

PLANTATION MANAGEMENT PLAN

FOR

AUSTRALIAN BLUEGUM PLANTATIONS



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Introduction

Australian Bluegum Plantations (ABP) is a forestry business established in 2009 by Global Forest Partners (GFP) to acquire, manage, and harvest *Eucalyptus globulus* (Tasmanian bluegum) plantations in Victoria (Vic), South Australia (SA) and Western Australia (WA). Plantations are grown on short rotation cycles (usually 10-15 years) predominantly for the woodchip market, to be exported and manufactured into high quality pulp for paper products and rayon. The ABP forest estate consists of plantations growing on ABP owned and leased land and is divided into two operating regions: The Green Triangle (Vic and SA) and Albany (WA). The total estate area as of 31 December 2024 was 110,406 hectares.

This Plantation Management Plan details the management objectives for the economic, social, and environmental values associated with the forest estate; describes the history and features of ABP's Forest Management Unit (FMU); the silvicultural and harvesting systems used; and the risk management procedures. The Plantation Management Plan is supported by various operating procedures as referenced throughout this document.

Our Mission

ABP is committed to excellence in growing, harvesting, and marketing sustainable plantation resources.

Our Values

- Make safety our mindset.
- Pursue and reward innovation at every stage of the supply chain.
- Deliver value to our customers in both product and experience.
- Promote a culture dedicated to continually improving economic, social, and environmental returns.

2025 Management Objectives and Targets

ABP's objective is to establish and grow bluegum trees applying best practice silvicultural management to maximise economic return whilst contributing positively to local communities and the environment in the regions ABP operates. This will be achieved through:

Improve plantation productivity with sustainable practices

Target: Review mechanical planting.

Improve woodchip quality

Target: Ensure all hardwood shipments departing export facilities are within woodchip quality specifications.

Reduce the number of OHS incidents and injuries

Target: Ensure safety lead indicators are embedded and used across the business throughout 2025.

Implement the WakeUp fitness for work program

Target: Improve overall staff awareness relating to health, wellbeing, and fitness for work.

Maintain, protect, and enhance (where feasible to do so) areas of natural forest and/or High Conservation Value (HCV)

Target: Identify and prioritise 5 areas of HCV in the Green Triangle (GT) for weed control.

Maintain, protect, and enhance (where feasible to do so) areas of natural forest and/or (HCV).

Target: Seek to regenerate the naturally occurring seedbank of a partially degraded remnant of the Western Australian estate to a good condition by controlling competition (weeds) over a 3-year period.

Maintain natural values, particularly in HCV areas, using management tools such as stock exclusion, fencing, prescribed burning, pest control programs, soil rehabilitation and/or revegetation. Management should be undertaken in consultation with relevant stakeholders to ensure the best environmental and social outcomes.

Target: Develop stewardship or internal management plans for three rare, threatened, and endangered species at known sites (South-eastern red-tailed black cockatoo, Brolga, , Southern Bent wing Bat).

Conserve other biodiversity values such as soil and water quality, wetlands, and riparian zones.

Target: Rehabilitate/revegetate/enhance priority wetland areas in the GT and Albany.

Develop improved communication with First Nations people and cultural awareness in the organisation.

Target: Focused engagement with First Nations people through industry bodies and improve cultural awareness within ABP.

Develop and manage good relationships with stakeholders and the community.

Target: Improve stakeholder communication.

Foster good relationships with educational stakeholders helping to develop school aged students, whilst promoting plantation forestry as an option for students moving into the workforce.

Target: Improve communication and promotion of the forestry industry with school age students.

Develop systems and workflows that enable the capture and communication of field observations which may result in the generation of work requests / corrective action requests in a centralised database and reporting framework.

Target: Develop electronic workflows so that information captured via Survey123 forms can be collated, reported, acted upon and updated so that transparency is maintained on progress towards closing out any observed issues.

ABP Estate

Forest Estate

The ABP estate is summarised below:

| Area type (ha) | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|
| Plantations (<i>Eucalyptus globulus</i>) | 75,256 | 79,718 | 81,979 | 83,443 | 82,718 | 82,371 |
| Plantations (minor species) | 248 | 126 | 126 | 124 | 193 | 185 |
| Area awaiting replant | 10,092 | 5,974 | 4,598 | 3,886 | 6,407 | 5,885 |
| Total plantable area | 85,596 | 85,818 | 86,577 | 87,443 | 89,318 | 88,441 |
| Fire breaks | 4,709 | 5,079 | 5,422 | 5,409 | 5,809 | 5,937 |
| Remnant vegetation | 10,295 | 10,536 | 10,773 | 10,711 | 11,276 | 11,500 |
| Wetlands & wet areas | 703 | 710 | 751 | 752 | 802 | 803 |
| *Areas of High Conservation Value (HCV) | 5,203 | 5,514 | 5,561 | 5,073 | 5,194 | 5,054 |
| Other (Utilities, easements, leased to third party) | 4,235 | 3,394 | 3,467 | 3,288 | 3,201 | 3,210 |
| *Environmental projects | 493 | 492 | 492 | 554 | 554 | 557 |
| Total non-plantable area | 19,942 | 19,719 | 20,413 | 20,160 | 21,088 | 21,450 |
| Total area managed (total plantable area + total non-plantable area) | 105,538 | 105,537 | 106,990 | 107,603 | 110,406 | 109,891 |

Area figure as of 31 December 2024.

*Coincident area with other land classification and should be excluded in calculation of total non-plantable area.

The estate areas are maintained in the Land Resource Management system which categorises the plantable areas into freehold, leased, management agreements, and recently harvested. The ABP estate is made up of plantations which meet core criteria for growing commercial plantations. The estate also includes other important environmental, social, cultural heritage and nationally significant biodiversity values.

The Regions

The regions included within the ABP estate are:

1. The South West of Vic and South East of SA which make up the Green Triangle (GT) management unit; and
2. The Great Southern region of WA which make up the Albany management unit.

The following table lists the distance from port, the nearest port and rainfall for each region.

| State | Management Unit | Region | Distance from Port (within) | Nearest Port | Rainfall (annual above) |
|-------|---------------------|----------------|-----------------------------|--------------|-------------------------|
| Vic | Green Triangle (GT) | South West | 250 kms | Portland | 650mm |
| SA | Green Triangle (GT) | South East | 250 kms | Portland | 600mm |
| WA | Albany | Great Southern | 160kms | Albany | 600mm |

Plantations are established on previously cleared agricultural and ex plantation forestry sites.

Most of these plantations are surrounded by other plantations or agricultural land, however, there are plantation blocks that are neighboured by areas of native vegetation and reserves. Areas of remnant vegetation within plantation blocks are excluded from any plantation works, to ensure their existing condition is maintained or enhanced.

Land-use History

European

In the GT, most of the agricultural land was cleared after World War I, with the region being allocated as Returned Soldier Settlement blocks. The agricultural land in the region has been predominantly used for grazing and cropping for the past 90 years.

In Albany, most of the land was cleared post 1950 after World War II. The primary land use for agricultural land is generally grazing and cropping. After World War II large areas of the land were opened for agriculture under schemes such as Soldier and War Service Settlements.

Indigenous

There were three main indigenous language groups that inhabited the GT area prior to European settlement. These were the Tjapwurong, Guditjmarra, and the Bunganditj language groups. Indigenous people inhabited this area until European settlement in 1840.

The Great Southern region of Western Australia has a unique and important cultural heritage, consisting of many significant sites. Regional landscapes have been populated for at least 50,000 years and the indigenous culture and relationships between groups, families and land are rich and complex. The region provides the home for the Noongar people.

At acquisition and prior to harvesting, relevant cultural heritage databases are consulted for each property. Further consultation may be required if a site is identified during this process. Cultural heritage sites are recorded in the Natural Values Management Registers.

Native Vegetation and Ecosystems

A high-level evaluation of the different vegetation types within ABP's estate was undertaken using the National Vegetation Information System (NVIS) data. The NVIS is an ongoing collaborative initiative between the Australian state and territory governments to manage national vegetation data to help improve vegetation planning and management within Australia. It aims to provide consistent and comparable data across all jurisdictions and is the only nationally available source of data for native vegetation.

Each state and territory have developed an NVIS-compatible database which is populated with its native vegetation data. It now contains over 9,000 distinct vegetation types which have been grouped into 26 Major Vegetation Groups (MVGs) and 67 Major Vegetation Sub-groups (MVSs). In broad terms, the MVGs are based on typical aggregations of the structure (especially height and cover), growth form and floristic composition (vascular plant species) in the dominant stratum of each vegetation type in the NVIS database (Department of Agriculture, Water and the Environment, 2020). The allocation of NVIS vegetation types to MVGs and MVSs has been validated by NVIS partners in each state and territory.

The ABP estate has been overlayed with the data for the MVGs, which can be viewed in Appendix 1 and 2. The Appendices include the MVGs with the greatest coverage in the regions and a link to the related fact sheets which includes information on representative species by state, distribution, and major threats.

Hydrological Flows and Regional Catchment Goals

Since 2004 there have been several studies into the effects of plantations on water flows and usage (see Parsons *et. al.* (2007) for a review). Below is a summary of what is currently known about plantations and water:

- Timber plantations, like all forms of agricultural crops, intercept and use water.
- Trees have a longer growing season, more foliage, and deeper roots than pasture or crops.
- Timber plantations can improve water quality and assist in reversing salinity and erosion.
- The effect on stream flow of converting agricultural land to timber plantation is related to the catchment area affected.
- In smaller catchments, it is difficult to detect an impact when less than 20% of the catchment is planted.
- In major plantation regions, plantations occupy between 1% and 6% of large catchments.

Parsons *et. al.* (2007) identifies some key management actions that could help minimise reforestation water use, including:

- Establishing plantations further away from streams (ABP implements setbacks);
- Establishing plantations in strips across the contour (ABP uses this management strategy at some sites); and
- Dispersing plantations across the landscape and keeping them to less than 20% of a catchment area (local government planning).

ABP's estate is located across several catchments in each of the regions. Refer to Appendix 3 and 4 for an overlay of catchments and the ABP estate. Regional catchment strategies are reviewed and any applicable regional catchment goals, along with ABP's compliance, are recorded in the relevant Natural Values Management Register.

The development of plantations in catchments can improve water quality and degradation. In WA, the Denmark River has had significant improvement in water quality since 1987, which has been attributed to the establishment of commercial tree plantations and revegetation works in the catchment. "The river is now fresh enough for drinking" (Ward, Sparks & Blake, 2011).

Whilst information and predictive modelling is improving, there are still many topics that warrant further research. ABP is committed to staying current with scientific information on plantations and water use, and to adopting management tools that mitigate potential negative impacts on stream flows and groundwater.

Environmental, Indigenous, and Historic Heritage Values

Properties acquired by ABP may contain environmental, indigenous, and historic heritage values. In accordance with the company's environmental objectives, legal and other requirements, and certification, ABP have developed a Natural Values Management Plan (MP-7020) which describes how to identify, assess, manage and monitor these values. Prior to establishment, values are initially identified and assessed for (HCV) using a variety of sources in national and state databases and consultation with stakeholders.

As part of this process, Representative Sample Areas (RSA)¹ are also identified. Where available, Recovery Plans, Approved Conservation Advice and similar material are collected and the information from these considered when developing management prescriptions and monitoring schedules. Prior to harvesting, various sources are also consulted for each property to identify any new values or changes.

Following identification and assessment, management and monitoring programs are developed through consultation with key stakeholders and operations staff and then documented in the relevant Natural Values Management Register. Key measures used to manage HCV, RSA and other values include establishment of exclusion zones and setbacks; fencing and stock exclusion; weed and pest control programs and extensive training and awareness programs with staff and contractors. Environment and hazard maps and historical plantation maps show location of HCV areas and other values.

Opportunities sometimes arise to participate in agency and non-government biodiversity rehabilitation programs that aim to enhance, restore and protect remnant vegetation and natural ecosystems. If considered practicable, landscape restoration is carried out using endemic seed and/or seedlings. Prescribed burning may be undertaken in cases where it has been recommended as part of a HCV assessment or a stakeholder such as Department of Biodiversity, Conservation and Attractions (DBCA) or Department of Energy, Environment, and Climate Action (DEECA) have approached ABP.

In most instances remnant vegetation and selected isolated paddock trees are retained on ABP properties and appropriate buffers are applied. The only exception is if remnants are deemed hazardous. In this circumstance they will be assessed and removed under standard regulatory

¹ Representative samples areas (RSAs) = portions of the management unit delineated for the purpose of conserving or restoring viable examples of an ecosystem that would naturally occur in that geographical region (Forest Stewardship Council, 2018).

processes. Off-site impacts are managed through careful consideration of other values and mitigating actions captured in standard operating procedures.

In 2024, a review of ABP's estate was undertaken by environmental consultants. This review provided the following information for the GT and Albany regions:

- A regional overview (situation analysis diagram) of key conservation values and assets;
- Current status/condition and threats of these values;
- Opportunities/challenges and key management strategies; and
- Identification and mapping of HCV and important waterways and wetlands.

Anti-corruption

ABP is committed to the following:

- Not offering or receiving bribes in money or any other form of corruption.
- Complying with anti-corruption legislation where it exists.
- In the absence of anti-corruption legislation, ABP will implement other anti-corruption measures proportionate to the scale and intensity of management activities and the risk of corruption.

Socio-economic

The forestry industry can affect the different social and economic aspects of the communities in which they operate. Examples of aspects that can be affected include the local economy; employment; roads; fire risk; landscape aesthetics; water quality, land pricing; and the health of the local environment.

In 2017, Forest and Wood Products Australia invested in research to produce up-to-date information on the socio-economic impacts of the forest industry in parts of New South Wales, Victoria, South Australia, Tasmania, Queensland, and Western Australia (Schirmer, Mylek, Magnusson, Yabsley, and Morison, 2017). The study examined the following aspects of the forestry industry:

- Economic value of the industry, including direct and flow-on economic activity.
- Employment generated by the industry including direct and flow-on jobs.
- Activity generated beyond primary processing, including further processing and markets for residue products.
- Working conditions, workforce diversity, and workforce sustainability.
- Skills and training needs.
- Business and market outlook reported by businesses operating in the industry, and community perceptions of the industry.

Below are some of the key findings from the research undertaken in WA and the GT.

- "In 2015-16 the forestry industry directly contributed about \$162 million to Gross Regional Product (GRP) in the Great Southern and Esperance regions and \$1,396 million in the Green Triangle" (Schirmer et al., 2017, p. vi).
- In the first half of 2017 the forestry industry contributed around 4,570 and 5,247 jobs to the WA and GT economies respectively up to and including primary processing.
- In WA, of 4570 jobs two thirds were generated in the processing of wood and paper products and over 30% by the growing and harvest of plantations.

- In GT, 53% of the 2,344 jobs were generated in the processing of wood and paper products and almost one third were generated by harvest and haulage. "This highlights the importance of establishment of local processing facilities to generating regional economic activity from in the industry" (Schirmer et al., 2017, p. vi).
- "The WA forestry industry generates more full-time jobs than other industries" (Schirmer et al. 2017, p. viii).
- Factors which made it challenging to recruit staff into the forestry industry included lack of available workers with appropriate skills; lack of certainty about the future of the industry; lack of suitable local workers; the large time and investment required to build workers skills; workers not wishing to shift to local areas; other businesses being able to offer higher wages or better working conditions and negative perceptions of the industry (Schirmer et al., 2017).
- "Regions with higher dependence on the forestry industry are just as or likely to rate community as highly liveable, friendly, safe and aesthetically pleasant as those living in nearby communities with less dependence on the forestry industry" (Schirmer et al., 2017, p. ix).
- 76% of residents in the Great Southern and Esperance regions, 87% in the South Australian GT and 75% in the Victorian GT felt the forest industry had positive impacts on local employment (Schirmer et al., 2017).
- The most common negative impacts identified were related to road impacts, bushfire risk and landscape aesthetics (Schirmer et al., 2017).

In 2022, Forest and Wood Products Australia, in collaboration with the University of Canberra and EconSearch, released a socio-economic assessment of the WA forest industry. The university's research revealed that WA hardwood forestry has made a substantial contribution to the forest industry, resulting in positive local economic outcomes and employment opportunities. The assessment presented findings on the industry's economic contributions for the 2019-20 financial year.

During this period the total contribution of the industry was approximately \$1,331 million, where \$553 million was attributed to hardwood plantations. The assessment found hardwood plantations contributed \$142 million to household income.

There was a total of 4,941 jobs generated by the industry. Of these, 1,820 were primary processing jobs generated by hardwood plantations. There were 4,657 full time equivalent jobs, with 1,727 in primary processing generated by hardwood plantations.

In addition to above, ABP is part of the Forest Research Mount Gambier partnership which includes the University of South Australia, other forest industry members, the Federal Government and Government of South Australia. This initiative assists with delivering regional priorities of the forest industry in Australia through the National Institute for Forest Products Innovation (NIFPI). As part of this project, ABP and the forestry industry are working on research in water use, koala detection and fatigue.

Other key research areas of this partnership are:

- Sustainability and community
- Building product development and testing
- Workforce safety
- Analytics and sensing
- Process optimization
- Water security
- Bio-economy

ABP reviews its policies and procedures as new relevant research is released.

Non-timber Forest Products

Non-Timber Forest Products (NTFP) include all forest products except timber, including other materials obtained from trees such as resins and leaves, as well as any other plant and animal products.

The plantation estate has a range of NTFP which can benefit ABP and stakeholders. These include:

Agistment of livestock on plantations. Neighbours and other community members approach ABP to seek approval to agist livestock. Approval is granted if there is a need for reducing fuel loads and the property does not contain HCVs that are threatened by grazing. If approval is granted, an Access Agreement is provided and signed by the agistee and ABP. The Access Agreement contains important information on financial, legal, health and safety, and environmental considerations. The agreement is entered into the Master List. The number of hectares and head of livestock is inventoried, and monitoring occurs during routine plantation health surveillance.

Hay cutting. Permitting the harvesting of hay reduces fuel loads and makes use of non-plantable areas. Hay harvesters must provide their own safe plant and equipment. Hay cutting is also managed through the signing of an Access Agreement and entered into the Master List.

Seed orchards. ABP manages seed orchards and a seed store in both operating regions primarily for supply of seed for its operations and collects and stores seed for non-commercial purposes such as revegetation of non-plantation areas.

Forest Management

In establishing and managing plantations, several key tasks need to be undertaken to ensure a successful and viable outcome. The key tasks in establishing and managing plantations are listed below with reference to the appropriate operating procedures.

Property Assessment (500001)

This procedure describes the criteria for selecting land to establish plantations including soil types and depth, rainfall, and special values. It describes the mapping process for capturing features and applying setbacks.

There are various maps used to manage the ABP estate which includes regional, plantation, environment and hazard, and HCV. These are stored in the GIS. A map of each region and the plantation estate is included in Appendix 5.

Land Preparation (750011)

The procedure describes clean-up and cultivation operations. Clean-up involves infrastructure removal, hazardous tree management, slash and stump management. The cultivation section describes the operational and contractor considerations for cultivating the soil and forming mounds or chopper rolling ready for planting.

Seedling Quality Assurance Manual (450000)

A procedure which covers all aspects of seed propagation, soil medium, seedling trays, seedling quality and specifications.

Planting (750012)

An operational procedure describing the considerations for planting including seedling delivery, selection of dump sites, seedling care and protection, and planting out.

Weed and Pest Control (750013)

A procedure which covers all aspects of applying an integrated approach to pest and weed management including research into non-chemical alternative methods of control.

Weed and Pest Control Reference Guide (750020)

A chart detailing different chemical prescriptions for the different spray operations used in a typical pulpwood rotation. This guide is reviewed and updated regularly with the latest research findings.

Nutrition (750014)

A procedure which describes the considerations required before undertaking a fertiliser program, the typical applications, and the operational and contractor considerations.

Surveillance (750015)

A procedure which details the various forms of monitoring programs undertaken such as foliar sampling, survival counts, routine health monitoring, wilding spread monitoring.

Forest Inventory (550000)

This procedure describes how and when the plantation resource is measured to determine standing volume and provide estimates of future yield.

GT Fire Management Plan (600019)

A Management Plan to detail the fire protection and fire readiness for each fire season in the GT region.

WA Fire Management Plan (600018)

A Management Plan to detail the fire protection and fire readiness for each fire season in the Albany region.

Management of Contractors and Suppliers (100009) and individual job specifications

A management procedure to describe the contractor management system including pre-contract assessments, contractor induction, monitoring, and review. Special job specifications are provided to contractors and detail the operational prescriptions and environmental safeguards that must be complied with.

Emergency Planning and Response (100008)

This procedure details the emergency planning process, and the emergency response details for the potential emergency situations that ABP personnel and contractors may encounter.

Natural Values Management Plan (400001)

This management plan describes the systematic process for identifying, assessing, managing and monitoring natural values inherent on the properties ABP manages.

Koala Management Plan

Koalas are currently protected in Victoria under the Wildlife Act 1975 and the Prevention of Cruelty to Animals Act 1986. ABP has been issued with an Authorisation to Disturb Koalas under Section 28A (1A) of the Wildlife Act 1975 by the Department of Energy, Environment and Climate Action (DEECA). The Koala Management Plan supports the Authorisation to Disturb Koalas and sets out the requirements for training and induction of staff; planning and undertaking plantation management operations; addressing the protection of the welfare of koalas; and review of this plan. All relevant staff and contractors in the GT must be trained in this plan.

Research and Development

ABP maintains an active research and development program which aims to deliver sustainable forest management practices and innovations that improve market competitiveness and ultimately customer value. ABP actively seeks opportunities for innovation and improvement within its supply chain and collaborates with academic, consultative and industry partners in delivering the research and development program that involves strategic investments in genetics, nutrition, silviculture, koala research, wood quality and pest and disease management. The Research and Development Strategy aims to ensure sustainable best practice that optimizes productivity and growth of ABP's plantations.

Harvesting

All ABP properties are mechanically harvested though the method of harvesting may vary depending on the destination of the product. Trees will either be harvested, debarked, cut to length and transported in log form or will be harvested, debarked, chipped onsite and transported in chip form to a receival facility. The annual harvest is determined by resource availability and market access. Long term sustainable wood supply volume predictions are determined through annual Woodstock modelling.

For further information refer to:

- Harvest Operation (650015)
- Harvest Planning (650014)

- Chain of Custody Manual (350004)
- ABP Due Diligence System (350003)

Security Management

Plantations are a worksite and access to them is controlled. Plantation supervisors are responsible for managing security/access issues on their plantations. Plantation fences shall be maintained, and gates shall be chained and padlocked. In certain circumstances gates may be unlocked or removed for harvest. Any thefts, damage, trespass, presence of stock or other illegal activity shall be reported to the relevant authority.

Stakeholder Engagement

The Stakeholder Engagement and Dispute Resolution Policy and Procedure (100012) outlines ABP's approach to stakeholder engagement. The document is available on the ABP website under Publications.

In 2018 ABP developed a Stakeholder Engagement Plan. As part of this plan, a survey to over one thousand neighbours and lessors was undertaken in late 2018. The survey was not only to confirm their contact details, but to identify what information they want to receive and the preferred method of communication. Survey results were used to develop action plans that aim to improve stakeholder engagement.

Risk Assessment

Risk management ensures operations are conducted in a way that ensures protection of the environment; safety of staff, contractors, and the community; and sustainable economic returns for investors. It also ensures regulatory requirements are met. Contractors have their own operating and safety systems which are assessed at the initiation of their contract and subsequent audits undertaken.

Risk management is carried out on all operations to identify and evaluate environmental, social and safety risks and to develop effective and efficient control measures for significant risks. Identified hazards and the level of risk are entered into the ABP Risk Register. More information on risk management can be found in the HSEC Management Systems Guide (300021).

Legal Compliance

ABP is committed to maintaining compliance with all applicable laws, regulations, and industry standards governing its forestry operations. To support this commitment, ABP maintains a Legal Compliance Register, which systematically records all relevant legal obligations and outlines responsibilities for ensuring ongoing compliance. The Legal Compliance Register includes, but is not limited to:

- Environmental protection legislation.
- Occupational health and safety laws.
- Employment and industrial relations legislation.
- Forestry and land use regulations.
- Cultural heritage and biodiversity protection laws.
- Anti-corruption and business conduct standards.

The Register is regularly reviewed and updated to reflect changes in legislation and operational practices. Responsibilities for compliance with specific legal obligations are assigned to relevant personnel and form part of ABP's risk management framework. Compliance is monitored through internal audits, contractor assessments, and ongoing operational reviews. Any non-compliance issues identified are documented, investigated, and corrective actions are implemented in accordance with ABP's HSEC Management System (300021).

Digital Data Collection and Mapping Tools

ABP uses electronic forms and field mapping tools to support efficient, consistent, and accurate data collection across plantation operations. These digital platforms allow staff and contractors to capture field information in real time, directly from mobile devices, reducing paperwork and ensuring timely updates. Field maps provide a clear visual reference for operational planning, including environmental sensitivities, site access, and harvest boundaries. The integration of these tools improves communication, decision-making, and compliance with environmental and operational standards.

Monitoring

Monitoring the economic, safety, social and environmental components of ABP's activities is conducted in accordance with the Monitoring Schedule. The Monitoring Schedule identifies the element to be monitored, the tool used for monitoring, the frequency/intensity, responsibilities, and the monitoring results year on year.

ABP will report publicly on the ABP website the results of a key selection of economic, social, and environmental indicators on an annual basis.

Certification Audits

As part of ABP's Forest Stewardship Council® (FSC-C019740, FSC-C106579) certification, annual external audits for forest management, chain of custody and controlled wood are undertaken by an independent body. The 2024 audits results were:

- Forest Management – no findings identified.
- Chain of Custody and Controlled Wood – no findings identified.

Training and Review

As part of the staff onboarding process, employees are provided with a copy of this management plan. Any further training as a result of reviews/updates will be undertaken by the Environmental Manager or another suitable ABP representative.

This management plan will be reviewed every year, and other updates will be done as required. Stakeholder consultation on the management plan will occur every 5 years or if major changes occur. Stakeholders can also access the plan on ABP's website under Publications. Please refer to Section 12 - Reviewing the Management System of the HSEC Management Systems Guide (300021) for more information.

When undertaking a review of the Plantation Management Plan (and related documents), the following considerations must be incorporated into the review:

- Monitoring results as summarised into the Monitoring Schedule, including progress of achieving management objectives;
- Results of certification audits and any internal audits;
- Evaluation results, including evaluation of objectives;
- Feedback from stakeholders from direct engagement and correspondence received, including complaints;
- Any new scientific and technical information; and
- Changing environmental, social, or economic circumstances.

This review table shows date of review, the reviewers, a summary of changes/additions made as a result of the review, current version number and approval history.

| Date | Reviewed by | Summary of Changes/Additions | Version | Approved |
|------------|-----------------------------------|--|---------|---|
| 15/05/2014 | HSEC Coordinator; HSEC Officer | Security management, p.10; Natural values, p. 7, para 5, Estate areas updated, soil objective added, NTFP added. | 4.0 | Regional Manager WA; Regional Manager GT |
| 17/06/2014 | HSEC Coordinator; HSEC Officer | NTFP amended, Prescribed burning added. | 5.0 | Regional Manager GT; Regional Manager WA |
| 30/11/2015 | HSEC Coordinator | Minor amendments- areas updated, monitoring indicators reviewed, link to monitoring schedule. | 6.0 | Regional Manager GT; Regional Manager WA |
| 25/1/2017 | Management review committee | | 7.0 | Regional Manager GT; Regional Manager WA |
| 14/2/2018 | Management review committee | Update of Estate data information; inclusion of summary on socio-economic impact studies in GT and WA done by Jackie Schirmer from University of Canberra | 8.0 | General Manager Forestry |
| 15/3/2019 | Management review committee | Management objectives and targets; addition of anti- corruption commitment; updating of estate data | 9.0 | General Manager Forestry |
| 30/03/2020 | Management review committee | Management objectives and targets; updating of estate data; information on the Forest Research Mount | 10.0 | General Manager Forestry |

| | | | | |
|------------|-----------------------------|---|------|------------------------------|
| | | Gambier partnership | | |
| 15/2/2021 | Management review committee | Minor review <ul style="list-style-type: none"> • 2021 objectives and targets • 2020 estate data • 2020 FSC audit results | 11.0 | General Manager Forestry |
| 15/3/2022 | Management review committee | Minor review <ul style="list-style-type: none"> • 2022 objectives and targets • 2021 estate data • 2021 FSC audit results | 12.0 | General Manager Forestry |
| 17/5/2023 | Management review committee | Minor review <ul style="list-style-type: none"> • 2023 objectives and targets • 2022 estate data • 2022 FSC audit results | 13.0 | General Manager - Operations |
| 13/06/2024 | Management review committee | Minor review <ul style="list-style-type: none"> • 2024 objectives and targets • 2023 estate data • 2023 FSC audit results • Summary of results from assessment undertaken by Forest and Wood Products Australia of the WA forestry industry on economic contributions (page 10) • Appendices updated • Stakeholder consultation | 14.0 | General Manager - Operations |
| 17/07/2025 | Management review committee | Minor review <ul style="list-style-type: none"> • 2025 objectives and targets • 2024 estate data • 2024 FSC audit results • Legal compliance section added | 15.0 | General Manager - Operations |

| | | | | |
|--|--|--|--|--|
| | | <ul style="list-style-type: none">• Digital Data and Collection Tools section added• Appendices updated | | |
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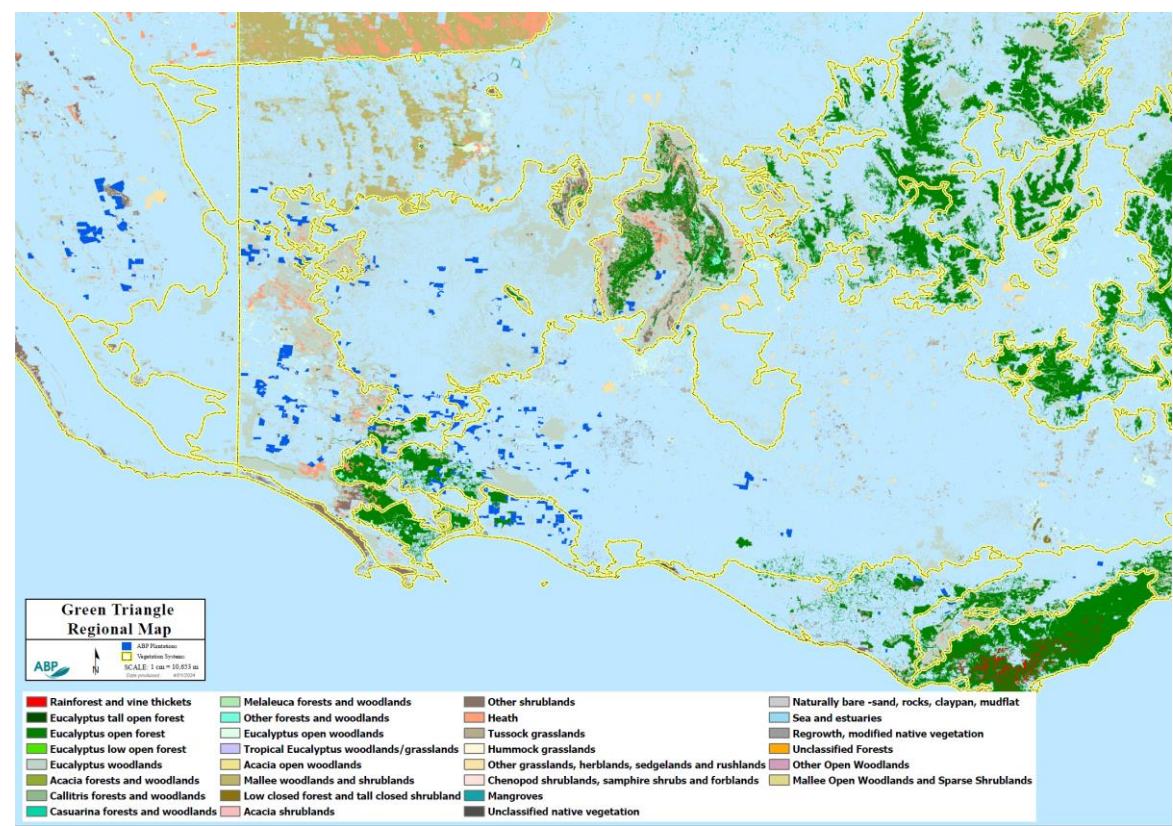
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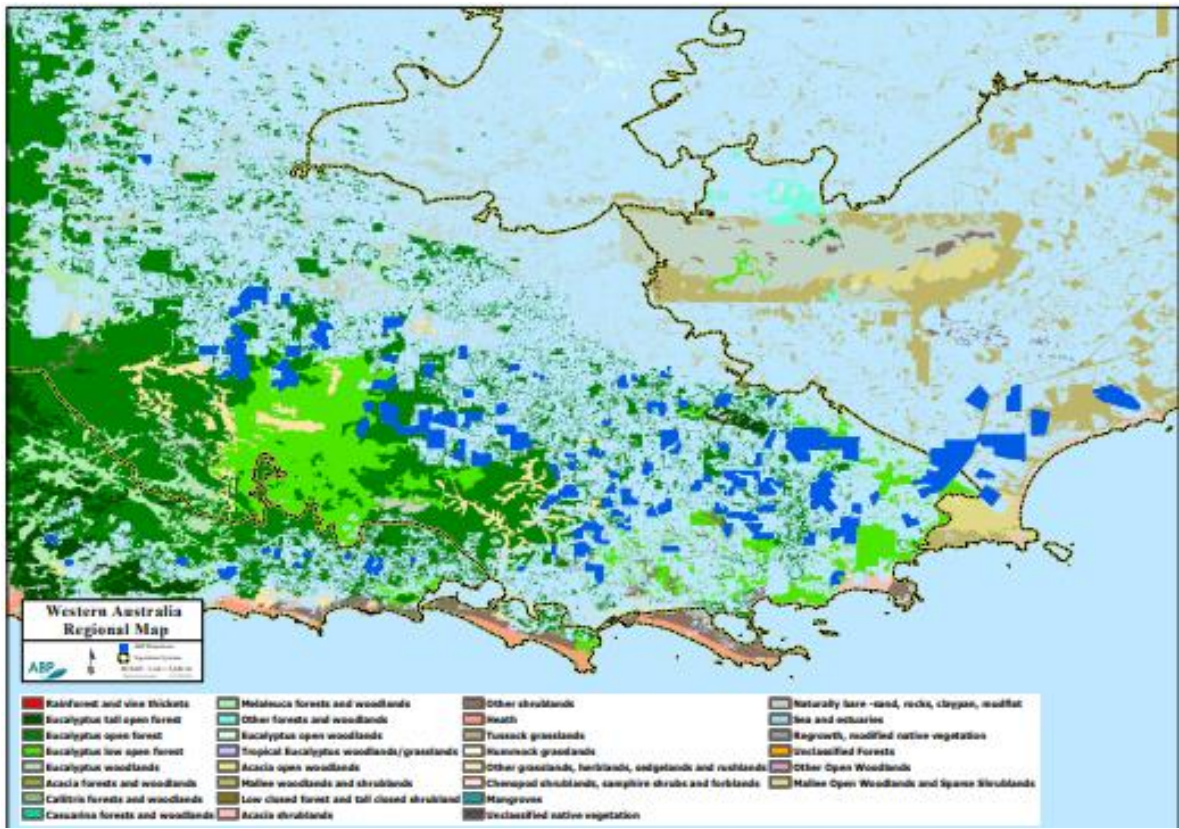
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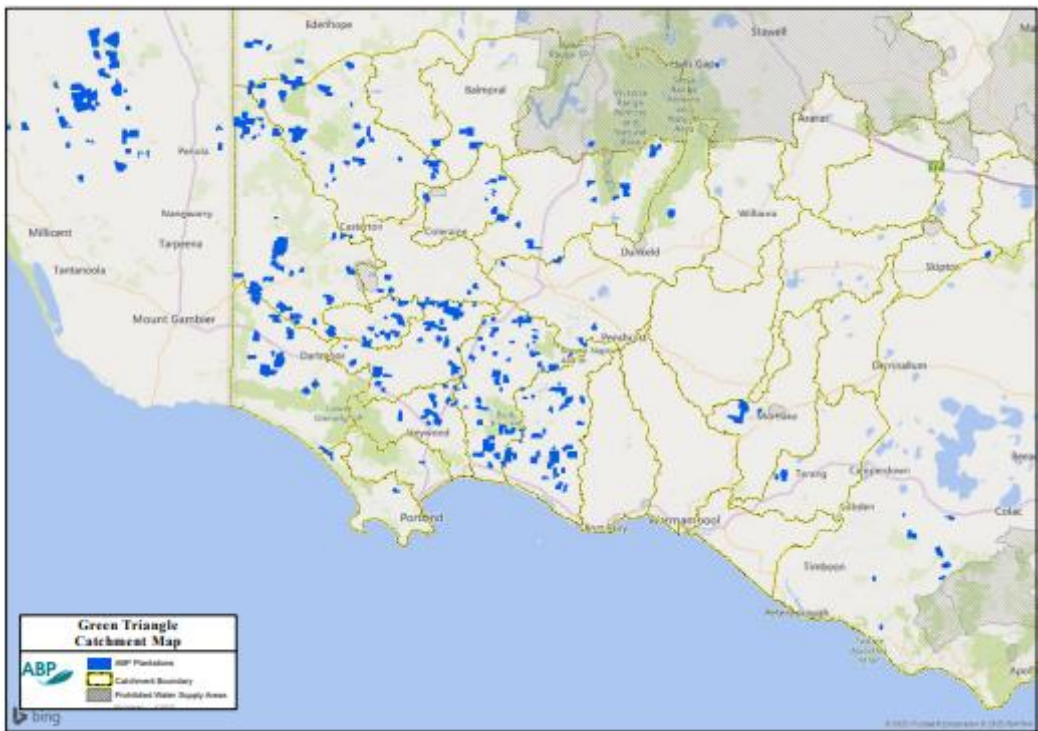
APPENDIX 1. Major Vegetation Groups of the GT Region



APPENDIX 2. Major Vegetation Groups of the WA (Albany) Region



APPENDIX 3. Water Catchments of the GT Region



APPENDIX 4. Water Catchments of the WA (or Albany) Region



APPENDIX 5. Regional Maps

GT Region (top) and WA (or Albany) region (bottom)

