 1B and chlorinated hydrocarbon pesticides are not be used. The exception is when a formal derogation has been granted by the Fiji Forestry Department. In such cases, the FME follows the terms of the approved derogation.		<ul style="list-style-type: none"> • Not using any prohibited chemicals 	<ul style="list-style-type: none"> • Refer to 6.6.7
6.7 Chemicals, containers, liquid and solid non-organic wastes including fuel and oil shall be disposed of in an environmentally appropriate manner at off-site locations.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
6.7.1 All non-organic waste products are identified and categorised.	<ul style="list-style-type: none"> • Register of approved non-organic wastes used. • Field Manual on the identification, potential impacts, categorisation and appropriate disposal method (including reusing/recycling) of non-organic waste products 	<ul style="list-style-type: none"> • In place but no proper documentation 	<ul style="list-style-type: none"> • Inconsistent documentation • Need to develop a register of approved non-organic wastes
6.7.2 All non-organic wastes (such as oil, tyres, containers etc) are minimised, including through reusing or recycling.	<ul style="list-style-type: none"> • Inventory of non-organic waste used on FMU • List of permitted and prohibited activities in the contract/lease agreement in 3 languages (English, Fijian & Hindi), where applicable. • Violation records – occurrence & disciplinary action. 	<ul style="list-style-type: none"> • EMS has SOP's for managing non-organic wastes • No inventory • There's record (of Violation) as noted by the security but there's no official record. 	<ul style="list-style-type: none"> • Same as 6.7.1 • Review EMS to align to FSC requirements • Develop inventory of non-organic waste used • Translate prohibited/ permitted activities to Fijian and Hindi • Develop SOP • Update record of any violation (occurrence & disciplinary action)

<p>6.7.3 Environmentally appropriate methods are employed for the disposal of non-biodegradable wastes that cannot be reused or recycled. Disposal of all non-organic waste products are at legally designated disposal sites, in line with Fiji's national policies on waste disposal (Public Health Act, Environment Management Act and the Litter Act)</p>	<ul style="list-style-type: none"> • Register of approved non-organic wastes used. • Field Manual on the identification, potential impacts, categorisation and appropriate disposal methods (including reusing/recycling) of non-organic waste products • Inventory of non-organic waste used on FMU • List of permitted and prohibited activities in the contract/lease agreement in 3 languages (English, Fijian & Hindi), where applicable. • Violation records – occurrence & disciplinary action. 	<ul style="list-style-type: none"> • In place • Same as 6.7.1 & 6.7.2 	<ul style="list-style-type: none"> • Same as 6.7.1 & 6.7.2
<p>6.7.4 Waste disposal procedures are developed and implemented.</p>	<ul style="list-style-type: none"> • Appropriate disposal facilities on-site • Procedures to remove non-organic waste from FME to approved site • Field interviews & observation • A positive register in Monitoring Reports. 	<ul style="list-style-type: none"> • Procedures in place in EMS • FHCL internal monitoring 	<ul style="list-style-type: none"> • Independent body to monitor – monitoring report
<p>6.7.5 Equipment/vehicles/machinery are not parked in riparian management zones, near sinkholes, or ground water supplies, open water bodies (rivers, streams, creeks) where fluids can leak into them.</p>	<ul style="list-style-type: none"> • Field observation • Documentation (Field Manual) 	<ul style="list-style-type: none"> • Occurs • Corrective Action Notice (CAN) is given 	<ul style="list-style-type: none"> • Inconsistent documentation and issuance of corrective action notice, as well as enforcement. • Monitoring and documentation (occurrence and how situation is rectified)

6.7.6	Refuelling and cleaning stations, as well as chemical storage areas must be contained within bund walls	<ul style="list-style-type: none">• Field Manual contains procedures for refuelling/refilling and cleaning of equipment onsite/in the forest• Field observation	<ul style="list-style-type: none">• Same as 6.7.4• In compliance	<ul style="list-style-type: none">• Review to align to FSC requirements
6.7.7	Discarded equipment and parts, as well as waste oil and related containers, are removed from the forest and disposed of at designated off-site collection centres.	<ul style="list-style-type: none">• Field observation• Documentation (Field Manual)	<ul style="list-style-type: none">• In place	<ul style="list-style-type: none">• Review to align to FSC requirements
6.7.8	Broken and leaking equipment and parts are repaired or removed from the forest; discarded parts are taken to a designated disposal facility.	<ul style="list-style-type: none">• Field observation• Documentation (Field Manual)	<ul style="list-style-type: none">• SOP documented in EMS but needs review	<ul style="list-style-type: none">• Inconsistent compliance. Some machinery parts or damaged parts are not removed by contractor• Enforcement of monitoring and issuing of CAN's
6.7.9	In the event of a spill of hazardous material, the FME must ensure that the material is immediately contained, the spill is reported as required by applicable regulations, and qualified personnel are engaged to perform the appropriate removal and remediation.	<ul style="list-style-type: none">• Field Manual will detail procedures to be undertaken in the event of spillage.• A containment system (bundling) is in place at the site(s) and always used	<ul style="list-style-type: none">• In place	<ul style="list-style-type: none">• Need to follow-up with contractors to remove their machinery/parts
6.7.10	The FME has developed an emergency hazardous material spill plan and procedures. The FME regularly trains relevant workers in emergency hazardous material spill procedures.			
6.8 Use of biological control agents shall be documented, minimized, monitored and strictly controlled in accordance with national laws and internationally accepted scientific protocols. Use of genetically modified organisms shall be prohibited.				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations

6.8.1	The FME has a system for the recording, monitoring and control of the use of Biological Control agents.	<ul style="list-style-type: none"> • Documentation: plans, monitoring records, log books • Inspection of storage and transport facilities • Biosecurity Authority of Fiji approved documents 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Update documentation
6.8.2	The international agreements and national standards on the storage, transportation and use of biological control agents are applied.			
6.8.3	Genetically modified organisms are not used.	Genetically modified organisms not present	<ul style="list-style-type: none"> • Not applicable 	<ul style="list-style-type: none"> • Not applicable

6.9 The use of exotic species shall be carefully controlled and actively monitored to avoid adverse ecological impacts.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
6.9.1 The introduction of the exotic species into the FMU does not breach the Quarantine Act nor the Biosecurity Act, 2008	<ul style="list-style-type: none"> • Documentation (includes certificate to import the exotic species) • Exotic species Risk Assessment Report 	<ul style="list-style-type: none"> • Records with BAF and FHCL 	<ul style="list-style-type: none"> • Update documentation
6.9.2 Social, environmental and economic aspects are considered before the introduction of any exotic species.	<ul style="list-style-type: none"> • Exotic species Risk Assessment Report 	<ul style="list-style-type: none"> • Done by BAF and MoF 	<ul style="list-style-type: none"> • Update documentation
6.9.3 In natural forest management, the use of exotic species is generally prohibited. Very limited exceptions are made when there are no other local species with sufficient performance to restore impoverished or degraded sites and any use is carefully controlled and monitored.	<ul style="list-style-type: none"> • EIA and Monitoring Reports 	<ul style="list-style-type: none"> • Only use mahogany for replanting 	<ul style="list-style-type: none"> • Need to develop a template and conduct risk assessment • SOP in EMS

6.9.4	Procedures are in place to avoid the unintentional invasion of exotic species through ensuring any equipment arriving from other forest regions is thoroughly clean and free of soil, seed and vegetative matter.	<ul style="list-style-type: none"> • Biosecurity Protocols and Plan in place (includes invasive species incursion emergency response actions). • Field observation • Procedures in the Management Plan 	<ul style="list-style-type: none"> • No procedure in place 	<ul style="list-style-type: none"> • Develop procedure/ SOP
6.9.5	The management, control and monitoring of exotic species are documented.	<ul style="list-style-type: none"> • EIA of exotic species on native plants, animals and ecosystems, and especially invasiveness (Risk assessment report). • Monitoring reports 	<ul style="list-style-type: none"> • No documentation (refer to MoF) 	<ul style="list-style-type: none"> • Same as 6.9.3
6.10 Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion: <ol style="list-style-type: none"> entails a very limited portion of the forest management unit; and does not occur on high conservation value forest areas; and will enable clear, substantial, additional, secure, long term conservation benefits across the forest management unit. 				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
6.10.1	FME has not converted natural forests or other thriving non-forested ecosystem to plantations or non-forest land uses, except where the conversion meets the conditions of 6.10.2 – 6.10.3.	<ul style="list-style-type: none"> • Field observation • EIA Report 	<ul style="list-style-type: none"> • Currently not doing this, just replanting logged over forest • Prior to 1994, FHCL has been doing conversion. Since then had adopted a 'No Conversion' policy 	<ul style="list-style-type: none"> • Document and depict on map the natural forest ecosystems and non-forested ecosystems. This is to be overlaid with harvesting plan map to avoid intrusion to degradation.
6.10.2	Prior to any conversion, conservation benefits are identified and assessed in cooperation with acknowledged experts.		<ul style="list-style-type: none"> • No more conversion taking place. No new land acquisition. Have leased idle land but cannot convert forest to plantation 	<ul style="list-style-type: none"> • Determined from EIA & HCVF reports

6.10.3 High Conservation Value Forest is not converted to plantation or non-forest land uses.	<ul style="list-style-type: none"> • Field observation • EIA Report 	<ul style="list-style-type: none"> • Same as above 	<ul style="list-style-type: none"> • Determined from EIA & HCVF reports
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PRINCIPLE 7: Management Plan – A management plan appropriate to the scale and intensity of the operations shall be written, implemented, and kept up to date. The long term objectives of management, and the means of achieving them, shall be clearly stated.

7.1 The management plan and supporting documents shall provide:

- a) Management objectives.***
- b) Description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands.***
- c) Description of silvicultural and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories.***
- d) Rationale for rate of annual harvest and species selection.***
- e) Provisions for monitoring of forest growth and dynamics.***
- f) Environmental safeguards based on environmental assessments.***
- g) Plans for the identification and protection of rare, threatened and endangered species.***
- h) Maps describing the forest resource base including protected areas, planned management activities and land ownership.***
- i) Description and justification of harvesting techniques and equipment to be used.***

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
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<p>7.1.1 The Management Plan and supporting documents, with consideration of scale and intensity of the operation, provides at least the following:</p> <ol style="list-style-type: none"> Resource inventories that includes details of species composition, abundance, diameter distribution and volume, and that are of an intensity appropriate to the scale of the operation Written operational guidelines and procedures for the layout, design and maintenance of roads and other access and extraction networks in accordance with Criterion 6.5 above Written operational guidelines and rules for harvesting and extraction in accordance with Criterion 6.5 above Environmental safeguards based on environmental assessments that meet or exceed the Fiji Forest Harvesting Code of Practice, and guidelines of the Ministry of Environment. Maps describing the forest resource base including all the information of the land use plan(s), buffer zones, road alignments, planned management activities and land ownership. Description and justification of harvesting and extraction techniques and equipment to be used, clearly showing standards meeting or exceeding those of the Fiji Plantation Grown Mahogany Code of Harvesting Practice (FPGMCoH) Records of village meetings, consultations, visits and any negotiations involving forest management activities Health and safety provisions Any rules for hunting, fishing, collection and occupation, and illegal harvesting 	<ul style="list-style-type: none"> Documentation (The Management Plan and supporting documents) 	<ul style="list-style-type: none"> Management Plan in place from 2010 - 2014 (aligned to Mahogany Act 2003) In the process of reviewing it to align to Mahogany Act 2017. 	<ul style="list-style-type: none"> Review to align to FSC requirements (including HCVF & SEIA & EIA studies) and MP for 2022 - 2025
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7.1.2	A clear rationale for rate of annual harvest, species selection, minimum felling diameters, regeneration strategies and felling cycles are documented. Pre-harvest Inventory of all trees legally prescribed DBH ⁶ and above are completed for blocks to be harvested. Annual harvest are in line with national forest policies.	<ul style="list-style-type: none"> Documentation (The Management Plan, Harvesting Plan) 	<ul style="list-style-type: none"> Branding of Fiji Mahogany does not conform to international commitment (There's another Act (Licensing and Branding Act 2011) – branding just shows to specific customer that it's from a legal source, and not under any international guideline or conforming to any commitments (such as CITES, etc.)) 	<ul style="list-style-type: none"> Review all the 2010 – 2014 MP that addresses this criteria. To be included in the 2022 – 2025 MP, including EIA report and the HCVF report
7.1.3	Subject to scale and type of operation, field level topographic maps are prepared before logging or road construction commence. The maps contain locations of: suitable for all-weather or dry-weather harvesting only; extraction (or haul) roads, log yards or ponds, main skid trails, drainage structures, set aside areas (i.e. buffer zones, protected areas, etc).	<ul style="list-style-type: none"> Documentation (The Management Plan, Harvesting Plan) 	<ul style="list-style-type: none"> In place 	<ul style="list-style-type: none"> Same as 7.1.2
7.1.4	Non-timber forest products are inventoried and their sustainable management are explicitly considered during planning.	<ul style="list-style-type: none"> Documentation (Inventory report & Management Plan) 	<ul style="list-style-type: none"> In progress 	<ul style="list-style-type: none"> Will be an outcome of the NFI report, SEIA, EIA & HCVF Study
7.1.5	Disaster (fire/cyclone) management and control are properly evaluated and contingency procedures are in the Management Plan	<ul style="list-style-type: none"> Documentation (The Management Plan) 	<ul style="list-style-type: none"> In place 	<ul style="list-style-type: none"> Same as 7.1.2

⁶ DBH: Diameter at Breast Height (1.3m from ground)

7.2 The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
7.2.1 The Management Plan is revised at least every 5 years and procedures is in place for incorporation of monitoring data into the management planning process	<ul style="list-style-type: none"> Database with results of monitoring exercises. Revised Management Plan 	<ul style="list-style-type: none"> Not monitoring report for MP 2010 - 2014 	<ul style="list-style-type: none"> Need to have a monitoring report of the 2010- 2014 MP. Results to be incorporated into the new MP
7.2.2 FME's support research in areas that are relevant to management planning	<ul style="list-style-type: none"> Research reports Interviews 	<ul style="list-style-type: none"> Collaboration with MoF on previous and current research and documentation 	<ul style="list-style-type: none"> Need to compile these research reports
7.2.3 New information obtained by local experience and/or science, technical research or environmental assessment are incorporated into the management planning.	<ul style="list-style-type: none"> Revised Management Plan 	<ul style="list-style-type: none"> In progress 	<ul style="list-style-type: none"> Same as 7.2.1
7.2.4 Socio-economic information and research results are incorporated into management planning.	<ul style="list-style-type: none"> Revised Management Plan 	<ul style="list-style-type: none"> In progress 	<ul style="list-style-type: none"> Same as 7.2.1

7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the Management Plan.

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
7.3.1 The FME develops and implements a training program that covers all aspects of implementing the management plan. Forest	<ul style="list-style-type: none"> Records of training programmes. 	<ul style="list-style-type: none"> There's no specific training plan 	<ul style="list-style-type: none"> Need to do a TNA, develop training program, and implement training

workers receive such training at least annually.			
7.3.2 The FME ensures that regular monitoring visits of forest workers are adequate to assure forest workers' compliance with the implementation of the Management Plan. The FME documents the monitoring visits and findings.	<ul style="list-style-type: none"> Monitoring report 	<ul style="list-style-type: none"> Not available 	<ul style="list-style-type: none"> Relevant to monitoring plan and monitoring reports
7.4 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the Management Plan, including those listed in Criterion 7.1.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
7.4.1 The Management Plan, or a summary of it, is available to the public for inspection, and translated into Fijian, English and Hindi (where applicable).	<ul style="list-style-type: none"> Management Plan Summary Translated versions of Management Plan Summary 	<ul style="list-style-type: none"> In the process of a review 	<ul style="list-style-type: none"> Develop summary after its review Translate MP summary to i-taukei
7.4.2 The existence and availability of the Management Plan or its summary is well known among forest stakeholders	<ul style="list-style-type: none"> Register of relevant stakeholders Record of enquiries made Interviews with various stakeholders. 	<ul style="list-style-type: none"> Not yet implemented 	<ul style="list-style-type: none"> Awareness on the new MP to all stakeholders and document process and outcomes

PRINCIPLE 8: Monitoring and Assessment – *Monitoring shall be conducted appropriate to the scale and intensity of forest management to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.*

8.1 *The frequency and intensity of monitoring should be determined by the scale and intensity of forest management operations as well as the relative complexity and fragility of the affected environment. Monitoring procedures should be consistent and replicable over time to allow comparison of results and assessment of change.*

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
8.1.1 Appropriate to the scale and intensity of operations a documented monitoring program is in place.	<ul style="list-style-type: none"> Documented monitoring program 	<ul style="list-style-type: none"> Internal monitoring program for the different operations. Harvesting – yes, monitoring starts by the landing Plantations – monitor quality and survival 	<ul style="list-style-type: none"> Review monitoring system and template (including indicators) Need to include independent body (MoF) into monitoring program and acquire report Review SOP
8.1.2 Persons responsible for implementing and maintaining monitoring programs have been identified.	<ul style="list-style-type: none"> Persons responsible (with job description) listed in the monitoring program 	<ul style="list-style-type: none"> Currently, the survey team does the internal monitoring 	<ul style="list-style-type: none"> Lack perspective of environmental and external perspective. Need EMS/Env Officer & independent body for monitoring. Strengthen monitoring M&E Officer
8.1.3 Local communities, resource owners and persons directly affected by the FME operations are consulted for the design, implementation and evaluation of the monitoring program. The FME demonstrates that input from community participation was taken into consideration in developing the monitoring program.	<ul style="list-style-type: none"> Documentation - Community/stakeholder monitoring consultation report. Field observation & Interview - Community/stakeholder participation in the implementation and evaluation of monitoring programs 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Same as 8.1.2 Include to strengthen monitoring program Monitoring report for 2010-2014 to incorporate participatory contribution from communities for evaluation of the monitoring program.

8.1.4	<p>The Monitoring Program includes:</p> <ul style="list-style-type: none"> i. elements to be monitored including HCVFs as set out under Criterion 9.4; ii. monitoring indicator(s) for each element; iii. rationale for the selection of each element and monitoring Indicator(s); iv. consistent and replicable monitoring procedures; v. the frequency and intensity of monitoring, consistent with the nature of the monitoring indicator(s), management activities, environmental sensitivity of the site, assessed risks, stakeholder concerns, performance history, and changing environmental conditions; vi. relevant baseline information. 	<ul style="list-style-type: none"> • The Monitoring Program includes components i. to vi. described in the Indicator 	<ul style="list-style-type: none"> • Same as 8.1.1 – 8.1.2 	<ul style="list-style-type: none"> • Same as 8.1.2 • Determined from outcomes of EIA,HCVF & SEIA studies
8.1.5	<p>The monitoring plan is periodically updated and available to those doing the monitoring or working with monitoring data; and is in a form that can be easily cross-referenced to the Management Plan.</p>	<ul style="list-style-type: none"> • Regularly revised monitoring plan is linked to Management Plan 	<ul style="list-style-type: none"> • Inconsistent 	<ul style="list-style-type: none"> • Will be updated (8.1.1 – 8.1.2)
8.1.6	<p>Any change in monitoring procedures are documented, including details of any overlapping calibration when old and new procedures are run simultaneously.</p>	<ul style="list-style-type: none"> • Documentation of revision and justification for change in monitoring procedure(s) 	<ul style="list-style-type: none"> • No change in current internal monitoring 	<ul style="list-style-type: none"> • Will be updated (8.1.1 – 8.1.2)
8.1.7	<p>Monitoring records are compiled in a secure, accessible monitoring database(s).</p>	<ul style="list-style-type: none"> • Monitoring database(s) 	<ul style="list-style-type: none"> • Internal - yes 	<ul style="list-style-type: none"> • Will be updated (8.1.1 – 8.1.2)

8.1.8	An adequate mechanism is implemented for quality assurance and quality control of the monitoring program.	<ul style="list-style-type: none"> Approved monitoring guidelines and procedures adhered to. 	<ul style="list-style-type: none"> In place – internal FHCL 	<ul style="list-style-type: none"> Need an independent monitoring body to monitor internal monitoring processes and systems on all relevant aspects
8.1.9	According to timeframes for monitoring each element set out in the monitoring program, the monitoring results are analysed, documented, summarized, and implemented.	<ul style="list-style-type: none"> Management plans are accordingly adjusted on recommendations resulting from monitoring reports and implemented. 	<ul style="list-style-type: none"> Not yet implemented 	<ul style="list-style-type: none"> Will be updated (8.1.1 – 8.1.2)
8.2 Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators: <ul style="list-style-type: none"> a) Yield of all forest products harvested. b) Growth rates, regeneration and condition of the forest. c) Composition and observed changes in the flora and fauna. d) Environmental and social impacts of harvesting and other operations. e) Costs, productivity, and efficiency of forest management. 				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
8.2.1	<p>The FME maintains records of standing inventories of timber and harvest volumes of timber and non-timber tree species (quality and quantity).</p> <p>For example: Significant unanticipated removal of forest products (e.g. theft and poaching) is monitored and recorded.</p>	<ul style="list-style-type: none"> Forest product inventory 	<ul style="list-style-type: none"> Record production volumes only by grades and buyers Get inventory of standing volume from MoF, waiting for current NFI outcomes 	<ul style="list-style-type: none"> Outcome of NFI, SEIA, EIA, and HCVP studies to identify timber and NTFP's.
8.2.2	<p>The following forest characteristics are researched and monitored (with information collated in a database) for Permanent sampling plots (PSPs) and monitoring sites in the FME.</p> <p>i. Timber growth and mortality (for volume control systems);</p>	<ul style="list-style-type: none"> Forest biological survey and stock assessment reports that form the baseline are the variables of the database. 	<ul style="list-style-type: none"> Only one PSP plot left - Burela Koroqaqa, Nameka, another close to Viwa has been harvested 	<ul style="list-style-type: none"> Outcome of EIA report Need to get these info from MoF

<ul style="list-style-type: none"> ii. Stocking, and regeneration; iii. Stand-level and forest-level composition and structure (e.g., by use of tools, such as ecological classification systems); iv. Abundance, regeneration, and habitat conditions of non-timber forest products; v. Terrestrial and aquatic features; vi. Soil characteristics (e.g., texture, drainage, existing erosion); vii. Pest conditions. 		<ul style="list-style-type: none"> • Other stations have their own PSP's (Vanua Levu still intact) 	
<p>8.2.3 The FME periodically monitors the forest for changes in major habitat elements and in the occurrence of sensitive, rare, threatened, or endangered species or communities.</p>	<ul style="list-style-type: none"> • Forest monitoring report 	<ul style="list-style-type: none"> • Some noted 	<ul style="list-style-type: none"> • Outcome of EIA & SEIA report
<p>8.2.4 Environmental and social impacts of forest management operations on local communities are monitored. Monitoring disaggregates information/data by gender and includes:</p> <ul style="list-style-type: none"> i. Population and demographic changes. ii. Health status. iii. Educational status. iv. Social structures . v. Economic status, including household income and economic activities. vi. Equity and distribution of any benefits. vii. Level of employment and training received. viii. Creation or maintenance of local jobs and public responses to management activities. ix. Sites of special significance to local communities, resource (in consultation with local representatives see Principle 3). 	<ul style="list-style-type: none"> • Socio-economic and environment and monitoring report 	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Outcome of EIA & SEIA report

8.2.5	<p>The environmental effects of site-disturbing activities are monitored (e.g., road construction and repair, harvesting, and site preparation).</p> <p>For example:</p> <ul style="list-style-type: none"> • Monitoring for compliance with Best Management Practices is carried out. • A monitoring program is in place to assess the condition and environmental impact of the road system and landings. 	<ul style="list-style-type: none"> • Documents: Environment impact assessment and monitoring reports • Field observation • Interviews 	<ul style="list-style-type: none"> • Reports coming from station managers on environmental impact. Request for road repair if any damage/ degradation – to align to Fiji Plantation Grown Mahogany Code Harvest of Practice (FPGMCHP) • EMS system in place 	<ul style="list-style-type: none"> • Implementation of EMS and review documentation to align to FSC requirements
8.2.6	Monitoring of environmental impact includes waste management.	<ul style="list-style-type: none"> • Documents: Environment impact assessment and monitoring reports • Field observation • Interviews 	<ul style="list-style-type: none"> • Internal monitoring reports 	<ul style="list-style-type: none"> • Refer to EIA section – monitoring plan will be developed from this – waste disposal
8.2.7	The FME monitors the cost and revenues of management in order to assess productivity and efficiency.	<ul style="list-style-type: none"> • FME annual financial reports • Monitoring reports • Audit reports (eg. From Auditor General) & financial audit reports. 	<ul style="list-style-type: none"> • Audit reports submitted to Auditor General's (2018 – 2020) • Internal audit updated (2018 – 2020) 	<ul style="list-style-type: none"> • in progress for 2021 and will be submitted to AG's Office
8.3 Documentation shall be provided by the forest manager to enable monitoring and certifying organisations to trace each forest product from its origin, a process known as the "chain of custody."				
Indicator		Means of Verification	FHCL Status 2022	Gaps/Recommendations
8.3.1	An effective identification system exists that physically marks forest products leaving certified forest areas.	<ul style="list-style-type: none"> • Marks or labels on certified wood products in the yard. 	<ul style="list-style-type: none"> • System in place to trace logs from source 	<ul style="list-style-type: none"> • Upgrade the current identification system (Chain of Custody)

		<ul style="list-style-type: none"> • Current system – just number tags (log ledges from the forest) • When Chain of custody was introduced – did an operation on manual numbering of trees only once. (coupe ID, tags, log number, initials of log technicians) 	
<p>8.3.2 The FME develops and implements documented procedures to:</p> <ul style="list-style-type: none"> i. identify certified products from the forest of origin to the forest gate, ii. record annual volumes of log shipments and by purchaser on a monthly basis; iii. provide information on transportation and invoice documentation that includes, certification code number, shipper, date, volume, species, origin and destination 	<ul style="list-style-type: none"> • Documented procedure. • Evidence of implementation of the procedure, including documentation (e.g., scale records, bills of lading) related to the date of sale, origin, specifications, quantity and certification registration code of products passing through the forest gate. 	<ul style="list-style-type: none"> • Documentation in place (grades and volume) • Biosecurity clearance to seal container • FHCL issues certificate of legality (also signed by customs, environment) • Consignment certification • License for export permit given by MoF 	<ul style="list-style-type: none"> • Review the SOP's for documentation procedure
8.4 The results of monitoring shall be incorporated into the implementation and revision of the Management Plan.			
<p>8.4.1 Findings from monitoring are regularly summarized, analysed and documented to identify discrepancies between outcomes (e.g., yields, growth, ecological changes) and expectations (e.g., plans, forecasts, anticipated impacts). Action to mitigate the negative impacts and reinforce the positive impacts of forest</p>	<ul style="list-style-type: none"> • Monitoring report • Field observations 	<ul style="list-style-type: none"> • No monitoring report 	<ul style="list-style-type: none"> • To be implemented

management and harvest of forest products activities are demonstrated.			
8.4.2 The results of monitoring are incorporated into periodic revisions of the Management Plan, policies and procedures.	<ul style="list-style-type: none"> • Revised Management Plan, policies and procedures 	<ul style="list-style-type: none"> • Not yet implemented 	<ul style="list-style-type: none"> • Review other policies and procedures
8.5 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.			
8.5.1 While respecting the confidentiality of sensitive commercial information, a public summary of monitoring results are available and at least the following data is included: monitoring aims, observations, main results and stakeholders. The document is translated into Fijian, English and Hindi (where applicable).	<ul style="list-style-type: none"> • Monitoring report summary • Translated versions of monitoring report summary 	<ul style="list-style-type: none"> • Not yet implemented 	<ul style="list-style-type: none"> • Summary of monitoring report and translated to vernacular language

PRINCIPLE 9: Maintenance of High Conservation Value Forests – *Management activities in high conservation value forests shall maintain or enhance the attributes which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach.*

9.1 *Assessment to determine the presence of the attributes consistent with High Conservation Value Forests will be completed, appropriate to scale and intensity of forest management.*

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
<p>9.1.1 Attributes and locations of High Conservation Value Forests (as defined in the Glossary) are determined by</p> <ul style="list-style-type: none"> i. Identification of globally scaled HCVF attributes that may be present in the forest ii. Identification and description of regionally and locally scaled HCVF attributes and areas that may be present in the landscape and/or certified forest iii. Broadly based consultations with stakeholders and scientists iv. Public review of proposed HCVF attributes and areas v. Integration of information from consultations and public review into proposed HCVF delineations vi. Delineation of a proposed HCVF by maps and habitat descriptions 	<ul style="list-style-type: none"> • Reports of participatory meetings with landholders and stakeholders (including the National Protected Areas Committee, Forestry Board, National Trust of Fiji, The University of the South Pacific and Fiji National University) to identify any high conservation attributes. • HCVF Assessment Report • Maps delineating any HCVF areas 	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Conduct stakeholder consultations • FHCL to develop HCVF report on each plantation estate and incorporate into maps
<p>9.1.3 The conservation of social and cultural values are assessed in cooperation with iTaukei Land Trust Board, iTaukei Affairs Board, Fiji Museum, private organizations, universities, and local experts.</p>	<ul style="list-style-type: none"> • Reports of consultation meetings with landholders and stakeholders (including National Protected Areas Committee, the University of the South Pacific and Fiji National University) to identify any high conservation attributes. 	<ul style="list-style-type: none"> • NLC maps are used also to identify these sites • Ongoing consultations with communities/ landowners 	<ul style="list-style-type: none"> • Same as 9.1.2 for high conservation value sites/ species

	<ul style="list-style-type: none"> • HCVF Assessment Report • Maps delineating any HCVF areas 	but lack specifics to EIA/HCVF	
9.2 The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.			
9.2.1 The HCVF assessment report has been made available for review by qualified specialists, directly affected persons and relevant interests (e.g., iTLTB and TAB, local communities, conservation organizations).	<ul style="list-style-type: none"> • HCVF Assessment report publicly available • HCVF Assessment report review results • Interviews 	• Not available	<ul style="list-style-type: none"> • Same as above • Refer to BIOPAMA mapping guideline
9.2.2 The FME identifies and documents options and rationale, in consultation with stakeholders and qualified specialist, for the maintenance of any high conservation attributes.	<ul style="list-style-type: none"> • Documentation of options considered by the FME for the maintenance of high conservation attributes. • Records of participatory meetings with landholders, stakeholders, & appropriate experts as part of the land use planning process to consider options for maintenance of any high conservation values identified. 	• Not available	<ul style="list-style-type: none"> • LO's and other stakeholders need to be consulted in the process of developing the HCVF
9.2.3 The advice and comments received through consultation referred to in Indicators 9.2.1 and 9.2.2, are documented and maintained by the FME, and are made publicly available.	<ul style="list-style-type: none"> • Register of public concerns/ suggestions with annual summary for attachment on the FME Annual Report 	• Not documented in the Annual Report	<ul style="list-style-type: none"> • Develop a register of consultation records • Attach to final report
9.3 The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach. These measures shall be specifically included in the publicly available management plan summary.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations

9.3.1 Harvest and forest management plans include protection and conservation of HCVF. (Note: instead of using protection, consider using preservation. Protection is to lockdown an area to protect.)	<ul style="list-style-type: none"> • Management Plan and Harvesting Plan. 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Note: PA is for protection and conservation (these terms means to lock down the area which is not the intention of HCVF) • Needs to be reviewed to consider HCVF
9.3.2 Commercial (industrial) harvesting in HCVF is not allowed, consistent with the precautionary principle, where harvesting could potentially or actually result in these forests losing their unique characteristics.	<ul style="list-style-type: none"> • Management Plan and Harvesting Plan. • Field visit. 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Same as above
9.3.3 Forest management activities in HCVF are planned in consultation with local stakeholders and resource owners.	<ul style="list-style-type: none"> • Management Plan and Harvesting Plan. • Maps with the outlined borders of HCVF. • Interviews with local population. • Field visit 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Same as above
9.3.4 Measures for HCVF protection and conservation are included in the public summary of forest Management Plan (also see Criterion 7.4)	<ul style="list-style-type: none"> • List of measures for HCVF protection and conservation. • Interviews with local population • Interviews with representatives of environmental organizations. 	<ul style="list-style-type: none"> • Not yet implemented 	<ul style="list-style-type: none"> • Same as above (9.2.2)
9.4 Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.			
9.4.1 The FME develops and implements a program to monitor the status of the applicable HCVFs, including the effectiveness of the measures employed for their maintenance or restoration. The monitoring	<ul style="list-style-type: none"> • Documented HCVF monitoring program – Monitoring Plan. • Results of annual monitoring program – Annual Monitoring Report. • Field inspection 	<ul style="list-style-type: none"> • Not yet implemented 	<ul style="list-style-type: none"> • Will be developed from the HCVF report (monitoring plan – Annual Monitoring report after this)

	program is designed and implemented consistent with the requirements of Principle 8.	<ul style="list-style-type: none"> • Interviews 		<ul style="list-style-type: none"> • Establishing of long-term monitoring plots
9.4.2	The monitoring program is capable of alerting the FME to changes in the status of a conservation attribute, and determining if the conservation measures are effective in maintaining or restoring the conservation attribute (subject to scale, intensity and risk). The results of monitoring are assessed consistent with the monitoring requirements of Indicator 8.1.1.	<ul style="list-style-type: none"> • Documented HCVF monitoring program – Monitoring Plan. • Results of monitoring program – Monitoring Report. • Field inspection • Interviews 	Not yet implemented	<ul style="list-style-type: none"> • Same as above
9.4.3	When monitoring results indicate increasing risk to a specific conservation attribute, the FME re-evaluates the measures taken to maintain or enhance that attribute, and adjusts the management measures to reverse the trend.	<ul style="list-style-type: none"> • Documented HCVF monitoring program – Monitoring Plan. • Results of monitoring program – Monitoring Report. • Field inspection • Interviews 	Not yet implemented	<ul style="list-style-type: none"> • Same as above

PRINCIPLE 10: Plantations – *Plantations shall be planned and managed in accordance with Principles and Criteria 1 – 9, and Principle 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.*

10.1 *The management objectives of the plantation, including natural forest conservation and restoration objectives, shall be explicitly stated in the management plan, and clearly demonstrated in the implementation of the plan.*

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
10.1.1 The Management Plan identifies existing plantations that are to be maintained (commercial plantations) and those that are to be restored to more natural forest conditions (restoration plantations [see applicability note under 10.9]). The objectives of plantations are clearly justified in the Management Plan.	<ul style="list-style-type: none"> • Documentation (Management Plan) • Field visit • Interviews 	<ul style="list-style-type: none"> • Total estate has around 41k ha of mahogany. The rest is natural forest, etc. (use to replant for carbon market) 	<ul style="list-style-type: none"> • Need to do field visit • Refer to Principle 9 • Review of MP to include restoration
10.1.2 Commercial plantations are maintained within a broader landscape matrix such that they complement, or do not compromise, the high conservation values of the forest landscape.	<ul style="list-style-type: none"> • Documentation (Management Plan) • Field visit • Interviews 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • An outcome of HCVF & EIA report – MP to address recommendations

10.2 *The design and layout of plantations should promote the protection, restoration and conservation of natural forests, and not increase pressures on native forests. Wildlife corridors, streamside zones and a mosaic of stands of different ages and rotation periods, shall be used in the layout of the plantation, consistent with the scale of the operation. The scale and layout of plantation blocks shall be consistent with the patterns of forest stands found within the native landscape.*

Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
10.2.1 Natural vegetation areas within and adjacent to the plantation are identified and documented in the management plan.	<ul style="list-style-type: none"> • Documentation (Management and Harvesting Plans) • Maps 	<ul style="list-style-type: none"> • In progress 	<ul style="list-style-type: none"> • Update maps • Review MP – to include the management of the natural

	<ul style="list-style-type: none"> • Interviews • Field Visits 		forest, plantation and idle areas – suitable activities
10.2.2 The FME identifies, restores and protects/ preserves areas within the estate which are not suitable for planting and harvesting of plantation species (because of slope, rocky ground or other reasons)	<ul style="list-style-type: none"> • Documentation (Management and Harvesting Plans) • Maps • Interviews • Field Visits 	<ul style="list-style-type: none"> • In place 	<ul style="list-style-type: none"> • Refer to 10.2.1 – include • Overlay with PA map • LUP map
10.2.3 All prescribed buffer zones are protected and additional areas are identified, restored and protected to promote connectedness and wildlife corridors	<ul style="list-style-type: none"> • Documentation (Management and Harvesting Plans) • Maps • Interviews • Field Visits 	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Identify and map these areas – outcome of EIA & HCVF study • Overlay with PA map • Included in the LUP map
10.2.4 The need for wildlife corridors for rare, threatened, and endangered species are assessed within the ecological landscape and managed appropriately, in accordance with the needs of identified species, in designated Reserve Areas.	<ul style="list-style-type: none"> • EIA Report • Environment Management Plan 	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Identify and map these areas – included in EIA & EMP reports •
10.2.5 Species selection and/or silvicultural regimes are selected so that different age class and rotation periods may be used.	Management Plan	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Review MP – review plantation regimes
10.2.6 Visual landscape objectives are developed in consultation with local communities, resource owners and/or other affected stakeholders. At the minimum the visual objectives take into account the following : <ul style="list-style-type: none"> • Village view sheds • Cultural sites • Roadside harvest on state highways • Significant natural features – vantage points 	<ul style="list-style-type: none"> • Management Plan (visual landscape component) • Observation 	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Review MP in accordance with this criterion - Consultation with communities and other relevant agencies (iTAB, DTCP, TLTB Land Use maps)

• Backdrops to urban areas			
10.2.7 Plantation design and layout minimises soil degradation and erosion and protect soil and water quality by accounting for slope, aspect, erodibility, and movement of surface water. Cross-ref C 6.5	<ul style="list-style-type: none"> • EIA Report • Plantation Management Plan (includes the Environment Management Plan) 	<ul style="list-style-type: none"> • In compliance 	<ul style="list-style-type: none"> • Monitoring of operations • Rehabilitation on damaged/degraded areas
<p>10.2.8 Plantation management minimises soil degradation and erosion and protect soil and water quality, and movement of surface water.</p> <p>For example, replanting immediately after harvesting, within the first year, before the next rainy season, assuming secure leasing arrangements are concluded with the resource owners.</p>	<ul style="list-style-type: none"> • Plantation Management Plan • Harvesting Plan • Field visits 	<ul style="list-style-type: none"> • In progress 	<ul style="list-style-type: none"> • Refer to 10.2.7 • Review of MP • Inconsistent compliance to logging code – need to strengthen monitoring and have an independent monitoring body
<p>10.2.9 The design and management of plantations established on degraded or deforested land shows a commitment to restoration of habitat and indigenous vegetation.</p> <p>Note: “Commitment to restoration” can include the identification and protection of alternative habitats (wetlands, riparian strips, etc.); use of indigenous forest species, restoration of unharvestable areas, and areas set aside for preservation.</p>	<ul style="list-style-type: none"> • Management Plan • Observation 	Replanting only for mahogany species	<ul style="list-style-type: none"> • Review of MP to address these
10.3 Diversity in the composition of plantations is preferred, so as to enhance economic, ecological and social stability. Such diversity may include the size and spatial distribution of management units within the landscape, number and genetic composition of species, age classes and structures.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations

<p>10.3.1 The selection of species to be planted:</p> <ul style="list-style-type: none"> i. Maintains production and reserve areas within the Forest Management Unit ii. Enables the certificate holder to respond rapidly to changing market requirements, or supplies a diversity of markets iii. Uses a diversity of genotypes iv. Have a mix of age classes and/or rotation lengths v. Uses a variety of silvicultural regimes vi. Demonstrates an understanding of future market trends vii. Takes into account local markets/ processors 	<ul style="list-style-type: none"> • Documentation (Research Reports, Management Plans, Monitoring Reports) • Field visits • Interviews • Plantation Diversity Strategic Plan 	<ul style="list-style-type: none"> • Currently, only mahogany is used in replanting 	<ul style="list-style-type: none"> • Mahogany Industry Development Act (MIDA) – needs to be reviewed and Act to include some of the recommendation (include emerging issues, carbon, and for the review of the Act)
<p>10.4 The selection of species for planting shall be based on their overall suitability for the site and their appropriateness to the management objectives. In order to enhance the conservation of biological diversity, native species are preferred over exotic species in the establishment of plantations and the restoration of degraded ecosystems. Exotic species, which shall be used only when their performance is greater than that of native species, shall be carefully monitored to detect unusual mortality, disease, or insect outbreaks and adverse ecological impacts.</p>			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
<p>10.4.1 The management objectives for the FME reflects Criterion 10.4</p>	<ul style="list-style-type: none"> • Documentation (Research reports, Management plans, Monitoring Reports) • Field visits • Interviews 	<ul style="list-style-type: none"> • Only mahogany used for replanting 	<ul style="list-style-type: none"> • Review MP and needs to be reflected in FHCL's Organisations plans where relevant
<p>10.4.2 The use of exotic plant species (see Glossary) is contingent on scientifically credible analyses that the species in question is non-invasive and does not diminish biodiversity. If non-invasive exotic plant species are used, their provenance and the location of their use are documented, and their ecological effects are actively monitored. Cross-reference with C 6.9.1</p>	<ul style="list-style-type: none"> • Documentation (Research reports, Exotic Species Risk Assessment Report, Management plans, Monitoring Reports) • Field visits 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Refer to section 6 on exotic risk assessment – to address this where relevant • Refer to result of EIA study • Re-establish environmental monitoring regime

	<ul style="list-style-type: none"> • Interviews 		
10.5 A proportion of the overall forest management area, appropriate to the scale of the plantation and to be determined in regional standards, shall be managed so as to restore the site to a natural forest cover.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
10.5.1 The FME conserves/establishes/restores a Representative Sample Area (RSA) of natural forest covering at least 10% of the total area leased for plantation	<ul style="list-style-type: none"> • EIA Report • Documentation (Research reports Management plans, Monitoring Reports) • Field visits • Interviews 	<ul style="list-style-type: none"> • Management planning for areas not established with mahogany is underway • All stations have PSP plots 	<ul style="list-style-type: none"> • Review of MP
10.5.2 Proportion and placement of conservation RSAs is guided by results of assessments carried in Principles 6 and 7 that recommend necessary representative areas, wildlife areas, buffer zones, ecologically sensitive areas and other special sites.	<ul style="list-style-type: none"> • EIA Report 	<ul style="list-style-type: none"> • Same as above 	<ul style="list-style-type: none"> • EIA yet to be done • Check with new FSC Principle & Criteria
10.5.3 The areas identified for restoration to natural forests must: <ul style="list-style-type: none"> i. meet the requirement within a timeframe less than the average rotation age of the plantations, ii. be identified on maps, and iii. be actively restored to natural conditions 	<ul style="list-style-type: none"> • EIA Monitoring Reports → Environment Management Plan 	<ul style="list-style-type: none"> • Only replanting with mahogany 	<ul style="list-style-type: none"> • Will be determined from EIA report
10.6 Measures shall be taken to maintain or improve soil structure, fertility, and biological activity. The techniques and rate of harvesting, road and trail construction and maintenance, and the choice of species shall not result in long-term soil degradation or adverse impacts on water quality, quantity or substantial deviation from stream course drainage patterns.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations

10.6.1 Data on all soil types in the plantation area and susceptibility to degradation and erosion, including records of areas where soils have been degraded from previous activities are documented.	<ul style="list-style-type: none"> • Soil Capability Maps • FME Soil Maps • Field inspection 	<ul style="list-style-type: none"> • Soil Maps with Mineral Resources Department (MRD) 	<ul style="list-style-type: none"> • Update Soil Capability Maps • FHCL to have its own data (soil map - outdated)
10.6.2 An explicit goal is expressed in the management plan to minimise soil disturbance and loss as a result of management activities.	<ul style="list-style-type: none"> • Documentation: Management Plan (Land-use Plan) 	<ul style="list-style-type: none"> • Application of the code 	<ul style="list-style-type: none"> • Review of MP, align to FSC requirements and strengthen monitoring
10.6.3 The FME ensures that harvest plans contain operational prescriptions for soil conservation measures, e.g. minimising erosion, compaction, disturbance and exposure of soils; buffer zone; and, the protection of water bodies. (See criterion 6.5)	<ul style="list-style-type: none"> • Operational Guidelines • Low impact harvesting techniques being used 	<ul style="list-style-type: none"> • Application of the code 	<ul style="list-style-type: none"> • Review of MP, SOP • Outcome of EIA study
10.6.4 Potential and actual impacts on the soil are assessed, monitored and mitigated as per 6.1.1 and 6.1.2	<ul style="list-style-type: none"> • EIA and Monitoring Reports • Operational Guidelines 	<ul style="list-style-type: none"> • Not implemented 	<ul style="list-style-type: none"> • Outcome of EIA study
<i>10.7 Measures shall be taken to prevent and minimize outbreaks of pests, diseases, fire and invasive plant introductions. Integrated pest management shall form an essential part of the management plan, with primary reliance on prevention and biological control methods rather than chemical pesticides and fertilizers. Plantation management should make every effort to move away from chemical pesticides and fertilizers, including their use in nurseries. The use of chemicals is also covered in Criteria 6.6 and 6.7.</i>			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
10.7.1 The FME develops and implements Fire Plans to prevent and suppress fires. This Fire Plan includes: <ul style="list-style-type: none"> i. Contractors responsibilities for action ii. Contact details for personnel iii. Emergency procedures iv. Equipment and training for fire suppression v. Maps that include: <ul style="list-style-type: none"> - Stand identification - Clear access routes 	<ul style="list-style-type: none"> • Documentation: Fire Plan and Procedures, Management Plan • Maps • Interviews 	<ul style="list-style-type: none"> • Not developed 	<ul style="list-style-type: none"> • Review of MP (refer to P6)

<ul style="list-style-type: none"> - Firebreaks - Dams, ponds & other water supplies - Important features for protection such as dwellings (including those on adjoining properties), ecological areas, and infrastructure (power lines etc) 			
10.7.2 The FME has a system for ensuring and documenting compliance with the laws and regulations pertaining to Fire	<ul style="list-style-type: none"> • Documentation: Fire Plan and Procedures, Management Plan • Maps • Interviews 	<ul style="list-style-type: none"> • Not developed 	<ul style="list-style-type: none"> • Review of MP & EMS – needs to be developed
10.7.3 Operational guidelines are developed and implemented for controlled fires. The guidelines contain provisions that at the minimum: <ul style="list-style-type: none"> i. justification for the controlled fire ii. assessment of potential environmental impacts iii. controlled fire techniques iv. all of the provisions in 10.7.1 	<ul style="list-style-type: none"> • Documentation: Fire Plan and Procedures, Management Plan • Maps • Interviews 	<ul style="list-style-type: none"> • Not developed 	<ul style="list-style-type: none"> • Same as 10.7.2 • Needs to be developed
10.7.4 The quality of the wastewater (runoff) from the tree seedling nursery(ies) is monitored for chemical residues.	<ul style="list-style-type: none"> • Monitoring Reports & Management Plan • Interviews • Field Visits 	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Same as 10.7.2 • Outcome of EIA report
10.7.5 The occurrence of forest pests and diseases is monitored to control potential epidemics.	<ul style="list-style-type: none"> • Monitoring Reports & Management Plan • Interviews • Field Visits 	<ul style="list-style-type: none"> • MoF Silviculture & Research Division (SRD) research (Entomology unit) 	<ul style="list-style-type: none"> • Plantations needs to start establishing their own Pest & Disease monitoring protocol
10.7.6 Integrated methods for the control of pests and disease is implemented, especially emergency response plan	<ul style="list-style-type: none"> • Monitoring Reports & Management Plan • Interviews 	<ul style="list-style-type: none"> • Not in place 	<ul style="list-style-type: none"> • Same as 10.7.2

	<ul style="list-style-type: none"> Field Visits 		
10.7.7 Any application and dosages of pesticides are justified.	<ul style="list-style-type: none"> Monitoring Reports & Management Plan Interviews Field Visits 	<ul style="list-style-type: none"> Not in place 	<ul style="list-style-type: none"> Same as 10.7.2
10.8 Appropriate to the scale and diversity of the operation, monitoring of plantations shall include regular assessment of potential on-site and off-site ecological and social impacts, (e.g. natural regeneration, effects on water resources and soil fertility, and impacts on local welfare and social well-being), in addition to those elements addressed in principles 8, 6 and 4. No species should be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site, are not invasive, and do not have significant negative ecological impacts on other ecosystems. Special attention will be paid to social issues of land acquisition for plantations, especially the protection of local rights of ownership, use or access.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations
10.8.1 The FME develops and implements procedures to monitor the potential on-site and off-site ecological and social impacts of the plantation management.	<ul style="list-style-type: none"> EIA Report Supporting research documents for proposed new species, risk assessments Documents (Management Plan & Monitoring Procedures). Interviews 	<ul style="list-style-type: none"> Forest MP in place EIA report 2004 by USP IAS (review to gauge scope of works to determine new TOR) 	<ul style="list-style-type: none"> Review MP & EMS to align to outcomes of EIA, SEIA & HCVF studies
10.9 Plantations established in areas converted from natural forests after 1994 normally shall not qualify for certification. Certification may be allowed in circumstances where sufficient evidence is submitted to the certification body that the manager/owner is not responsible directly or indirectly for such conversion.			
Indicator	Means of Verification	FHCL Status 2022	Gaps/Recommendations

<p>10.9.1 There is no evidence that natural forests have been converted to plantations since 1994. If plantations are the result of natural forest conversion after that date, the FME provides sufficient evidence indicating that the said conversion was not directly or indirectly the responsibility of the current owner/manager.</p>	<ul style="list-style-type: none"> • Documentary evidence of past logging practice prior to 1994 • Interviews • Forestry Maps 	<ul style="list-style-type: none"> • Note: Have a million ha of natural forest – mahogany is just 5%. • After 1994, no more conversion, only replanting of the harvested area • P2004 to P2007 (Wainunu, Korotari, Sawakasa, and Baravi) are new areas converted from native forest to mahogany plantation. This areas were harvested prior to 1994, and replanted during this period. 	<ul style="list-style-type: none"> • Restrictive Decree (can decide to not have the decree – this can benefit the certification process). •
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ANNEX 2: THE LIST OF NATIONAL LAWS INCLUDES:

Forest Policy & Legislation:

1. Forest Act 1992

Other principal forestry legislation and instruments:

2. Fiji National Code of Logging Practice 2010
3. Forest Act 1953 - amendment regulations still in force:
 - Forest Regulations 1955
 - Forest Sawmill Regulations 1968
 - Forest Guard Regulations 1955
 - Forest (Fire Prevention) Regulations 1972
 - Forests (Timber Marks) Regulations 1958
 - Nature Reserves 1956
 - Prohibition Order 1958
 - Forest (Reserve Forest) Order 1983
 - Forest Amendment Regulations 1990
4. Forest (Reserved for Estates) (revocation) Order 1996
5. Forest (Preservative Treatment) 1992

In relation to iTaukei land:

6. iTaukei Land Trust Act 1940
7. iTaukei Land (Forest) Regulations 1943
8. iTaukei Land Trust (Leases and Licences) Regulations 1984
9. iTaukei Land (Native Reserves) Regulations 1940
10. iTaukei Land & Fisheries Commission Act
11. iTaukei Affairs Act
12. Land Development Act Cap 142
13. Land Sales Act Cap 137
14. State Lands Act Cap 132
15. Surveyors Act Cap 260
16. Property Law Act Cap 130

In Relation to Mahogany Plantations:

17. Fiji Mahogany Act 2003
18. Fiji Mahogany Industry Development Decree 2010

In relation to forest workers:

19. Health and Safety Act at Work Act 1996
20. Employment Relations Act 2012
21. Fiji National Training Act 2002
22. Fiji National Provident Fund Act 2011

In relation to the environment:

23. Environment Management Act 2005
24. Fiji National Biodiversity Strategy and Action Plan
25. Rivers and Streams Act 1982
26. National Rural Land Use Policy
27. Endangered and Protected Species Act 2002 and the Regulation (2003)
28. Biosecurity Act

- 29. Quarantine Act
- 30. Coconut Industry Development Authority Act Cap 141

Other legislation that has relevance to forestry includes:

- 31. Public Health Act
- 32. Litter Act/Decree
- 33. Land Conservation and Improvement Act 1953
- 34. Town Planning Act 1946
- 35. Land Conservation and Improvement (Fire Hazard Period) Order 1969
- 36. National Fires Service Authority Act (1994)
- 37. Land Transport Authority Act
- 38. Civil Aviation Authority of Fiji Islands (in case of heli-logging)

ANNEX 3: INTERNATIONAL AGREEMENTS AND CONVENTIONS FIJI IS PARTY TO.

Workers' Rights:

- ILO C29 – Forced Labour Convention
- ILO C87 – Freedom of Association and Protection of the Right to Organise Convention
- ILO C98 – Right to Organize and Collective Bargaining Convention
- ILO C100 Equal Remuneration Convention
- ILO C105 – Abolition of Forced Labour Convention

Indigenous People's Rights:

- ILO C169 – Indigenous and Tribal People's Convention

Environment:

- Ramsar Convention on Wetlands
- UN Convention on World Culture and Natural Heritage – National Trust
- UN Forum on Climate Change
- UN Convention Combating Desertification
- Bern Convention on Intellectual Property Rights (traditional and environmental knowledge)
- Convention on Biological Diversity
- Convention on International Trade of Endangered Species (CITES) – Schedule 2
- Convention on Persistent Organic Pollutants
- Convention on Conservation of Nature in the South Pacific
- The Forest Principles (1992) under the United Nations Environment Programme
- Rio Declaration on Environment and Development
- Convention on Conservation of Natural Resources in the South Pacific (Apia Convention)
- Convention on Protection of Natural Resources and Environment in the Pacific Region (Noumea Convention or SPREP Convention)