

## ENVIRONMENTAL TRAINING

### PF OLSEN WEST COAST FSC SW-FM/COC-000190

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

As at 30 June 2011, a significant continued effort in providing training for staff can be demonstrated. In addition to continued basic training in PF Olsen Ltd's primary FSC and environmental management systems as staff changed roles or new staff were inducted, there were several new courses introduced, such as the FSC Chain of Custody Requirements course, and the Dirtshop which focused on sediment and erosion control. We also have encouraged staff to re-visit internal courses that were done during their induction into PF Olsen to refresh their understanding of our Environmental Management System.

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

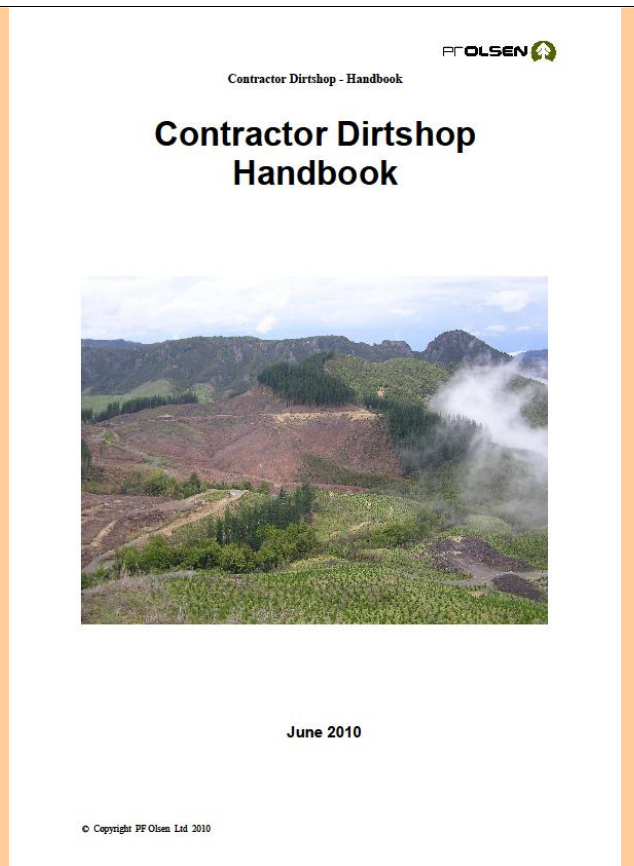
Internal Courses	05/06	06/07	07/08	08/09	09/10	10/11	External Courses	05/06	06/07	07/08	08/09	09/10	10/11
Introduction to FSC	3	17	2	3	7	3	Demonstrate knowledge of environmental legislation affecting commercial forestry	0	0	0			1
FSC Chain of Custody Requirements				6	5	3	Carry out high risk site surveillance in an urban environment				1		
Environmental Management Systems	37	3	1	6	5	4	Growsafe & Advanced Growsafe (agricultural handling)	5	3	2		2	1
Managing resource consents	11	9	2	4	6	2	17772 Demonstrate knowledge of environmental requirements in forest operations	2	0	2	2		
Environmental operational monitoring	14	7	2	5	4	2	Principles of social impact assessment	0	0	7			
Environmental incident reporting	12	6	2	5	3	2	Balancing Environmental Risk Management with Practical Harvesting Considerations	1	0	1			
Basic fuel & chemical spill management	5	8	2	3	16	2	NZ Falcon - Introduction	0	11	0		1	
Elements of Protected Ecosystem database	2	0	1	4			Approved Handler test Certificates (agricultural)	0	3	1			
Tikanga – Maori Cultural Awareness	8	0	8		8		Kiwi Management Awareness	0	3	0			1
Intro to FSC Group Scheme Manual	0	14	2	4	15	3	6963 Planning Operations to Meet Environmental Requirements	0	0	9			1
Planning Operations to Meet Environmental Requirements	0	15	2	6	13	3	22895 Assess forest health in plantations from the ground						2
Intro to Ecology and Value of Wetlands	0	0	9	1	1	1							
Environmental Induction- Minimum Understanding (staff)	-	-	-	7	16	3							
Archaeological Site Management and Awareness	0	0	5										
DirtShop' erosion & sediment control	-	-	-	-	23								
<b>Total Staff Attending</b>	<b>92</b>	<b>79</b>	<b>38</b>	<b>54</b>	<b>122</b>	<b>28</b>	<b>Total Staff Attending</b>	<b>8</b>	<b>20</b>	<b>22</b>	<b>3</b>	<b>3</b>	<b>6</b>

**Special Training in Sediment and erosion control techniques.**

The 2009 – 2010 year saw a specific effort on training both staff and Contractor Principals on our engineering standards required to minimise risks of sediment and erosion releases from roading operations.



*Native fish captured in demonstration of aquatic life in small plantation stream during “Dirtshop”.*



## CONTRACTOR ENVIRONMENTAL TRAINING

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In addition to staff training, most contractors have maintained the target of at least one crew member with the NZQA 17772 qualification ‘Demonstrate Knowledge of Environmental Requirements in Forest Operations’.

PF Olsen are currently updating records of contractor training; below are the updated records received to date.

<b>Crew</b>	<b>Course 17772</b>	<b>17773</b>	<b>17769</b>	<b>6963</b>	<b>6964</b>	<b>6965</b>	<b>Total</b>
1	1						1
2	2		8				10
3	45		150				195
4	35	4	34		3		76
5	10		10				20
6	5		7				12
7	3	1	1		1		6
8	5						5
9			all staff				0
10	1	1					2
11	10		13				23
12	11		15				26
13	5		5				10
14	12	1	13		1		27
15	6		4				10
16	2		3			1	6

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## ENVIRONMENTAL TRAINING & SOCIAL INDICATORS

### PF OLSEN WEST COAST FSC SGS-FM/COC-000763

#### STAFF ENVIRONMENTAL TRAINING

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

Internal Courses	08/09	09/10	10/11	External Courses	08/09	09/10	10/11
Introduction to FSC	2	3		Demonstrate knowledge of environmental legislation affecting commercial forestry			
FSC Chain of Custody Requirements				Carry out high risk site surveillance in an urban environment			
Environmental Management Systems	5	1		Growsafe & Advanced Growsafe (agricultural handling)		1	
Managing resource consents	2	2		17772 Demonstrate knowledge of environmental requirements in forest operations			
Environmental operational monitoring	3	2		Principles of social impact assessment			
Environmental incident reporting	2	3		Balancing Environmental Risk Management with Practical Harvesting Considerations			
Basic fuel & chemical spill management	4	2		NZ Falcon - Introduction			
Elements of Protected Ecosystem database				Approved Handler test Certificates (agricultural)			
Tikanga – Maori Cultural Awareness		4		Kiwi Management Awareness			
Intro to FSC Group Scheme Manual	3	1		6963 Planning Operations to Meet Environmental Requirements			
Planning Operations to Meet Environmental Requirements	5	1					
Intro to Ecology and Value of Wetlands	1						
Environmental Induction-Minimum Understanding (staff)	2	4					
Archaeological Site Management and Awareness	4						
DirtShop' erosion & sediment control		2					
<b>Total Staff Attending</b>	<b>33</b>	<b>25</b>	<b>0</b>	<b>Total Staff Attending</b>	<b>0</b>	<b>1</b>	<b>0</b>

## CONTRACTOR ENVIRONMENTAL TRAINING

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1	1						1
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3	45		150				195
4	35	4	34		3		76
5	10		10				20
6	5		7				12
7	3	1	1		1		6
8	5						5
9			all staff				0
10	1	1					2
11	10		13				23
12	11		15				26
13	5		5				10
14	12	1	13		1		27
15	6		4				10
16	2		3			1	6

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## CONTRACTOR SOCIAL SURVEY

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

The survey asks 45 questions all have been framed with the intention of building trends through repeats of the questionnaire at 3 to 4 yearly intervals. The survey is focussed on the following 7 areas:

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

Results are still being collated and analysed. It is intended that, subject to any minor alterations required, the survey will be undertaken across PF Olsen contractors nationwide.

Below is a graph of one of the questions in the survey:

