



Nisokapawino Forestry
Management Corporation

CSA Z809 SFM CERTIFICATION

SUSTAINABLE FOREST MANAGEMENT PLAN

of
FOREST MANAGEMENT LICENCE NO. 2

APRIL 2021

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1.0 Introduction

In November 2016, Canadian Kraft Paper Industries Limited (CKP) purchased the sawmill and pulp and paper mill located in The Pas, Manitoba from Tolko Industries Limited and acquired the Forest Management Licence Agreement, with the Province of Manitoba, for Forest Management Licence (FML) No. 2. In July of 2018, CKP and Nekoté LP signed a partnership agreement under which certain sections of the FML Agreement were assigned to Nisokapawino Forestry Management Corporation (NFMC). NFMC is jointly owned by CKP and Nekoté.

Since 2004, FML No. 2 has held a CSA Sustainable Forest Management (SFM) certification. This SFM Plan was originally developed in 2012 by Tolko Industries Limited and has received several revisions since to comply with the most current CSA standards. In 2018 the SFM plan has been redeveloped to meet the revised standard of Z809-16. In 2020, the SFM plan was further updated to reflect the creation of NFMC. The standard can be obtained from <http://www.csagroup.org/>. As co-owners of the CSA certification, CKP and NFMC will herein be referred to as “the Organization”.

The purpose of this SFM Plan is to document the processes and activities of forest management on FML No. 2, in order to demonstrate to the public and its customers, its commitment to SFM and public participation in its planning processes as summarized in The Forest Management Policy. The SFM Plan outlines the values, objectives, indicators and targets (all together referred to as the performance framework) identified through the public participation process. This plan also identifies the strategies for the implementation, monitoring and public reporting of this performance framework.

In fulfillment of The Forest Act and Regulations (CCSM c. F150), The Environment Act and Regulations (CCSM c. E125) (1987), and the FML Agreement with the Province of Manitoba, the Organization has submitted and received approval for its Forest Management Plan (FMP) (1997-2009) which was developed and approved under both The Forest Act and The Environment Act. The FMP is currently extended to December 31, 2024. In addition to this plan, the Organization operates under two-year Forest Management Operating Plans (FMOP's). This SFM plan and the government approved Forest Management Plans guide the Organizations forest management.

The Organization has also developed an ISO 14001 registered Environmental Management System (EMS) to improve environmental performance. The EMS is part of an initiative to assure and demonstrate that an appropriate environmental management system is in place to meet the requirements of the CSA SFM certification. The EMS provides a framework for implementation of the Organization’s Environmental Policy from planning, implementation, and operation through to checking, corrective action, and management review. The follow-through of these processes lead to continual improvement for Woodlands operations.

Further information can be found on the website www.canadiankraftpaper.com including:

- The current SFM Plan;
- The current SFM Annual Report;
- A summary of SFM and EMS audit results;
- The current Forest Management Operation Plan and associated information for all FMOP Public Information Meetings;
- The Environmental Policy
- The Forest Management Policy

2.0 Defined Forest Area

2.1 FML No. 2

The Defined Forest Area (DFA) for the Organizations SFM Plan is FML No. 2 as illustrated in Figure 1.

FML No. 2 consists of twelve Forest Management Units (FMU's) within three Forest Sections: FMU 50, 53, 58, and 59 within the Saskatchewan River Forest Section; FMU 67, 68, and 69 within the Highrock Forest Section; and FMU 83, 84, 85, 87, and 89 within the Nelson River Forest Section.

The DFA includes all lands designated as Provincial Open Crown land within the perimeter of FML No. 2 within the limitations and responsibilities as outlined in the FML Agreement. FML No. 2 is comprised of approximately 8,777,724 hectares of Provincial Open Crown land. The distribution of the Provincial Open Crown land in terms of productive, non-productive and non-forested land and water is indicated in Table 1.

Exclusions to the DFA include: areas which are the subject of any timber disposition issued pursuant to The Forest Act and The Crown Lands Act prior to the date of the FML Agreement; lands sold, patented, licensed, leased or applied for in respect of which any disposition is pending; the beds and shores of all streams, rivers, and lakes extending up to the high water mark, and of all other bodies of water; buffer zones as per The Forest Act and Regulations; Federal Crown lands; Indian Reserve lands; Provincial Closed/Restricted Crown lands; Local Government District (LGD) lands and private lands; FMU 57 of the Saskatchewan River Forest Section; and FMU 60 of the Highrock Forest Section. As per the FML Agreement, the Province of Manitoba “reserves the right to withdraw certain areas within the FML Area for hydro-electric development, recreation, roads, uses pursuant to the Northern Flood Agreement, treaty land entitlement, and/or other uses which Manitoba deems to be in the public interest.

Within the DFA there are eleven Provincial Parks classified as either Natural Parks or Recreation Parks. There are two Natural Parks (Little Limestone Lake Provincial Park and Paint Lake Provincial Park), of which include areas for preservation of natural regions while also accommodating a diversity of recreational activities and resource uses. A third Natural Park, Clearwater Lake Provincial Park, borders a large area of the DFA within the

Saskatchewan River Forest Section. In addition, there are eight smaller parks throughout the DFA which are classified as Recreation Parks to accommodate a variety of recreational opportunities. The federal government is leading a study of an area for a potential National Park for the Manitoba Lowlands. Some portions of the study areas are within the DFA. The Province of Manitoba, through its Protected Areas Initiative, is continuing to move towards establishment of a series of Protected Areas across the province to contribute towards the goal of conserving a representative sample of biological diversity across the 16 ecoregions in the province. To this point in time a series of Areas of Special Interest (ASI) have been established as interim units for continuing review. Several areas have been set aside within the DFA in recognition of their unique features and are protected as Ecological Reserves under The Ecological Reserves Act.

Figure 1: DEFINED FOREST AREA, March 2018

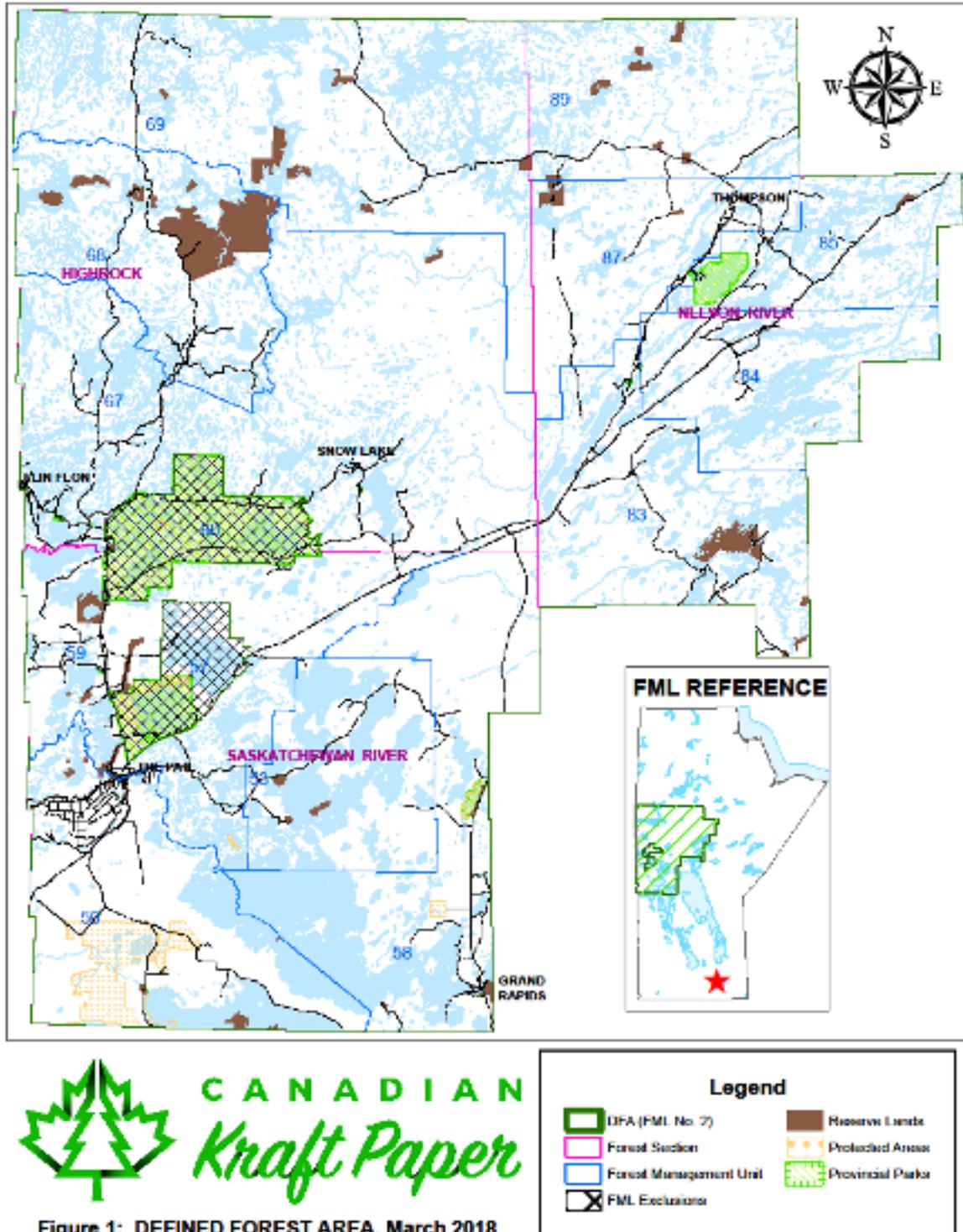


Figure 1: DEFINED FOREST AREA, March 2018

Table 1: FML No. 2 Land base Summary for Provincial Crown Lands – Open (area in hectares) (Source: Manitoba Sustainable Development, 2012)

Forest Section	Total Productive	Non-Productive & Non-Forested	Water	Total Area
Saskatchewan River	894,202	1,208,487	697,073	2,799,762
Highrock	1,758,811	1,214,411	470,772	3,443,993
Nelson River	1,146,458	1,054,662	332,848	2,533,969
Total	3,799,471	3,477,560	1,500,693	8,777,724

2.2 Community Profile

Communities found within the DFA include The Pas, Cranberry Portage, Flin Flon, Snow Lake, Grand Rapids, Sherridon, Wanless, Cormorant, Thicket Portage, Wabowden and Thompson.

Within the perimeter boundary of the DFA are seven First Nation communities on Indian Reserve lands which are classified as federal Crown lands and are not part of the lands covered by the FML Agreement and are not a part of the FML No. 2. These First Nation reserves and the associated principal communities are listed in Table 2.

Table 2: First Nation Reserves and Associated Communities in the FML No. 2

Reserve Name	Principal Community
Mathias Colomb Cree Nation *	Pukatawagan
Pimicikamak Cree Nation	Cross Lake
Nisichawayasihk Cree Nation	Nelson House
Opaskwayak Cree Nation	Opaskwayak
Chemawawin Cree Nation *	Easterville
Misipawistik Cree Nation*	Grand Rapids
Mosakahiken Cree Nation *	Moose Lake
Note: * indicates member of Swampy Cree Tribal Council	

2.3 Ownership and Management Responsibilities

The Organization is the sole license holders for FML No. 2. and the FML Agreement specifies the Organizations responsibilities for management of the forest resource within the FML. The softwood resources of FML No. 2 are managed by the Organization under the FML Agreement. The hardwood resources are managed and allocated by the Province of Manitoba. Under the FML Agreement the Organization is committed to undertake sustainable forest management in accordance with the most current management practices. Key requirements of the FML Agreement include:

- Achievement of maximum growth potential of suitable species and efficient utilization of harvested timber;
- Maintenance of a standard of environmental qualities acceptable to Manitoba in accordance with provincial policies for sustainable development and the Acts and Regulations of the Province of Manitoba and the Parliament of Canada;
- Public access for recreational and other uses of forest areas;
- Conservation of other forest resources;
- Management at sustainable harvest levels as determined and approved by the Province of Manitoba;
- Submission and operation within forest management plans prepared to submission requirements of the Province of Manitoba;
- Planning and allocation of timber volumes harvested by quota holders and special allocation holders operating under the Manitoba Timber Sale System; and,
- Forest renewal to provincial standards of all areas harvested to supply CKP's pulp and paper mill.

CKP's pulp and paper mill in The Pas is the largest consumer of wood on FML No. 2. Several of the Manitoba Timber Sale operators have smaller size sawmill operations located in the vicinity of Cranberry Portage and Thompson.

Administration of forest and other natural resources is the responsibility of the Province of Manitoba. This includes the responsibilities for administration and regulation of forestry activities under the authority of both *The Forest Act*, and *The Environment Act*. In addition to working at a strategic level with representatives of the Province of Manitoba based at head offices in Winnipeg, the Organization works closely in the development and approval of plans and permits through the Northwest and Northeast regional offices which have local provincial responsibility for administration of forestry activities on FML No. 2. The responsibilities of the regional offices are undertaken through the mechanism provided by the Integrated Resource Management Teams (IRMT's) which include representation of the various Branches of the Province of Manitoba including Forestry, Environment, Wildlife, Fisheries, Lands, Parks and Protected Spaces, and Regional Support Operations. This process ensures that the various values present on the landscape are incorporated into review and approval processes from a provincial perspective. All Forest

Management Plans, Forest Management Operating Plans, Forest Road Development Plans and Work Permits are approved by the Province of Manitoba.

The Organization operates under Environment Act License # 2302 E, which is administered by the Environmental Approvals Branch. This license was obtained through the approval and licensing process associated with the development of the Forest Management Plan (1997 – 2009) and has subsequently been extended.

Under the FML Agreement, the responsibilities of the Organization include planning requirements for third party operators who have independent harvest allocations above and beyond those of the Organization. These third parties operate within the Manitoba Timber Sale System which includes allocations for quota holders and special allocation holders. Under the authority of a Timber Sale Agreement with the Province of Manitoba, these operators hold specific harvest rights to an allocated volume. No specific area rights are entailed in these agreements. Harvest planning for these operators is incorporated into overall sustainable harvest levels in the development of plans by the Organization.

Within the Nelson River Forest Section of the FML No. 2, Vale, a mining company located at Thompson, Manitoba holds certain harvest rights under agreement with the Province of Manitoba for trees equal to or exceeding 20.3 centimeters in diameter in an area along Provincial Trunk Highway (PTH) 6 and Provincial Road (PR) 280. This area is included within the DFA for purposes of forest management and administration by the Organization. Harvesting within the INCO Strip is managed within sustainable harvest levels established by the Province of Manitoba and is managed in the same manner as the rest of the DFA in terms of forest renewal and other forest management responsibilities.

A number of non-timber land use activities take place across the DFA. Vale and HudBay Minerals operate several mining operations in the vicinity of Flin Flon, Snow Lake and Thompson. There are significant water resources across the DFA and both commercial and sport fishing are undertaken in a number of areas. Wild rice has been introduced to a number of the lakes and a number of operators take part in this additional northern traditional lifestyle, supplementing their incomes through diversified resource harvesting, under licenses issued through the Lands Branch. Licensed hunting of upland game birds, waterfowl, moose, and black bear occurs under the management and administration of the Province of Manitoba. There are a variety of lodge operations serving hunting, fishing and other tourism activities, both road accessible and remote access. The trapping industry is regulated through a registered trapline system by the Province of Manitoba to improve management of the resource. A variety of other outdoor recreational and tourism orientated activities take place including snowmobiling, cross-country skiing and canoeing. Detailed descriptions of these non-timber values and uses are provided in the FMP (1997-2009) and these values are taken into account by the Organization in the development and implementation of its forest management plans and operations.

3.0 Defined Responsibilities

As the sole Forest Management License holder for FML No. 2, the Organization takes responsibility for the lead role in the development and implementation of the SFM Plan. In the spirit of partnership building and the shared responsibility of all interested parties,

the Organization works with such parties in planning and implementing sustainable forest management.

3.1 CKP and NFMC

The FML Agreement for FML No. 2 between CKP, NFMC and the Province of Manitoba specifies the responsibilities of each party. Additional requirements are specified for preparation of plans in the guidelines provided for planning by the Forestry Branch:

- *Manitoba's Submission Guidelines for Twenty-year Forest Management Plans (MC 2007) and,*
- *Manitoba's Submission Guidelines for Forest Management Operating Plans (MC 2015).*

NFMC is responsible for all forest management planning for the softwood resources. NFMC is also responsible for harvest scheduling within sustainable harvest levels as prescribed by the Forestry Branch, undertaking of Pre-Harvest Forest Investigation (PHFI) surveys, Forest Renewal Assessments (FRA), and forest renewal activities for all areas harvested to meet the requirements of CKP's pulp and paper mill.

CKP is responsible for the harvesting, processing and hauling of fibre for the mill as well as road development, maintenance and rehabilitation.

NFMC is responsible to prepare and submit a Forest Management Annual Report which follows up on all forest management activities undertaken as compared to the proposals of the related two-year Forest Management Operating Plans. In addition, the Province of Manitoba Regional Operations staff undertake individual inspections for all forest management activities with respect to compliance with Forest Management Operating Plans and work permit conditions. The results of these inspections are communicated to the Organizations for any required follow-up and record keeping.

The Organization has implemented an ISO 14001 registered Environmental Management System (EMS) for Woodlands activities. The EMS was originally registered on January 21, 2003 as meeting the ISO 14001 standard. As part of the process improvement and adaptive management process, the Organization undertook a review and revision of the EMS to more closely integrate the requirements of the CSA SFM Z809-16.

The Silviculture Forester of NFMC is responsible to address the requirements of SFM. The Silviculture Forester and General Manager of NFMC have coordinated responsibilities with respect to the achievement of SFM at the operational level, particularly relating to liaison with the SFMC.

3.2 Contractors

Contractors play a significant role in implementing forest management activities. Contractors conduct road construction, road maintenance, harvesting and forest renewal operations in fulfillment of the Forest Management Plans. Work is undertaken by contractors with approvals issued under the authority of the FML Agreement between the Organization and the Province of Manitoba. All contractors are responsible to operate within their current contract conditions, work permit, and within the conditions of the

current two-year Forest Management Operating Plan. All contractors are also required to operate within all applicable legislative and regulatory frameworks.

Woodlands contractors whose work could create a significant environmental impact must be aware and understand the requirements of the EMS and SFM as it relates to their contract agreement. Contractors are responsible for hiring competent and skilled employees to fulfill their roles. Each contractor is responsible to train and supervise their employees to meet the requirements of the EMS and SFM.

Through the EMS, the performance of each contractor is inspected, monitored and reviewed by the Organization. In addition, the Province of Manitoba undertakes on-going compliance inspections and follow-up processes for review of contractor adherence to legislation and regulatory requirements and specific plan and work permit conditions.

3.3 Government

The role of the Province of Manitoba includes the development of policy and regulations related to forest resources in Manitoba. The Province of Manitoba is responsible to administer *The Forest Act* and *The Environment Act*, including licensing, approvals and enforcement and is responsible for the approval and administration of all land and resource-use decisions. Through a working relationship with the Organization, Government staff, particularly members of the Regional IRMT's, participate in the development and review of all FMP's and FMOP's. The staff of the Wildlife and Forestry Branches are particularly involved in the development and approval of all mitigation prescriptions to be applied to forest management activities. The Forestry Branch is responsible to ensure that forest management plans and their implementation incorporate the requirements and values of other resource users present. As part of the approval process, the Province of Manitoba is responsible to ensure that all SFM requirements of *The Forest Act*, *The Environment Act*, and all other pertinent legislation and regulations are met.

The Forestry Branch is responsible for the provision and maintenance of the forest inventory and makes this information available to the Organization for use in forest management planning and reporting. The determination and administration of the Annual Allowable Cut (AAC) for application to sustainable forest management is the responsibility of the Forestry Branch.

The Province of Manitoba is responsible for the renewal of all areas harvested by Manitoba Timber Sale Operators where the wood was not utilized by the Organization, as well as for the forest management and renewal of areas depleted through fire, insects, disease and other natural disasters. Furthermore, forest protection services are also the Provinces responsibility, including forest fire suppression and the monitoring and control of pests.

The Forestry Branch has formed a Forest Practices Committee, in which the Organization is an active participant, to jointly develop and review sustainable forestry practices with the forest industry in the Province. The work of this committee includes the development of a series of forest management guidelines to address all forest values in the planning and implementation of forest management activities across Manitoba.

Staff of the Fisheries Branch participate in the development and review of all FMP's and FMOP's and are particularly involved in the development and approval of all mitigation prescriptions to be applied to forest management activities in the vicinity of water resources.

The Canadian Department of Fisheries and Oceans (DFO) are involved in the review of watercourse crossings required as part of the development of access for forest management. DFO is included as part of the review process for submission of Forest Management Plans. In addition, the Organization works directly with DFO in watercourse crossing design and mitigation development through the DFO Stream Habitat Assessment and Crossing Application Process. Requirements for watercourse crossings in terms of the *Navigation Protection Act* as administered by the Canadian Coast Guard are also handled through coordination with DFO.

3.4 Manitoba Timber Sale Operators

Third party operators working under the authority of the Manitoba Timber Sale System conduct harvesting and associated operations. These operations take place as prescribed under the individual Timber Sale Agreement that each operator has with the Province of Manitoba. Planning for these operations is the responsibility of the Organization, with harvest volume allocations for the Timber Sale Operators being incorporated within the prescribed AAC. Once the operations for each Timber Sale Operator are approved within the Forest Management Operating Plan, each operator is then responsible to meet work permit conditions as identified by IRMT.

3.5 Stakeholders

The Organization maintains ongoing formal and informal public involvement. Public meetings, direct one-on-one relationships with stakeholders, and the Sustainable Forest Management Committee have all been avenues utilized to enable stakeholders and interested members of the general public to take part in the FMP and FMOP planning process.

4.0 Rights and Regulations

4.1 Legislation and Regulatory Requirements

As identified in the Organization's Environmental Policy, the Organization will comply with all environmental laws and regulations and will integrate these requirements into its business planning and decision-making processes. Similarly, the Sustainable Forest Management Policy of the Organization includes commitment to compliance with all forest management legislation. The identification of all relevant legislation and regulations and the commitment and processes put into place within the EMS ensure that legislation and regulatory requirements will be complied with.

4.2 Indigenous and Treaty Rights

As described earlier, a number of First Nation communities on Indian Reserve lands classified as Federal Crown Lands are present within the boundaries of the DFA (Table

2). The Organization is committed to work with First Nations, the Manitoba Métis community and other Indigenous communities on the basis of mutual understanding, respect, trust and recognition of, and sensitivity to, the cultural values, rights and traditions of Indigenous communities.

In addition to existing Reserve lands, several First Nations have outstanding Treaty Land Entitlement (TLE). As a result of these, Manitoba First Nations have not yet received the full amount of Reserve land promised under the Treaties made with Canada, as recognized and detailed in the Organization's Forest Management Plan (1997-2009). It is also recognized that several additional First Nations in proximity to the DFA also have outstanding TLE. The resolution of outstanding TLE is a matter between the governments of Canada, Manitoba and the relevant First Nations. The Organization's license under *The Environment Act* (Environment Act License 2302 E) indicates the license shall be interpreted so as not to adversely affect any entitlement of a First Nation to lands under any Treaty or under any Treaty Entitlement Agreement. The FML Agreement between the Organization and the Province of Manitoba makes provision for lands to be withdrawn from the FML No. 2 for TLE. The Organization has no direct treaty obligations with the First Nations or the Manitoba Métis community but as described in the SFM Policy, will continue to engage Indigenous people in communication processes and to provide employment and contract business opportunities on a business relationship.

The Province of Manitoba recognizes it has a duty to consult in a meaningful way with First Nations, the Manitoba Métis community and other Indigenous communities when any proposed provincial law, regulation, decision or action may infringe upon or adversely affect the exercise of an Indigenous right or treaty right of that Indigenous community. This duty arises out of the recognition and affirmation of Indigenous rights and treaty rights under section 35 of the *Constitution Act*, 1982.

All matters related to Section 35 will be referred to as Crown Consultation in this document; matters of concern to general communities or Indigenous groups by the Organization will be referred to as community information meetings, community participation, community engagement or communications with individuals or communities.

A Northern Flood Agreement (NFA), developed in 1977 among Canada, Manitoba, Manitoba Hydro and the First Nations of Nelson House and Cross Lake from within the DFA and Norway House, Split Lake and York Factory in proximity to the DFA, arose as a result of northern hydroelectric developments. Land transfers may occur as a result of settlements under this Agreement. The FML Agreement makes provisions for such withdrawals. Co-management agreements arising as part of the NFA settlements are in place for affected First Nation communities. These agreements have resulted in the formation of Resource Management Boards to enable joint review of proposed activities impacting resources and land-use in the vicinity of the community. The Organization continues to utilize the ongoing relationship with the IRMT's to be kept abreast of activities undertaken through the co-management agreements with First Nations.

The Chemawawin and Mosakahiken First Nations have agreements with the Province of Manitoba arising from the development of the Grand Rapids hydroelectric generating station in the 1960's known as the Grand Rapids Forebay Agreement. There is also a

Mosakahiken First Nation land entitlement arising from this agreement for which the selection process is on-going.

4.3 DFA Related Workers

DFA Related Workers are defined as Woodlands Staff and Woodlands Contractors. The Organization promotes the legal, constitutional rights and health and safety of the DFA-related workers through several mechanisms. Safety has been identified as a core value of the Organization. To provide safe work conditions for DFA-related workers and the public, the Organization has established policies regarding worker safety and the safety of visitors to Woodland Operations. The Organization has also developed and implemented a Woodlands Workplace Safety and Health Program to address the requirements of off-site woodlands operations. This program addresses safe work procedures, safe working conditions, well maintained equipment, and housekeeping. The program also addresses levels of responsibilities, general safety regulations and procedures, training, safety committee meetings, workplace safety and health, emergency response for both on- and off-site situations, incident investigations, safety inspections, personal protective equipment, WHMIS/GHS, miscellaneous policies, emergency phone numbers and specific safe work procedures.

The Organization directs contractors to be aware of the requirements for all legislation and regulations applying to their operations including those relating to health and safety of workers. Contractors are responsible to follow-through in respect of legislation, regulations, and implementation of such programs, including maintenance of all records with respect to the health and safety of their workers.

The Organization's EMS has been developed and implemented with the participation of the workers of the DFA. All Woodlands employees and contractors are encouraged to bring forward and propose any new aspect or change in process which they feel should be considered for incorporation in the EMS. SOP's and EPP's have been developed to provide workers with clear guidance and to identify their roles and responsibilities in ensuring control of activities. Awareness and training is a key component of the EMS, including awareness for all employees of the importance of conforming to the Organization's Environmental Policy, significant environmental aspects and impacts associated with their work activities and their roles and responsibilities necessary to achieve conformance. All workers receive training in the activities in which they have a role pertaining to environmental management.

5.0 Forest Management Plans

Forest management activities in Manitoba are guided and regulated by *The Forest Act* (CCSM c. F150) (Undated), *Manitoba's Forest Plan* (1996) and provincial guidelines. In fulfillment of *The Forest Act and Regulations* (CCSM c. F150), *The Environment Act and Regulations* (CCSM c. E125) (1987), and the FMLA, the Organization received approval for its Forest Management Plan (FMP) (1997-2009). The FMP is currently extended to December 31, 2024. Approval under *The Environment Act* also required preparation and submission of an Environment Impact Statement (EIS) and a public hearing process before the Clean Environment Commission of Manitoba. The approved FMP is licensed

under *The Environment Act* (EA License 2302 E) with the license issued December 30, 1997 and revised October 8, 1998. This license is currently extended. The FMP was prepared with guidance from the *Interim Submission Guidelines for Ten Year Forest Management Plans* (MNR 1996) and the EIS was completed under guidelines developed by Manitoba Environment (1996). Both sets of guidelines provided guidance to the Organization in terms of public participation in the development of the FMP and EIS and in addressing sustainability issues within the plan preparation. For information regarding the current approved 20 year Forest Management Plan please contact the Organization at 204-623-8575 or e-mail Andrew.Forward@niso.ca.

Within the framework provided by the approved 20 year FMP, the Organization operates within a series of 2 year Forest Management Operating Plans (FMOP's) Each FMOP provides a three-year projection of harvesting, road development and renewal activities with a detailed description of planned activities for the upcoming two years. Additionally, the FMOP provides a longer five-year projection of harvesting activities.

The preparation of each FMP and FMOP includes a public participation component in terms of on-going stakeholder discussions during plan development and through open-house public meetings. Community Information Meetings are held by the Organization to review all proposed FMP's and FMOP's FML No. 2 to offer several opportunities for local people to attend prior to submission to the Province of Manitoba for approval. More information on the public participation process for the development of FMP and FMOP's can be found on the website at www.canadiankraftpaper.com. The current approved FMOP is also available for viewing on the Organization's website.

6.0 Sustainable Forest Management Committee

6.1 Purpose

The Organization established the Sustainable Forest Management Committee (SFMC) to provide further opportunity for public participation in carrying out its forest management responsibilities. The SFMC has provided the Organization with an on-going mechanism to be advised on the interests, values and concerns of committee members relating to forest management planning, environmental licensing, and operational activities. Committee members are informed of the plans and activities of the Organization and provide input on proposals. The SFMC plays a crucial role in the development of this SFM plan, particularly the performance framework and assessment of progress towards SFM.

The SFMC objectives are to:

- Provide an opportunity for diverse interests to discuss forest management activities proposed;
- Provide an opportunity for the Organization to learn and be kept informed about the interests, values and concerns of Committee members as they pertain to forest management activities;
- Contribute to and comment on Forest Management Plans and environmental practices;

- Provide a forum where the public can present issues, interests, values and concerns regarding forest management planning and operations;
- Provide a working forum for public participation in forest management planning that assists in moving the Organization forward to achieving SFM;
- Assist in the continual development of this SFM Plan to meet the CSA Z809 standard, through proactive involvement including identification of local values, objectives, indicators and targets to reflect the CCFM SFM criteria and critical elements.
- Communicate the progress and findings of the committee to their constituents.

Input between these representatives and representatives of other stakeholder groups not represented on the SFMC with the Organization continue to take place on an on-going basis.

6.2 Recruitment

The Organization continually invites the public to join and participate in the SFMC. Invitations to attend the Forest Management Plan Community Information Meetings are mailed out to the Organization's contact list. Along with this letter is an invitation to join the SFMC. The invitation to join the committee is extended again at the Community Information Meetings to anyone attending. Informal invitations to join the committee are extended throughout the year at different public outreach events. The website www.canadiankraftpaper.com also provides information for anyone interested in contacting the Organization to join the committee.

The SFMC has included representation from a wide range of interests:

- Towns, Municipalities and community interests:
 - Town of The Pas;
 - Rural Municipality of Mountain;
 - Community of Thicket Portage;
 - Norman Regional Development;
 - Northern Association of Community Councils;
 - City of Flin Flon; and
 - Kelsey Conservation District.
- Non-timber resource users:
 - Huidbay Minerals;
 - Manitoba Trappers Association;
 - Snow Lake Fur Council;
 - Pukatawagan Fisherman's Association;
 - Manitoba lodge owners; and,
 - Ducks Unlimited Canada.
- First Nations and Métis:
 - Nisichawayasihk Cree Nation;
 - Mathias Colomb Cree Nation;

- Chemawawin Cree Nation;
- Swampy Cree Tribal Council;
- Opaskwayak Cree Nation and Opaskwayak Cree Nation Resource Council; and,
- Manitoba Métis Federation (MMF) The Pas Region Inc.
- Education and training:
 - University College of the North.
- Manitoba Government:
 - Forestry Branch.
- Environmental Organizations:
 - Time to Respect Earth's Ecosystems; and,
 - The Nature Conservancy, Canada.
- Manitoba Quota Holders
- Interested parties from public at large.

6.3 Basic Operating Rules

The Basic Operating Rules of the SFMC can be found on the website at www.canadiankraftpaper.com.

7.0 SFM Performance Requirements

7.1 Performance Framework

The CSA Z809-16 standard for SFM is a performance standard to ensure that the seven Criteria for Sustainable Forest Management (SFM) are addressed. Each of the SFM Criteria are further defined in terms of CSA SFM Elements that provide the framework to apply SFM at the local level in the identification of values, objectives, indicators and targets. It also provides a link between local-level SFM values and national and provincial forest policies. This linkage provides a measure of consistency in the identification of local forest values to those defined across Canada. The local-level values, objectives, indicators and targets that address each of the Elements are developed and maintained through the public participation process, led by the work of the SFMC.

The 7 SFM Criteria and 15 CSA SFM Elements which form the performance framework for this SFM Plan are as follows:

1. Criterion 6.3.1 Biological Diversity

1.1. Ecosystem Diversity

- Conserve ecosystem diversity at the stand and landscape levels by maintain the variety of communities and ecosystems that naturally occur in the DFA. Establish forest plantations only in afforestation projects.

- 1.2. Species Diversity
 - Conserve species diversity by ensuring that habitats and forest conditions for the native species found in the DFA are maintained through time, including habitats for known occurrences of species at risk.
- 1.3. Genetic Diversity
 - Conserve genetic diversity by maintaining the variation of genes within species and ensuring that reforestation programs are free of genetically engineered trees.
- 1.4. Protected Areas and Sites of Significant Biological, Geological, Heritage or Culturally Significance
 - Respect protected areas identified through government processes. Co-operate in broader landscape management related to protected areas and sites of special biological or cultural significance.
 - Identify sites of special biological, geological, heritage, or cultural significance within the DFA, and implement management strategies appropriate to their long-term maintenance.
2. Criterion 6.3.2 Ecosystem Condition and Productivity
 - 2.1. Forest Ecosystem Condition and Productivity
 - Conserve forest ecosystem productivity and productive capacity by maintaining ecosystem conditions that are capable of supporting naturally occurring species. Reforest promptly and use tree species ecologically suited to the site,
3. Criterion 6.3.3 Soil and Water
 - 3.1. Soil Quality and Quantity
 - Conserve soil resources by maintaining soil quality and quantity.
 - 3.2. Water Quality and Quantity
 - Conserve water resources by maintaining water quality and quantity
4. Criterion 6.3.4 Role in Global Ecological Cycles
 - 4.1. Carbon Uptake and Storage
 - Maintain the processes that take carbon from the atmosphere and store it in forest ecosystems
 - 4.2. Forest Land Conversion
 - Protect forest lands from deforestation. Encourage afforestation where ecologically appropriate
5. Criterion 6.3.5 Economic and Social Benefits
 - 5.1. Timber and Non-timber Benefits

- Manage the forest sustainably to produce a mix of timber and non-timber benefits. Support a diversity of timber and non-timber forest products and forest-based services.
- 5.2. Communities and Sustainability
- Contribute to the sustainability of communities by providing diverse opportunities to derive benefits from forests and by supporting local community economies
6. Criterion 6.3.6 Society's Responsibility
- 6.1. Fair and effective decision-making
- Demonstrate that the SFM public participation process is designed and functioning to the satisfaction of the participants and that there is general public awareness of the process and its progress
- 6.2. Safety
- Demonstrate that the organization is providing and promoting safe working conditions for its employees and contractors
7. Criterion 6.3.7 Aboriginal Relations
- 7.1. Aboriginal and Treaty Rights
- Recognize and respect Aboriginal title and rights, and treaty rights. Understand and comply with current legal requirements related to Aboriginal title and rights, and treaty rights
- 7.2. Respect for Aboriginal Forest Values, Knowledge, and Uses
- Respect traditional Aboriginal forest values, knowledge, and uses as identified through an Aboriginal input process

As described in the CSA Z809-16 Standard, the performance framework consists of:

- Values defining a DFA characteristic, component, or quality considered by an interested party to be important in relation to a CSA SFM element or other locally identified element;
- Objectives stating in broad terms a desired future state or condition of a value;
- Indicators representing variables that measure or describe the state of condition of a value; and,
- Targets for each indicator that support the applicable value and objectives, to be clearly defined, time limited, and quantified, if possible.

The CSA Z809-16 Standard includes 35 core indicators. In addition, the standard includes mandatory discussion items which are key topics for each criteria to facilitate discussion by the SFMC in order to help information exchange and promote two-way education. A summary of the discussion items is available in the standard which can be obtained from <http://www.csagroup.org/>.

7.2 Basis for the Selection of Indicators of Sustainability

In the development of the performance framework to be used in this SFM Plan, the Organization, in conjunction with the SFMC, reviewed potential indicators to ensure that the indicators selected would contribute to the measurement of success in the implementation of SFM. It is recognized by the SFMC and the Organization that the selection of appropriate indicators for application to the forest ecosystems, communities and circumstances of the DFA is key to making and measuring progress towards SFM.

Through the selection process, the SFMC and the Organization assessed the following characteristics of the potential indicators brought forward for consideration:

Measurable or clearly descriptive

In order to assess progress towards the target for an indicator it is important that in most cases, the indicator be measurable. Where this is not possible, an indicator is selected that enables a clear description of the status of the indicator to be made to determine progress toward the target.

Predictable

To evaluate strategies for management it is important that the characteristics represented by indicators can be forecasted in terms of expected future conditions resulting from the strategies under consideration.

Relevant and valid

To be useful for monitoring of success of SFM, it is crucial that indicators be selected that are relevant to the forest ecosystems, communities and conditions of the DFA. The indicators must be applicable to the forest value being represented and they must be technically valid for measurement, including suitability for measurement at the DFA level.

Understandable

Indicators selected must be useful for the Organization and for the public in terms of providing clear understanding of the progress towards meeting the objective for the value being assessed.

Practical and cost effective

In order to continue to operate the Woodlands and pulp and paper mill of the Organization on a sustainable basis to continue to provide the associated benefits for the people, communities and the Organization, it is important that all processes, including the monitoring processes associated with this plan be practical and cost effective. Only by incorporating this factor in the selection process can a framework be developed that will result in long-term effectiveness in implementation. Practical indicators that convey useful and directly relevant information are viewed to be the most meaningful.

Integration with the FMP

Where feasible and suitable, indicators have been selected that will tie back in to the current approved Forest Management Plan (FMP). A number of the indicators selected for this SFM performance framework relate back to the stated objectives and strategies put forward in the FMP. A number of indicators also relate to the measurement of FMPOP's associated with the FMP for the DFA.

7.3 Performance Indicators

The performance framework is used to provide the detailed information pertaining to the background and implementation of each indicator and target.

The description of the value-objective-indicator-target combinations that make up the framework are presented as a series of fact sheets. For each fact sheet, header tables are provided which state the CSA SFM Element, CSA Core Indicator, and locally derived value, objective, and target associated with each of the Organization's indicators for the DFA, as well as a description of acceptable variance levels. The fact sheet for each indicator presents information on management strategy, forecast of expected result or outcome, implementation, and reporting.

There are 32 indicators comprising the performance framework, with a total of 38 targets. A number of these indicators consist of characteristics of the forest ecosystem and operations of the Organization that have been measured in the past as a component of ongoing forest management monitoring and reporting processes. Such indicators that fall into this group include indicators that relate to characteristics of harvesting, road development and forest renewal. Several indicators are related to compliance with work permit conditions and legislation/regulations. In a few cases indicators have been established to track progress in research programs that are being established to provide baseline information and a basis for potential development of further or more refined indicators in the future.

Table 3 lists the SFM performance requirements and the associated Organization indicators that fulfill them, and is followed by the fact sheets.

Each indicator is monitored, and progress is reported annually within the Sustainable Forest Management Annual Report found on the website www.canadiankraftpaper.com. Indicator development and reporting is audited annually by a third-party certifying body and results of these audits can be found on the Canadian Kraft Paper website, as well.

Table 3: Listing of Indicators of the SFM Performance Framework for the DFA

CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
1	1.1	1.1.1		<i>ECOSYSTEM AREA BY TYPE</i>
			1	Forest cover composition of reforested cutover areas
		1.1.2		<i>FOREST AREA BY TYPE OR SPECIES COMPOSITION</i>
			1	Forest cover composition of reforested cutover areas
		1.1.3		<i>FOREST AREA BY SERAL STAGE OR AGE CLASS</i>
			2	Harvest levels in cubic metres as compared to the AAC
		1.1.4		<i>DEGREE OF WITHIN-STAND STRUCTURAL RETENTION</i>
			3	Abundance of residual stand structure
			4	Amount and distribution of coarse woody debris
	1.2	1.2.1		<i>DEGREE OF HABITAT PROTECTION FOR SELECTED FOCAL SPECIES, INCLUDING SPECIES AT RISK</i>
			5	Woodland caribou habitat
			6	Staff awareness of current SARA and MESEA lists for DFA
		1.2.2		<i>DEGREE OF SUITABLE HABITAT IN THE LONG TERM FOR SELECTED FOCAL SPECIES, INCLUDING SPECIES AT RISK</i>
			5	Woodland caribou habitat
		1.2.3		<i>PROPORTION OF REGENERATION COMPRISED OF NATIVE SPECIES</i>
			7	Proportion of regeneration comprised of native species planted with stock from the same or approved government seed zone
			1	Forest cover composition of reforested cutover areas
	1.3	n/a		<i>GENETIC DIVERSITY</i>
			7	Proportion of regeneration comprised of native species planted with stock from the same or approved government seed zone
	1.4	1.4.1		<i>PROPORTION OF SITES OF SPECIAL SIGNIFICANCE</i>
			8	Harvest blocks subject to Pre-harvest Forest Investigation (PHFI) surveys
			10	Proposed all-weather roads reviewed for the potential for the occurrence of heritage resources
		1.4.2		<i>PROTECTION OF IDENTIFIED SITES WITH IMPLEMENTED MANAGEMENT STRATEGIES</i>
			8	Harvest blocks subject to Pre-harvest Forest Investigation (PHFI) surveys

CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
			9	Protected Areas and ASI's recognized in Forest Management Plans
			10	Proposed all-weather roads reviewed for the potential for the occurrence of heritage resources
2	2.1	2.1.1		<i>REFORESTATION SUCCESS</i>
			7	Proportion of regeneration comprised of native species planted with stock from the same or approved government seed zone
			1	Forest cover composition of reforested cutover areas
		2.1.2		<i>PROPORTION OF REGENERATION COMPRISED OF NATIVE SPECIES (NOTE-SAME INDICATOR FOR 1.2.3)</i>
			1	Forest cover composition of reforested cutover areas
		2.1.3		<i>ADDITIONS AND DELETIONS TO THE FOREST AREA</i>
			11	Limit extent and duration of in-block seasonal roads and landings
			12	Amount of area in all-weather roads Categories 1 & 2 in place at any given time
			13	Harvest blocks are regenerated as soon as possible
			14	Provision of information on insects and disease to the Forestry Branch
			15	Recurrence mistletoe infections in regenerating stands
		2.1.4		<i>PROPORTION OF THE CALCULATED LONG-TERM SUSTAINABLE HARVEST LEVEL THAT IS ACTUALLY HARVESTED</i>
			2	Harvest levels in cubic metres as compared to the AAC
3	3.1	3.1.1		<i>LEVEL OF SOIL DISTURBANCE</i>
			11	Limit extent and duration of in-block seasonal roads and landings
			12	Amount of area in all-weather roads Categories 1 & 2 in place at any given time
			13	Harvest blocks are regenerated as soon as possible
		3.1.2		<i>LEVEL OF DOWNED WOODY DEBRIS</i>
			4	Amount and distribution of coarse woody debris
	3.2	3.2.1		<i>PROPORTION OF WATERSHED OR WATER MANAGEMENT AREAS WITH RECENT STAND-REPLACING DISTURBANCE</i>
			16	Proportion of watershed or water management areas with recent stand-replacing disturbance
		3.2.2		<i>PROPORTION OF FOREST MANAGEMENT ACTIVITIES, CONSISTENT WITH PRESCRIPTIONS TO PROTECT IDENTIFIED WATER FEATURES</i>

CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
			16	Proportion of watershed or water management areas with recent stand-replacing disturbance
			17	Condition of stream crossings and roadways in terms of erosion control
4	4.1	4.1.1		<i>NET CARBON UPTAKE</i>
			18	Net carbon uptake
			19	Level of awareness of Woodlands staff of effects of unnecessary vehicle idling
		4.1.2		<i>REFORESTATION SUCCESS (NOTE – SAME INDICATOR FOR 2.1.1)</i>
			1	Forest cover composition of reforested cutover areas
	4.2	4.2.1		<i>ADDITIONS AND DELETIONS TO THE FOREST AREA (NOTE – SAME INDICATOR FOR 2.1.3)</i>
			11	Limit extent and duration of in-block seasonal roads and landings
			12	Amount of area in all-weather roads Categories 1 & 2 in place at any given time
			13	Harvest blocks are regenerated as soon as possible
5	5.1	5.1.1		<i>DOCUMENTATION OF THE DIVERSITY OF TIMBER AND NON-TIMBER RESOURCES, INCLUDING PRODUCTS, AND SERVICES PRODUCED IN THE DFA</i>
			1	Forest cover composition of reforested cutover areas
			8	Harvest blocks subject to Pre-harvest Forest Investigation (PHFI) surveys
			9	Protected Areas and ASI's recognized in Forest Management Plans
			13	Harvest blocks are regenerated as soon as possible
		5.1.2		<i>EVIDENCE OF OPEN AND RESPECTFUL COMMUNICATIONS WITH FOREST DEPENDENT BUSINESSES, FOREST USERS AND LOCAL COMMUNITIES TO INTEGRATE NON-TIMBER RESOURCES INTO FOREST MANAGEMENT PLANNING. WHEN SIGNIFICANT DISAGREEMENT OCCURS, EFFORTS TOWARDS CONFLICT RESOLUTION ARE DOCUMENTED</i>
			10	Proposed all-weather roads reviewed for the potential for the occurrence of heritage resources
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's

CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
	5.2	5.2.1		<i>LEVEL OF PARTICIPATION AND SUPPORT IN INITIATIVES THAT CONTRIBUTE TO COMMUNITY SUSTAINABILITY</i>
			20	Extent of local involvement in forest operations
			28	Level of investment in training and skills development
		5.2.2		<i>LEVEL OF PARTICIPATION AND SUPPORT IN TRAINING AND SKILLS DEVELOPMENT</i>
			21	The Organization's understanding and practices based upon current and emerging knowledge and recommended practices
			29	Training and awareness opportunities for contractors
			28	Level of investment in training and skills development
		5.2.3		<i>LEVEL OF DIRECT AND INDIRECT EMPLOYMENT</i>
			20	Extent of local involvement in forest operations
6	6.1	6.1.1		<i>LEVEL OF PARTICIPANT SATISFACTION WITH THE PUBLIC PARTICIPATION PROCESS</i>
			24	Degree of satisfaction with the public participation component of the SFM planning process
		6.1.2		<i>EVIDENCE OF EFFORTS TO PROMOTE CAPACITY DEVELOPMENT AND MEANINGFUL PARTICIPATION IN GENERAL</i>
			23	Training members of the SFM Committee
			26	Access of the public to information on SFM, FMP's, FMOP's, and related public participation processes
			22	Evidence of efforts to promote capacity development and meaningful participation in general
		6.1.3		<i>AVAILABILITY OF SUMMARY INFORMATION ON ISSUES OF CONCERN TO THE PUBLIC</i>
			24	Degree of satisfaction with the public participation component of the SFM planning process
			22	Evidence of efforts to promote capacity development and meaningful participation in general
			27	Availability of summary information on issues of concern to the public
	6.2	6.2.1		<i>EVIDENCE OF CO-OPERATION WITH DFA-RELATED WORKERS TO IMPROVE AND ENHANCE SAFETY STANDARDS, PROCEDURES, AND OUTCOMES IN ALL DFA-RELATED WORKPLACES AND AFFECTED COMMUNITIES</i>

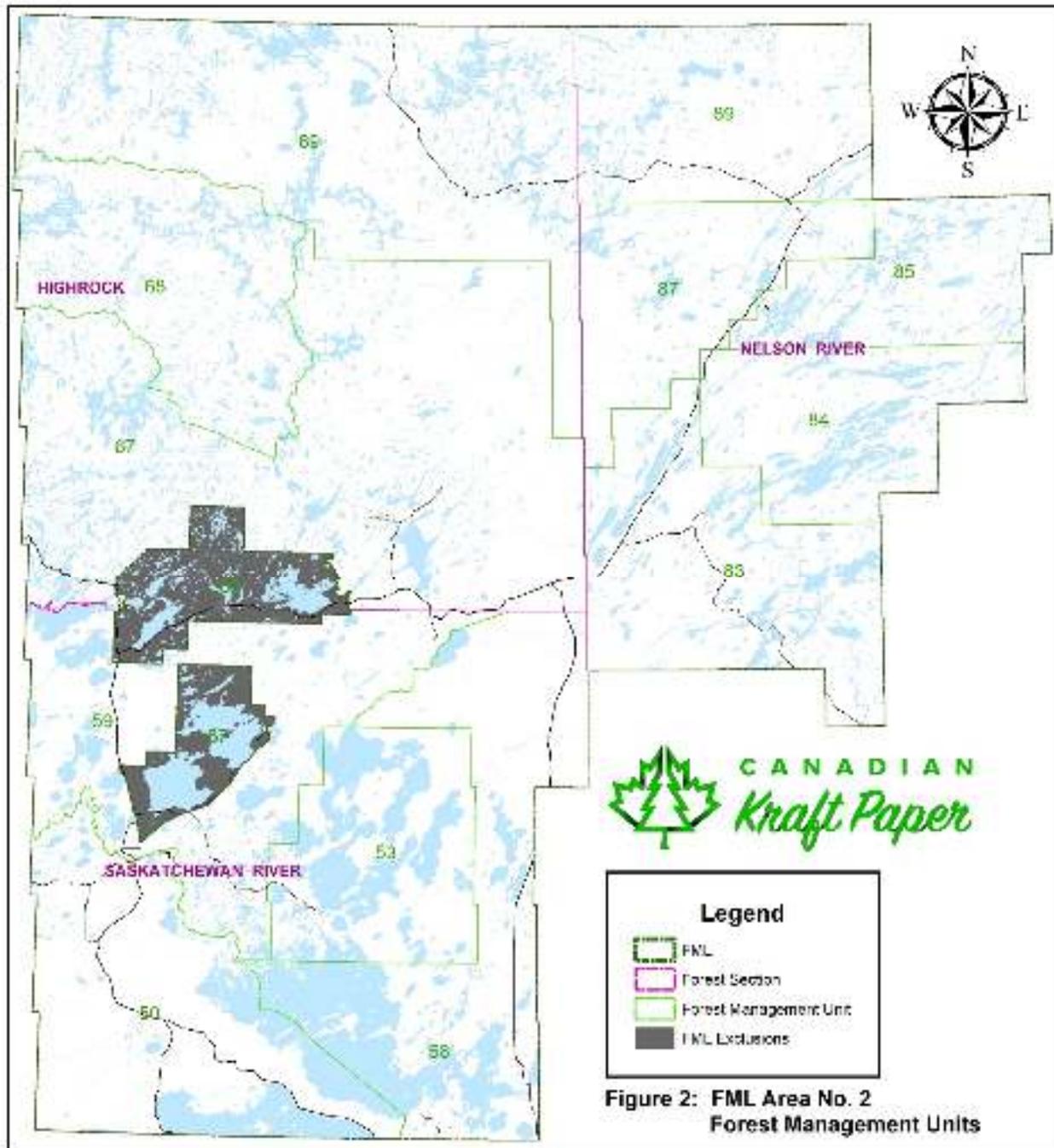
CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
			30	Evidence of co-operation with DFA-related workers and their unions to improve and enhance safety standards, procedures, and outcomes in all DFA-related workplaces and affected communities
		6.2.2		EVIDENCE THAT A WORKER SAFETY PROGRAM HAS BEEN IMPLEMENTED AND IS PERIODICALLY REVIEWED AND IMPROVED
			30	Evidence of co-operation with DFA-related workers and their unions to improve and enhance safety standards, procedures, and outcomes in all DFA-related workplaces and affected communities
			31	Evidence that a worker safety program has been implemented and is periodically reviewed and improved
7	7.1	7.1.1		EVIDENCE OF A GOOD UNDERSTANDING OF THE NATURE OF ABORIGINAL TITLE AND RIGHTS
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's
			32	Percentage of Woodlands staff who have participated in Indigenous, treaty rights and cultural awareness sessions.
		7.1.2		EVIDENCE OF ONGOING OPEN AND RESPECTFUL COMMUNICATIONS WITH ABORIGINAL COMMUNITIES TO FOSTER MEANINGFUL ENGAGEMENT, AND CONSIDERATION OF THE INFORMATION GAINED ABOUT THEIR ABORIGINAL TITLE AND RIGHTS THROUGH THIS PROCESS. WHERE THERE IS COMMUNICATED DISAGREEMENT REGARDING THE ORGANIZATION'S FOREST MANAGEMENT ACTIVITIES, THIS EVIDENCE WOULD INCLUDE DOCUMENTATION OF EFFORTS TOWARDS CONFLICT RESOLUTION
			22	Evidence of efforts to promote capacity development and meaningful participation for Indigenous communities
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's

CSA Criterion	CSA Element	CSA Core Indicator	Indicator	Indicator Names
	7.2	7.2.1		EVIDENCE OF EFFORTS TO PROMOTE CAPACITY DEVELOPMENT AND MEANINGFUL PARTICIPATION FOR ABORIGINAL INDIVIDUALS, COMMUNITIES AND FOREST-BASED COMPANIES
			20	Extent of local involvement in forest operations
			22	Evidence of efforts to promote capacity development and meaningful participation for Indigenous communities
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's
		7.2.2		EVIDENCE OF UNDERSTANDING AND USE OF ABORIGINAL KNOWLEDGE THROUGH THE ENGAGEMENT OF WILLING ABORIGINAL COMMUNITIES, USING A PROCESS THAT IDENTIFIES AND MANAGES CULTURALLY IMPORTANT RESOURCES AND VALUES
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's
			10	Proposed all-weather roads reviewed for the potential for the occurrence of heritage resources
		7.2.3		LEVEL OF MANAGEMENT AND/OR PROTECTION OF AREAS WHERE CULTURALLY IMPORTANT PRACTICES AND ACTIVITIES OCCUR
			25	Documentation of public participation process followed, community meetings, concerns raised and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's

Indicator	#1. Forest cover composition of reforested cutover areas
CSA Element	1.1 Ecosystem diversity 1.2 Species diversity 2.1 Forest ecosystem condition and productivity 4.1 Carbon uptake and storage 5.1 Timber and non-timber benefits
CSA Core Indicator	1.1.1 Ecosystem area by type 1.1.2 Forest area by type or species composition 1.2.3 and 2.1.2 Proportion of regeneration comprised of native species 2.1.1 and 4.1.2 Reforestation success 5.1.1 Documentation of the diversity of timber and non-timber resources including products and services produced in the DFA
Value	<ul style="list-style-type: none"> ➤ A resilient forest ecosystem that emulates natural disturbances and landscape patterns ➤ Balance of economic, social and environmental benefits of the forest without compromising sustainability ➤ Healthy forests making a positive contribution to global carbon balance
Objective	<ul style="list-style-type: none"> ➤ Reforest all harvested areas to the previous forest cover type ➤ Maintain carbon storage
Target	100% of all harvested areas to be reforested to the standards set in the Province of Manitoba FRA requirements.
Variance	Blocks compromised by circumstances outside the Organization's control which would influence renewal, such as flooding, fire, insect or disease outbreaks, land use re-classification (mining, hydro corridor, ASI, WMA), or withdrawal (TLE, park, etc.) or in cases where The Province of Manitoba denies approval for proposed remedial action because of preferable alternative management strategies.
Legal Requirements	Forest Management License; Province of Manitoba FRA Standards
Strategy	<p>Reforestation objectives and strategies for each harvest block are developed based on previous forest cover types (Preharvest data) and government renewal standards to assist in maintaining the forest communities, ecosystem processes and conditions.</p> <p>The intent is to achieve renewed forest stands similar to those expected from natural disturbance by the tree species planted or promoted through natural regeneration.</p> <p>Coupled with harvesting within sustainable levels, the forest renewal program assists to maintain productivity of harvested sites thus maintaining a sustainable supply of timber. Planned forest renewal activities in the 2 year FMOP are developed to meet the renewal commitment of the Organization set out in the FML Agreement;</p> <p>Renewal success is evaluated through the government approved Forest Renewal Assessment (FRA)</p> <p>Any areas requiring additional follow-up treatment from the FRA survey will be treated and re-surveyed for submission to the Forestry Branch within the required timeframe.</p>
Annual Reporting Requirements January-December	<ul style="list-style-type: none"> • A summary of the renewal status for cut blocks harvested 8-14 years earlier for which the renewal commitment has come due • Recommendations for subsequent treatments to ensure blocks that are below standard at the completion of an FRA survey will become fully compliant with the Forestry Branch standards • Evidence of blocks waived by the Forestry Branch from requiring "Sufficiently Performing" status and reason for waiver. • Description of the purpose and types of vegetation management programs implemented; number of hectares treated in each program.
Forecast	<p>Each year as part of the preparation of the FMOP, the Organization forecasts the expected harvest levels by forest type and reviews the status of areas that have received initial renewal treatments such as site preparation and scarification to determine further additional requirements for treatments including tree planting.</p> <p>Based upon the Organization's ongoing forest renewal survey program and subsequent submission of results for certification by the Forestry Branch, the renewal of all harvested areas is forecasted to result in a success rate of 100%.</p>

Indicator	#2. Harvest levels in cubic metres as compared to the AAC
CSA Element	1.1 Ecosystem Diversity 2.1 Forest ecosystem condition and productivity
CSA Core Indicator	1.1.3 Forest area by Seral stage or age class 2.1.4 Proportion of the calculated long term sustainable harvest level that is actually harvested
Value	<ul style="list-style-type: none"> ➤ To supply industrial wood needs, while maintaining forest ecosystems sustainability ➤ A resilient forest ecosystem that emulates natural disturbances and landscape patterns ➤ Maintain forest ecosystem productivity and productive capacity
Objective	<ul style="list-style-type: none"> ➤ Harvest within sustainable levels and harvest operating guidelines to promote the presence of a range of age classes ➤ Monitor how the characteristics of the forest change over time
Target	Harvest levels do not exceed Government approved AAC's based on 5-year cut control period.
Variance	Government approved AAC levels may include accommodation of underutilized AAC from the previous period. Variation in any given year may occur. No variance in harvest levels not exceeding Government approved AAC levels based upon 5-year cut control periods is acceptable.
Legal Requirements	The Forest Act; FML Agreement; Forestry Branch Harvest Control on FML Agreement Areas – Forestry Branch Circular Directive 19
Strategy	<p>The Organization will ensure that all planning and operations for harvesting on the DFA remain within the established AAC levels determined by the Province of Manitoba.</p> <p>FMOP planning process tracks planned harvest block proposals to ensure that the FMOP submission will result in harvest levels that remain within the AAC.</p> <p>Annual tracking of actual harvest volume levels and reporting within the 5 year cut control period prescribed by the Province of Manitoba;</p> <p>Annual reporting to the Province of Manitoba of harvest levels and status within the applicable AAC.</p> <p>Monitoring the harvest levels compared to AAC levels is done by tracking the volumes of timber delivered from harvested blocks to the mill through the scale, and from the harvest volumes from third party operations reported by the Province of Manitoba.</p>
Annual Reporting Requirements April (previous year) – March (reporting year)	<ul style="list-style-type: none"> • Statement indicating whether any cut control volumes exceeded AAC; If any have, reason for exceeding AAC and proof of approval by the Province of Manitoba • Table listing each FMU harvest, annual cut control AAC, total 5 year cut control AAC, % of 5 year cut control harvested.
Forecast	The FMOP planning process, tracking and reporting of harvest and delivery volumes as part of the Forest Management Annual Report, use of the 5 year cut control periods, and other processes ensure that harvest volumes will remain within the government determined AAC.

Figure 2: FML Area No. 2 Forest Management Units



Indicator	#3. Abundance of residual stand structure
CSA Element	1.1 Ecosystem Diversity
CSA Core Indicator	1.1.4 Degree of within-stand structure retention
Value	➤ A resilient forest ecosystem that emulates natural disturbances and landscape patterns
Objective	➤ Plan and implement forest operations incorporating general wildlife habitat considerations
Target	At least 5 standing alive or dead trees per hectare retained across harvested areas on a forest section basis. Harvest modifications for insect or disease management requirements potentially impacting retention results will be documented.
Variance	While the intent is to field survey 100% of harvested blocks a variance of -10% of total harvest blocks is acceptable for the field survey portion In event that cutover photography is not available in any given year, this indicator will be reported on in the next SFM Annual Report.
Legal Requirements	None
Strategy	<p>The Organization will retain at least 5 standing live or dead trees per hectare on harvested areas through operational practices within the FMPOP-OG, EMS GUIDE-970 "Selecting Leave Trees and Coarse Wood Debris", and ongoing awareness and training of contractors.</p> <p>Retention of standing trees will include both hardwood and softwood species, retained as single stems and patches across harvest blocks. The target of 5 standing trees per hectare will be applied broadly across all harvest blocks with exceptions being made to meet specific management objectives such as control of dwarf mistletoe infestations or other insect, disease, wildlife or other mitigation requirements.</p> <p>Standing tree retention targets will be communicated to the harvesting contractor, and appropriate subsequent contractors such as chipping, site preparation or pile burning contractors at the EMS Project Tailgate Meeting. This review will include the need to retain a minimum of 5 standing trees/ha or any modification to regular practices to accommodate other objectives for the harvest block. EMS Operation inspections will be completed to review contractor progress.</p>
Annual Reporting Requirements All Actualized Harvest Blocks whose Harvest Year is in previous reporting year	<ul style="list-style-type: none"> • The estimated number of standing trees per hectare retained in the harvest block will be documented; the estimates will be sampled on all representative forest types of each forest section; • Cutover photography will be used to determine the number of the patches within all blocks to verify that the minimum tree retention target has been maintained.
Forecast	It is expected that retention of standing tree structure will continue to be a component of the overall mitigation strategy for wildlife and other non-timber values in operating areas.

Indicator	#4. Amount and distribution of coarse woody debris
CSA Element	1.1 Ecosystem diversity 3.1 Soil quality and quantity
CSA Core Indicator	1.1.4 Degree of within stand structural retention 3.1.2 Level of downed woody debris
Value	➤ A resilient forest ecosystem that emulates natural disturbances and landscape patterns ➤ Healthy soils that will sustain forest-related ecosystems
Objective	➤ Plan and implement forest operations incorporating general wildlife habitat considerations ➤ Maintain soil productive ability, extent and variety
Target	100% of all harvest, site preparation and debris burning contractors will review the EMS GUIDE-970 "Selecting Leave Trees and Coarse Woody Debris"
Variance	None.
Legal Requirements	None
Strategy	In recognition of the potential benefits to forest ecosystems and soil productivity that may be associated with the retention of coarse woody debris across cutover areas, a plan will be developed for each harvest block that identifies the strategy for woody debris management. This includes: <ul style="list-style-type: none"> - Communication of the plan and any amendments to the harvesting contractor and appropriate subsequent contractors such as chipping, site preparation or pile burning contractors at the tailgate meeting and monitored during block inspections. - Retention of trees on harvest blocks to maintain a minimum of 5 standing trees/ha. - Contractor Awareness of the characteristics of leave trees and coarse woody debris that operators can use to meet the sustainability goals through the EMS GUIDE-970 "Selecting Leave Trees and Coarse Woody Debris". - Guideline for pile burning that include retention of suitable wildlife piles.
Annual Reporting Requirements All blocks that received a Project Tailgate within January - December	<ul style="list-style-type: none"> • % of Project Tailgate forms for harvest, site preparation and debris burning contractors that confirm a documented review of the EMS GUIDE-970 "Selecting Leave Trees and Coarse Woody Debris"
Forecast	Through understanding of the importance of selecting standing trees, identifying debris piles of wildlife value, complying with coarse woody debris management plans and meeting the targets for standing structure the Organization will provide for maintenance of coarse woody debris over time.

Indicator	#5. Woodland caribou habitat
CSA Element	1.2 Species Diversity
CSA Core Indicator	1.2.1 Degree of habitat protection for selected focal species, including species at risk 1.2.2 Degree of suitable habitat in the long term for selected focal species, including species at risk
Value	➤ Continued existence of all animal and plant species native to the DFA within the historical natural range of variability
Objective	➤ To maintain wildlife habitat for woodland caribou
Target	Develop and Implement a forest management strategy for one or more operating areas within priority woodland caribou range.
Variance	No variance in initiating the development of such strategy. No variance from agreed-to critical habitat area restrictions is acceptable once implementation occurs unless approved by the Province of Manitoba.
Legal Requirements	Species At Risk Act; Endangered Species and Ecosystems Act; Environment License 2302-E; The Wildlife Act; Forest Management Guidelines for Wildlife in Manitoba; Conservation and Recovery Strategy for Boreal Woodland Caribou (MC 2006)
Strategy	The Province of Manitoba is responsible for developing action plans for the recovery or maintenance of caribou populations in the province. Manitoba has prepared a Conservation and Recovery Strategy for Boreal Woodland Caribou (MC 2006). Currently, the Organization and Manitoba develop and implement caribou specific plans on an operating area basis. Through collaring and monitoring, the Province of Manitoba is identifying caribou use within ranges. The Organization works with the regional biologists to maintain important habitat and movement corridors and minimize the impact of road systems through specific FRDP and harvest plans.
Annual Reporting Requirements April (previous year) – March (reporting year)	<ul style="list-style-type: none"> • Current status of woodland caribou population in Federal Species at Risk and Manitoba Endangered Species and Ecosystem Act • Description of the current system in place between the Province of Manitoba and the Organization of how a forest management strategy is implemented in potential operating areas known to be used by caribou including a summary of discussions, implementation in FRDP's, list of finalized FRDP's, updates to caribou data from the province, and the Organizations participation in Northwest Region Caribou Management Committee • Compare the caribou strategy and defined critical habitat areas with actual harvest areas by listing harvest operations being managed for caribou harvest records within deferral areas. • Successful findings of the forest management strategy as information is made available by The Province of Manitoba.
Forecast	The Organization is currently working with the Province of Manitoba to develop a harvesting plan for operating areas within priority woodland caribou ranges that will facilitate harvesting while also maintaining critical caribou habitat. The jointly developed plans identify the areas deemed to be critical habitat and define the guidelines and restrictions for forest management activities in the area. Once implemented it is anticipated that a monitoring program by the Province of Manitoba will be put in place to assess the success of the plan and its implementation.

Indicator	#6. Staff awareness of current SARA and MESEA lists for DFA
CSA Element	1.2 Species Diversity
CSA Core Indicator	1.2.1 Degree of habitat protection for selected focal species, including species at risk
Value	➤ Continued existence of all animal and plant species native to the DFA within the historical natural range of variability
Objective	➤ Ensure species at risk are considered in planning and operations
Target	All applicable Woodlands staff as identified in the EMS training matrix are to undertake review of SARA and MESEA lists annually
Variance	No variance
Legal Requirements	Species At Risk Act; Endangered Species and Ecosystems Act; Environment Act Licence 2302-E
Strategy	<p>The Endangered Species and Ecosystems Act (MESEA), Species At Risk Act (SARA) and the Committee on the Status of Endangered Wildlife in Canada (COSEWIC) is considered in the planning and implementation of forestry operations.</p> <p>The following ensures Woodlands employees are aware of relevant SARA and MESEA listed species and their statuses:</p> <ul style="list-style-type: none"> - Obtain and update the SARA and MESEA lists to include applicable species within the DFA prior to the start of the summer field data collection season; - The updated SARA and MESEA lists will be circulated annually to all Woodlands employees; - The SARA and MESEA list will also be reviewed with contractors during their annual COR.
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Evidence that all applicable woodlands staff members received training.
Forecast	With woodlands employees maintaining awareness of the species listed by SARA and MESEA the Organization is able to create a mechanism to consider these species in terms of planning and operations. Staff can identify these species in the field for data collection as well as train other subsequent staff in the identification of these species. Outside of data collection, being able to identify these species will be useful for operations planning and contract supervision.

Indicator	#7. Proportion of regeneration comprised of native species with stock from the same or approved government seed zone.
CSA Element	1.2 Species diversity 1.3 Genetic Diversity 2.1 Forest ecosystem condition and productivity
CSA Core Indicator	1.2.3 Proportion of regeneration comprised of native species. 2.1.1 Reforestation success
Value	➤ Maintain native tree species
Objective	➤ Sustain species diversity through naturally occurring species which are well adapted to local conditions
Target	100% of planted and seeded areas utilize non-genetically modified stock from the same seed zone, unless otherwise approved by the Forestry Branch.
Variance	No areas are to be seeded or planted with stock from another seed zone without government approval.
Legal Requirements	Government seed transfer guidelines for collection & planting of resulting stock; FML Agreement
Strategy	<p>In recognition of differing ecological conditions, the Province of Manitoba has established seed zones throughout the province, three of which are within the DFA. The seeds zones are meant to ensure maintenance of genetic diversity within seeding and planting programs. Two federal seed zone boundaries exist for jack pine seed collected from seed orchards on the DFA. Spruce seed and general collection pine seed will be managed and planted within the appropriate provincial seed zones. Jack pine seed from orchards will be managed and planted within the federal seed zone boundaries.</p> <p>The Organization is required to plant seedlings originating from the same or otherwise approved seed zone. Transferring seedlings outside of their original seed zone is only permitted as authorized by the Provincial Silvicultural Forester.</p> <p>The Organization co-operates with the Province of Manitoba in managing several seed orchards through the Manitoba Tree improvement co-operative. These activities are non-GMO and genetic gains are obtained through conventional breeding techniques limited to selection and testing for superior growth traits and cross pollination for seed production.</p> <p>Seedlings produced for tree planting are only grown from seed collected within permitted seed zones. No genetically modified stock is used.</p> <p>Tracking the zones of seeds starts at cone collection in the field, to seed extraction, storage, and sowing at the nursery, and ultimately to delivery of seedlings to each harvest block.</p> <p>The Organization will request seedlings by seed zone from the nursery. The nursery will indicate the seed zone that the seedlings originated from on all shipping records.</p> <p>Once seedlings are shipped to the field, the tree planting contractor ensures that multiple seed zones are not stored in the same location unless they are to be planted together with approval from the Forestry Branch.</p> <p>Forest renewal strategies provided to the tree plant contractor will identify the appropriate seed zone to be planted on that block. Forest renewal strategies will be provided to any seeding contractor to assure that seeds from the appropriate seed zone are sown.</p> <p>The Organization uses the original forest cover compositions identified in the PHFI survey data to develop the renewal objective for each harvest block.</p>
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Statement about who is responsible for seed collection and that all seeds are non-GMO from wild stands or seed orchards • Evidence that seedlings were planted in the appropriate seed zone • If seedlings were planted outside of their designated seed zone, give evidence that approval was granted by the Province of Manitoba
Forecast	By maintaining seed tracking records, seeds used for growing seedlings will be from the same seed zone as the harvest blocks to be planted, or as otherwise approved by the Forestry Branch.

Indicator	#8. Harvest blocks subject to Pre-harvest Forest Investigation (PHFI) surveys
CSA Element	1.4 Protected areas and sites of special biological, geological, heritage, or cultural significance 5.1 Timber and non-timber benefits
CSA Core Indicator	1.4.1 Protection of sites of special significance 1.4.2 Protection of identified sites with implemented management strategies 5.1.1 Documentation of the diversity of timber and non-timber resources including products and services produced in the DFA
Value	<ul style="list-style-type: none"> ➤ Protect special biological, geological, heritage, or cultural features ➤ To supply industrial wood needs, while maintaining forest ecosystems sustainability
Objective	➤ Plan and implement forestry operations to ensure the protection of special biological, geological, heritage, or cultural features
Target	All harvest blocks will be subject to a PHFI survey prior to submission of a work permit application.
Variance	Blocks may be harvested without a PHFI if approved by the IRMT.
Legal Requirements	Environment Act License 2302-E; Manitoba Forest Practices Guidelines – Pre-harvest Surveys
Strategy	<p>PHFI surveys include documenting any observations of special biological, geological, heritage, or cultural features such as Special Concern, Threatened & Endangered and rare species, wildlife habitat, non-timber forest uses, timber values, pre-harvest forest cover composition, soil, etc.</p> <p>Information obtained from PHFI and other sources, such as the public and Indigenous communities, is used in the planning process to make decisions related to the suitability of areas for timber harvest and to mitigate impacts to other non-timber values. The PHFI data is used to develop harvest and access plans, and renewal prescriptions. Mitigation is implemented as per government requirements and as outlined in the work permit.</p> <p>A Cutblock Information Sheet summarizing the PHFI data is submitted either through the FMOP or the work permit application to the IRMT, as per the EMS SOP-040 "Work Permit". Heritage resource information is not shared at the FMOP stage due to the sensitive nature of the information. It is conveyed to the IRMT during the work permit application stage and any mitigation is incorporated during planning and treatment prescriptions.</p>
Annual Reporting Requirements All Actualized Harvest Blocks whose Harvest Year is in previous reporting year	<ul style="list-style-type: none"> • Number of blocks harvested by CKP contractors and quota holders • Evidence that all blocks received a PHFI survey; • If any blocks did not receive a PHFI survey, evidence of approval by IRMT • Table listing blocks, Harvest Year, PHFI report present, cutblock information sheet present
Forecast	Special features identified by the PHFI survey are documented on the FMOP cut block information sheet if a survey has been completed prior to the FMOP submission, unless sensitive in nature, and with the work permit application. The information is used in the preparation of the FMOP (if available), work permit application, and resulting mitigation. Government guidelines and the IRMT provide guidance for treatment of such areas.

Indicator	#9. Protected Areas and ASI's recognized in Forest Management Plans
CSA Element	1.4 Protected areas and sites of special biological, geological, heritage, or cultural significance 5.1 Timber and non-timber benefits
CSA Core Indicator(s)	1.4.2 Proportion of identified sites with implemented management strategies 5.1.1 Documentation of the diversity of timber and non-timber resources including products and services produced in the DFA
Value(s)	<ul style="list-style-type: none"> ➢ Protect unique and important (special biological, geological, heritage, or cultural) features ➢ Large areas of forest minimally impacted by humans
Objective(s)	<ul style="list-style-type: none"> ➢ Plan and implement forestry operations to ensure the protection of unique and important (special biological, geological, heritage, or cultural) features ➢ Organization to participate in the Manitoba Protected Areas Initiative led by the Government and respect identified Protected Areas confirmed through the program
Target	<p>(A) No harvesting proposed in recognized Protected Areas</p> <p>(B) Any proposed harvest of ASI's require specific approval of FMOP and work permits from the Province of Manitoba</p>
Variance	<p>(A) None</p> <p>(B) None</p>
Legal Requirements	Environment Act License 2302-E; Manitoba Forest Practices Guidelines – Pre-harvest Surveys; The Ecological Reserves Act; The Provincial Parks Act; The Wildlife Act;
Strategy	<p>The Province of Manitoba is establishing a series of Protected Areas to contribute to conserving a representative sample of biological diversity across the 16 ecoregions across the province. The Organization will not harvest within any established Protected Areas.</p> <p>Areas of Special Interest (ASI) have been established for the ecoregions that have yet to have a designated protected area within them. Within ASI's, areas are classified as Legally Designated or Not Legally Designated in order to allow for some development within the unprotected portions.</p> <p>ASI's and Protected Areas are included on proposed FMP and FMOP harvest maps. Through PHFI surveys, the Organization works closely with the IRMT to document the characteristics of any areas proposed for harvest within ASI's. Harvest of such blocks will only proceed once the IRMT approves the work permit.</p>
Annual Reporting Requirements	<ul style="list-style-type: none"> • Reference for where the Organization obtains ASI and PA boundaries • Confirmation that ASI and PA boundaries are on the FMOP maps
A) 2019-2021 Operating Plan	<ul style="list-style-type: none"> • Confirm that the current FMOP harvest proposals are not on any PA. • Confirm any proposed harvests on WMA's were reviewed with IRMT and that harvest is contingent on IRMT approval.
B) All Actualized Harvest Blocks whose Harvest Year is in previous reporting year	<ul style="list-style-type: none"> • Evidence that cutover records do not overlap with any PA • If any cutover record overlaps with ASI's provide records of work permit approvals by IRMT
Forecast	<p>The FMOP and work permit approval process for any harvest proposals within the current ASI's would involve extensive review of the proposed harvest by Parks and Protected Areas Branch and the IRMT to ensure the long-term goals of the Protected Areas Initiative are not compromised.</p> <p>The current ASI's will continue to be indicated on proposed FMP and FMOP harvest maps as areas requiring particular attention and discussion with the IRMT for harvest consideration. Any harvest proposals within ASI's include completion of a PHFI survey and a Cutblock Information Sheet to provide information on the area to the IRMT for consideration in their decision.</p> <p>Areas that are confirmed and finalized as being changed from FML No. 2 status and Open Provincial Crown Land ownership to a Protected Area are excluded from harvesting proposals.</p> <p>The recognition of Protected Areas confirmed through the Manitoba Protected Areas Initiative will contribute to maintenance of ecosystem values by retaining areas within which natural disturbance processes would be the driving force in shaping landscape patterns. By undertaking a review process for any harvest proposals within the current ASI's with the IRMT, the characteristics of each proposed harvest block is considered so as to not infringe upon the overall ability of the Province to complete the network of Protected Areas across Manitoba.</p>

Indicator	#10. Proposed all-weather roads reviewed for the potential of the occurrence of heritage resources
CSA Element	1.4 Protected areas and sites of special biological, geological, heritage, or cultural significance 5.1 Timber and non-timber benefits 7.2 Respect for Aboriginal forest values, knowledge, and uses
CSA Core Indicator	1.4.1 Protection of sites of special significance 1.4.2 Proportion of identified sites with implemented management strategies 5.1.2 Evidence of open and respectful communications with forest dependent businesses, forest users and local communities to integrate non-timber resources into forest management planning. When significant disagreement occurs, efforts towards conflict resolution are documented. 7.2.2 Evidence of understanding and use of Aboriginal knowledge through the engagement of willing Aboriginal communities, using a process that identifies and manages culturally important resources and values
Value	➤ Protect special biological, geological, heritage, and cultural features ➤ Respect for the diverse aspirations, interests and plans of other users of the forests
Objective	➤ Plan and implement forestry operations to ensure the protection of special biological, geological, heritage, or cultural features
Target	100% of new all-weather roads to be reviewed for the potential presence of heritage resources prior to development
Variance	No variance
Legal Requirements	The Heritage Resources Act; Environment Act License 2302-E
Strategy	The Organization works with other parties to identify heritage resources for planning, mitigation, and implementation of forestry operations. This includes: <ul style="list-style-type: none"> – Participation of local Indigenous and other communities in a review of potential cultural and heritage resource values located on or near proposed new all-weather roads; – A formal archeology evaluation for heritage resources on the planned route. – Development of a Forest Road Development Plan (FRDP) for each new all-weather road proposal to outline any mitigation measures to be used to protect heritage resources judged to be significant by the archeologist and the Historic Resources Branch with reference to the report findings resulting from the archeologist's evaluation. – Incorporating heritage resources and associated concerns identified within the public and Indigenous participation processes at the FMP, FMOP and specific FRDP stages prior to plan finalization including the Organization's response and action plan to address any concerns. – Review and approval of all FMP, FMOP and FRDP's by the Province of Manitoba including The Historic Resources Branch, local IRMT and other government departments. The IRMT incorporates other timber and non-timber values in the approval process.
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • List of all-weather roads constructed; the associated mitigation measures taken as outlined in the FRDP's including evidence that a formal archeology evaluation was completed • Summary and evidence of Heritage resource impact assessments and any other communications with HRB • Summary and evidence of any FRDP progress • Summary of heritage resources encountered during PHFI surveys • Summary of blocks that were harvested that had a heritage resource identified during the PHFI • If applicable, summarize any changes made in the Heritage Resource Action Plan
Forecast	It is expected that the protection of heritage resources will be enhanced through mitigation efforts where heritage resources, judged to be significant by the archeologist and Historic Resources Branch, are discovered. The archeological evaluation for each new road will be summarized and included in the overall Forest Road Development Plan for each new road for submission to the Province of Manitoba for approval. All required permits will be obtained prior to construction activities for road development.

Indicator	#11 Limit extent and duration of in-block seasonal roads and landings
CSA Element	2.1 Forest ecosystem condition and productivity: 3.1 Soil quality and quantity 4.2 Forest land conversion
CSA Core Indicator	2.1.3 & 4.2.1 - Additions and deletions to the forest area 3.1.1 Level of soil disturbance
Value	<ul style="list-style-type: none"> ➤ Protection and security of the land and resources for future generations. ➤ Healthy soils that will sustain forest-related ecosystems ➤ Maintain the forested area
Objective	<ul style="list-style-type: none"> ➤ Prosperous forest-based industries with a sustainable supply of timber. ➤ Maintain soil productive ability, extent and variety ➤ Minimize the conversion of Crown forested to non-forested land
Target	<p>(A) Limit extent of in-block roads, bulldozed landings, and campsites to less than 5% of total harvested area on a Forest Section basis</p> <p>(B) Actively prescribe and conduct renewal treatments to compliment the block renewal strategy on at least 50% of roads and landings to reduce their duration.</p> <p>(C) Reduce disturbance to regenerating in-block roads through access control on applicable Category 2 roads once harvest and renewal operations are completed in operating areas. Road closure to occur within three years following final harvest.</p>
Variance	<p>(A) No variance from the target of less than 5% of total harvested area to be occupied by in-block roads and bulldozed landings and campsites on a forest section and DFA basis. Variation on an individual harvest block basis is expected to occur, particularly related to the placement of any campsites within a given harvest block area.</p> <p>(B) None.</p> <p>(C) Additional two years if needed for completion of silvicultural activities. Government approval is required</p>
Legal Requirements	Environment Act License 2302-E: FML Agreement
Strategy	<p>Given the Crown tenure situation in Manitoba, forestry companies generally have little influence on any additions or deletions to the forest area, which are generally a result of government land use objectives. Where companies can have an influence is through their practices, particularly as it pertains to access structures such as roads and landings. These access structures compact soil, making regeneration difficult, and disrupt the natural connectivity within forest stands. This can be minimized with:</p> <ul style="list-style-type: none"> - Careful access planning to minimize the length of in-block roads and number of landings required for harvesting - Use of proper road construction, maintenance, and deactivation procedures - Ensuring that all applicable operations conform to the Organization's EMS and work permits
Annual Reporting Requirements	
A) All Actualized Harvest Blocks whose Harvest Year is in previous reporting year	<ul style="list-style-type: none"> • % of areas occupied by roads and landings on the DFA and by each Forest Section
B) All Tree Planting Actuals Blocks whose Silv Year is in current reporting year	<ul style="list-style-type: none"> • Total number of planted blocks and number of these blocks where roads were planted or had plantable sections • Total number of scarified blocks and number of these blocks where roads were scarified • Confirm all blocks had a renewal strategy addressing roads and landings
C) January-December	<ul style="list-style-type: none"> • Refer to Indicator 12 B for report.
Forecast	Productive forest with minimized losses to forest development.

Indicator	#12. Amount of area in all-weather Categories 1 & 2 roads in place at any given time
CSA Element	2.1 Forest ecosystem condition and productivity: 3.1 Soil quality and quantity 4.2 Forest land conversion
CSA Core Indicator	2.1.3 & 4.2.1 -Additions and deletions to the forest area 3.1.1 Level of soil disturbance
Value	<ul style="list-style-type: none"> ➤ Protection and security of the land and resources for future generations. ➤ Healthy soils that will sustain forest-related ecosystems ➤ Maintain the forested area of the DFA
Objective	<ul style="list-style-type: none"> ➤ Prosperous forest-based industries with a sustainable supply of timber. ➤ Maintain soil productivity, extent and variety ➤ Minimize the conversion of Crown forested to non-forested land
Target	<p>(A) Total amount of Organization Category 1 and 2 all-weather roads across the DFA not to exceed half of one percent (0.5%) of the total productive forest land base</p> <p>(B) Road closure to occur within three years following final harvest</p>
Variance	<p>(A) No variance</p> <p>(B) Additional two years if needed for completion of silvicultural activities. Government approval is required</p>
Legal Requirements	Environment Act License 2302-E: FML Agreement
Strategy	<p>Given the Crown tenure situation in Manitoba, forestry companies generally have little influence on any additions or deletions to the forest area, which are generally a result of government land use objectives. Where companies can have an influence is through their practices, particularly as it pertains to access structures such as roads and landings. These access structures compact soil, making regeneration difficult, and disrupt the natural connectivity within forest stands. This can be minimized with:</p> <ul style="list-style-type: none"> - Careful access planning to minimize the length of permanent roads required for harvesting and number of landings required for harvesting - Use of proper road construction, maintenance, and deactivation procedures - Ensuring that all applicable operations conform to the Organization's EMS and work permits
Annual Reporting Requirements	
A) January-December	<ul style="list-style-type: none"> • Total % of productive forest land base in current year that Category 1 and 2 roads occupy
B) January-December	<ul style="list-style-type: none"> • List of roads decommissioned in current reporting period • List of roads that are open passed the required timeframe with the reason and evidence of government approval
Forecast	Productive forest with minimized losses to forest development.

Indicator	#13. Harvest blocks are regenerated as soon as possible
CSA Element	2.1 Forest ecosystem condition and productivity: 3.1 Soil quality and quantity 4.2 Forest land conversion 5.1 Timber and non-timber benefits
CSA Core Indicator	2.1.3 & 4.2.1 -Additions and deletions to the forest area 3.1.1 Level of soil disturbance 5.1.1 Documentation of the diversity of timber and non-timber resources, including products and services produced in the DFA
Value	<ul style="list-style-type: none"> ➤ Protection and security of the land and resources for future generations. ➤ Healthy soils that will sustain forest-related ecosystems ➤ Balance of economic, social and environmental benefits of the forest without compromising sustainability ➤ Maintain the forested area of the DFA
Objective	<ul style="list-style-type: none"> ➤ Prosperous forest-based industries with a sustainable supply of timber. ➤ Maintain soil productivity, extent and variety ➤ To reforest the area just harvested with composition similar to pre-harvest ➤ Minimize the conversion of Crown forested to non-forested land
Target	100% of all harvest blocks, for which the Organization has renewal responsibility, will receive a forest renewal treatment within 3 years of harvest
Variance	Minor variances may occur in scheduling of initial renewal treatments for small areas to be combined for treatment or for areas with limited access. No areas will be left beyond 5 years without receiving initial prescribed treatment.
Legal Requirements	Environment Act License 2302-E: FML Agreement
Strategy	<p>Expeditious re-establishment of new stands can assist in preventing erosion and other forms of soil displacement. A number of planning and operational programs ensure that 100% of all harvested blocks are renewed in a timely manor:</p> <ul style="list-style-type: none"> - Pre-harvest Forest Investigation (PHFI) data includes forest cover composition, soil depth and type, and other characteristics required for developing the renewal prescription for each block; - The renewal prescription allows the Organization to plan and arrange for initial renewal treatments to be conducted promptly following harvest. - The need to access harvested areas for renewal treatments is considered in the timing of these renewal treatments and in the development and removal of access. - Initial treatments can include scarification to promote natural regeneration, site preparation for planting or leaving the site for unassisted natural regeneration to occur. Treatment types are dependent upon the forest renewal objectives and site conditions. - The forest renewal component of the FMOP is developed to meet the renewal commitment of the Organization set out in the FML Agreement to meet Province of Manitoba renewal requirements;
Annual Reporting Requirements All Actualized Harvest Blocks whose Harvest Year is within 3-5 years prior to current reporting year.	<ul style="list-style-type: none"> • Number of blocks harvested three years prior and number of those blocks that have received a renewal prescription treatment. Follow-up plan of blocks that have yet to receive a renewal prescription treatment at year 3 to ensure they meet the 5-year variance. • List of blocks that were renewed after the 3-year target that meet the 5 year variance, and list of blocks that did not meet the 5 year variance if any.
Forecast	Productive forest with minimal losses to forest development.

Indicator	#14. Provision of information on insects and disease to the Forestry Branch
CSA Element	2.1 Forest ecosystem condition and productivity
CSA Core Indicator	2.1.3 Additions and deletions to the forest area
Value	➤ Maintain forest ecosystem productivity and productive capacity
Objective	➤ Monitor how the characteristics of the forest change over time
Target	Provide information annually to the Forestry Branch on insect and disease concerns compiled from PHFI and FRA surveys
Variance	Data submission may be delayed until the following year if more time is required for processing of field data.
Legal Requirements	Forest Management License Agreement; Forestry Branch "Pre-Harvest Survey Guidelines"; Forest Renewal Assessment in Manitoba
Strategy	<p>Communication between the Organization and the Province of Manitoba regarding forest health and forest protection issues has been occurring over the term of operations on the FML Area.</p> <p>Providing information on insect and disease infestations that are of concern to productivity and forest health to the Forestry Branch is ensured by the following:</p> <ul style="list-style-type: none"> – Data collection forms for PHFI and FRA surveys include opportunity for surveyors to take note of any insect or disease concerns encountered and corresponding locations; – Training of contractors and crews conducting these surveys includes awareness of the requirement to observe and record data about the insect and disease concerns encountered. – Data from the PHFI and FRA surveys is summarized annually to include recorded insect and disease concerns. – Findings related to insect and disease concerns are reported to the Province annually following the conclusion of the field season.
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Evidence that data collected through PHFI and FRA surveys was shared with the Province
Forecast	<p>Reporting on the collected forest health data provides the Province of Manitoba with the opportunity to further investigate any potential insect or disease concerns. This can improve the ability of the Province to respond to forest health issues with potential treatments.</p> <p>Through the PHFI and FRA survey programs it is expected that the Organization will compile and report to the Province any observed insect and disease infestations that are of concern to forest health and productivity.</p>

Indicator	#15. Recurrence mistletoe infections in regenerating stands
CSA Element	2.1 Forest ecosystem condition and productivity
CSA Core Indicator	2.1.3 Additions and deletions to the forest area
Value	➤ Protect current ecosystem conditions
Objective	➤ Reduce forest productivity losses due to dwarf mistletoe infections
Target	Prevent re-infection of regenerating jack pine stands to achieve FRA certification status.
Variance	No variance
Legal Requirements	Forest Management License Agreement
Strategy	<p>The Organization works closely with the Province of Manitoba to identify mistletoe infections in jack pine stands within operating areas and takes measures to prevent re-infection of regenerating jack pine stands through harvesting and renewal operations. All parties have a stake in maintaining forest ecosystem productivity and productive capacity by taking steps to reduce the effects of disease and to protect the investment made in the regenerating stand. To obtain FRA status the regenerating stand must be free of mistletoe infection at the time of survey.</p> <p>In situations where jack pine dwarf mistletoe infections are identified, sanitation and/or planting of resistant tree species will be used to control the infestation and to ensure that FRA certification status will be achieved. As per the FMPOP-OG, this includes a variety of tactics including surveying, planning, harvest operations, forest renewal mitigation, sanitation and monitoring:</p> <ul style="list-style-type: none"> - PHFI data identifies areas infected with dwarf mistletoe; - Planning uses PHFI data to mitigate/schedule infected stands and prescribe appropriate harvesting and renewal treatments. - Modified harvesting will include dwarf mistletoe sanitation by harvesting merchantable infected trees and knocking down non-merchantable infected trees; - Post-harvest sanitation to knock down any infected trees not taken during the harvest of the stand; - Forest renewal treatment to eradicate the infection, such as the planting of disease resistant species; - Follow-up monitoring in conjunction with the FRA surveys will result in action plans as required to eliminate the infection and to achieve FRA certification.
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • List of harvested blocks identified as requiring special treatment for dwarf mistletoe management • List of blocks that were prevented from meeting FRA certification due to mistletoe infection
Forecast	<p>PHFI surveys identify areas containing high infection levels of dwarf mistletoe. The Organization is able to plan for harvesting mitigation measures, follow-up sanitation work if required, and appropriate renewal treatments to minimize the risk of re-infection of the regenerating stand. It is anticipated that the Organization will successfully regenerate the new stand while preventing re-infection by dwarf mistletoe during the establishment period up to the Forest Renewal Assessment certification.</p>

Indicator	#16. Proportion of watershed or water management areas with recent stand-replacing disturbance
CSA Element	3.2 Water quality and quantity
CSA Core Indicator	3.2.1 Proportion of watershed or water management areas with recent stand-replacing disturbance 3.2.2 Proportion of forest management activities, consistent with prescriptions to protect identified water features
Value	➤ Healthy watersheds
Objective	➤ Maintain water quality and quantity throughout woodlands operations
Target	Monitor the total percentage of forest stand disturbances within productive Manitoba crown forest land in all watersheds over the last 7 years. Develop and implement an action plan within one year to protect watershed if forest stand disturbances exceed 30% of productive Manitoba crown forest land.
Variance	The Organization may require a one-year variance for certain operational needs: <ul style="list-style-type: none"> – Time required to survey, plan, mitigate and permit replacement harvest area – Time required to create digital spatial records of new harvest areas, burn areas and residual areas within the burn. – Time required to wind down operating areas in an orderly manner (allowing for road closures, rehabilitation or decommissioning) – Meet contractual requirements with contractors – Time required to construct access roads to replacement areas During the 'variance year' some of the enhanced practices could be implemented as practical.
Legal Requirements	None
Strategy	Water quality and quantity can be affected by forest stand disturbances both human and natural caused. The effects are highest in the initial post-disturbance years — the first seven years, and diminish over time as regenerating forest cover is established. The critical threshold at which the disturbance begins to effect water values varies according to topography, soil properties, vegetation types, and climate. Watershed considerations will be incorporated into planning, implementation, monitoring and reporting of forest management activities. Using the Sub-basins of Prairie Farm Rehabilitation Administration (PFRA) Watershed Project, the Organization will monitor the percentage of productive Manitoba crown forest land in any watershed that has had a forest stand disturbance caused by harvesting or forest fire within the last 7 years. Any additional depletion records beyond harvest and forest fire the Province of Manitoba is able to provide the Organization will be incorporated into the analysis. Most of the identified watersheds continue outside of the DFA, therefore, forest stand disturbances occurring outside of the DFA will be included in the calculations, including FMU 57 and 60. However, this indicator applies only to portions of watersheds within Manitoba. The Province of Manitoba provides spatial data for fire depletions within Manitoba and any applicable harvest depletions outside of the DFA. Where the forest stand disturbance is reported as being greater than 30% of the total productive crown land, an Action Plan will be developed within one year for that watershed. The Action Plan will consider enhanced operational practices for the purposes of limiting any further impact on the watershed and may include: <ul style="list-style-type: none"> – Limiting operations to low risk erosion areas – Wider riparian buffers – Enhanced protection and mapping of ephemeral drains – Logging restricted to the winter season – Salvage logging – Increased culvert maintenance – Prioritizing silviculture effort to the watershed for timely renewal – Move operations out of the watershed
Annual Reporting Requirements Seven-year reporting period. All Actualized Harvest Blocks whose Harvest Year is within 1-7 years prior to current reporting year.	<ul style="list-style-type: none"> • Description of GIS analysis extent and timeframe • List of any watersheds that reached the disturbance level of 30% and any action plans made as a result • Statistics on the disturbance level of each watershed and breakdown of disturbance by harvest and fire watersheds that have the highest
Forecast	Watershed assessments will be carried out where the stand replacing disturbance is greater than 30% of the productive crown land. Action plans will be developed within one year to mitigate the effects of any further forest management activities.

Figure 3: FML Area No. 2 PFRA Watershed Boundaries

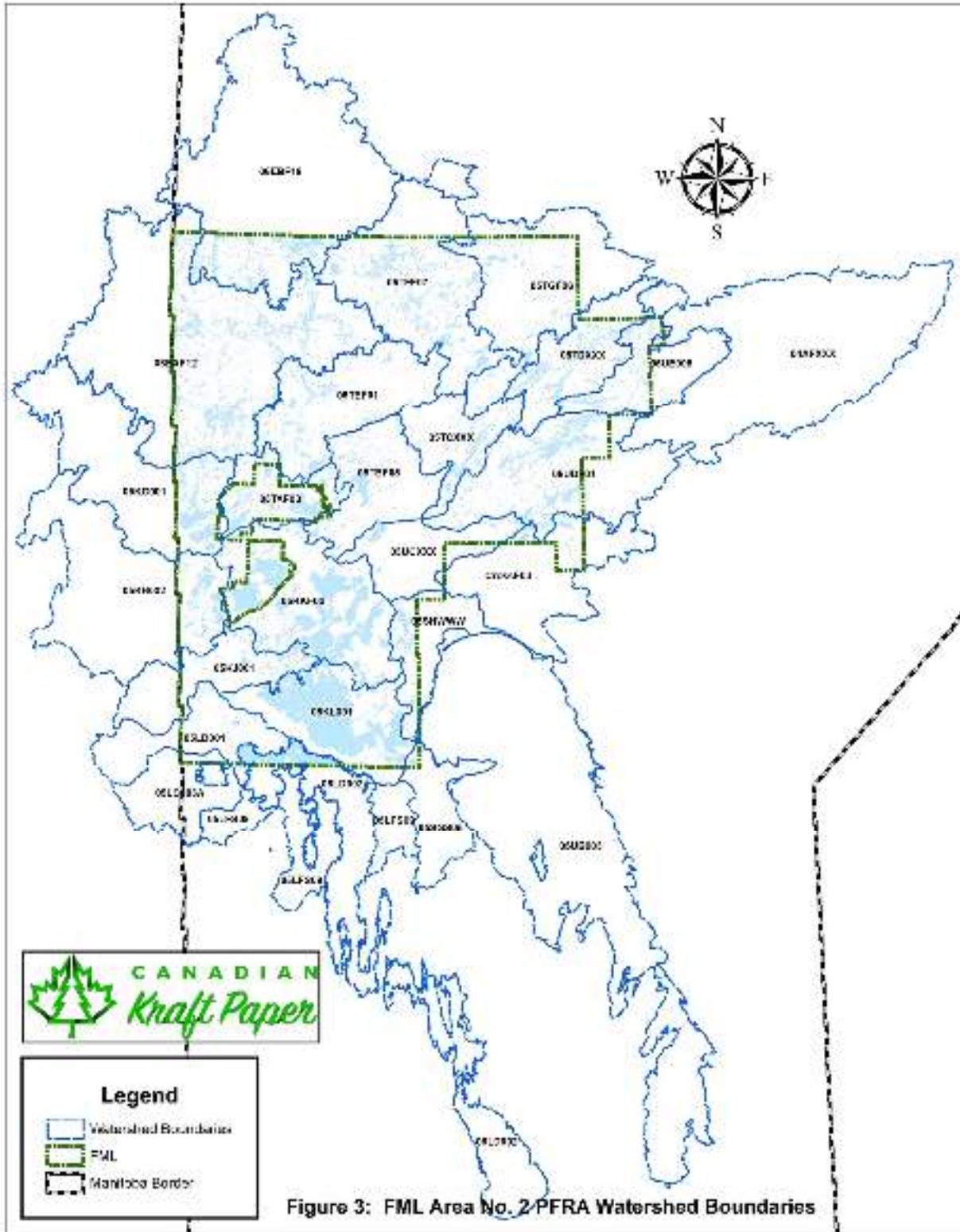


Figure 3: FML Area No. 2 PFRA Watershed Boundaries

Indicator	#17. Condition of stream crossings and roadways in terms of erosion control
CSA Element	3.2 Water Quality and Quantity
CSA Core Indicator	3.2.2 Proportion of forest management activities, consistent with prescriptions to protect identified water features
Value	➤ Healthy watersheds
Objective	➤ Maintain water quality and quantity as a result of Woodlands operations
Target	Construct and maintain stream crossings and roadways in a way that prevents siltation and blockages that can result in serious impacts to commercial or recreational fish bearing water courses.
Variance	No variance
Legal Requirements	Work permit conditions; DFO Crossing Permit conditions; Navigable Waters Protection Act; Fisheries Act
Strategy	<p>The EMS and Road Inspection Reports are the mechanisms ensuring that construction of all stream crossings and road development adjacent to watercourses are constructed and monitored to the applicable SOP's (032, 033, 050, and 051), work permits and HADD authorization or Letter of Advice from DFO under the Navigable Waters Protection Act and the Fisheries Act. This includes:</p> <ul style="list-style-type: none"> - Contractor and operator awareness and training through the Annual Contractor's Meeting and the FMPOP-OG; - Expectations of contractor responsibilities in adhering to the EMS and to work permit conditions in construction of roads and stream crossings is communicated during the COR; - The specific expectations related to SOP's and work permit conditions will be reviewed with the contractor at the Project Tailgate Meeting prior to the commencement of any stream crossing and road development. - Construction practices for mitigating impacts to adjacent watercourses may include retention of vegetation, timing of construction, and placement of materials and structures to control water run-off and drainage. - Ongoing supervision of construction activities through EMS Operation Inspections to ensure conditions are adhered to; - The Road Inspection Report is a formal checklist that must be completed annually for each all-weather Category 1 and 2 road and crossing that are under the control of the Organization. It includes the condition of crossings and roads in terms of erosion control and other measures necessary to prevent siltation into watercourses. - The Road Inspection Reports, follow-up action plans that address any identified concerns, and resulting post-inspections will be maintained within the Road Filing System. - Regular monitoring enables timely follow-up actions in order to minimize the potential for road or crossing deterioration that could lead to impacts on adjacent watercourses
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • The Road Inspection Reports, follow-up action plans, and resulting post-inspections for all Organization all-weather Category 1 and 2 roads and crossings.
Forecast	<p>Through construction practices that adhere to work permit and SOP conditions, and annual monitoring through the Road Inspection Reports, mitigation processes can be put in place and maintained to minimize impacts to watercourses.</p> <p>The Road and Crossing monitoring Guideline provides direction for annual inspection monitoring of roads and crossings that leads to maintenance actions, as required, to mitigate impacts on watercourses.</p>

Indicator	#18. Net carbon uptake
CSA Element	4.1 Carbon Uptake and Storage
CSA Core Indicator	4.1.1 Net carbon uptake
Value	➤ Maintain or improve global carbon balance.
Objective	➤ Replace fossil fuels used in the pulp and paper mill with by-products from harvesting operations
Target	Track the volume of hog fuel produced in the field for use in the pulp and paper mill. Report annually on amount of fossil fuel displaced by its use.
Variance	No variance
Legal Requirements	None
Strategy	<p>The Organization burns fossil fuels for energy production in the pulp and paper mill. It tries to replace fossil fuel with hog fuel and poplar, and is currently using a mix of both. The efforts are both positive for fuel costs and carbon uptake. The hog fuel is either purchased hardwoods or acquired from slash piles from operations.</p> <p>The Organization will maximize the use of hog fuel and poplar for energy needs of the pulp and paper mill where operations can be effectively and efficiently implemented</p> <p>Tracking of hog fuel consumption will be compared to fossil fuel consumption. Records will be obtained from the pulp and paper mill and the scaling records.</p>
Annual Reporting Requirements Three-year reporting period January - December	<ul style="list-style-type: none"> • Describe the two power systems at the CKP paper mill, power boiler and lime kiln, and what the power boiler is able to burn as a fuel source • Table identifying the following data spanning the last three years: <ul style="list-style-type: none"> – Total green tonnes of hog fuel, waste oil, and Bunker C. burned – How many litres of Bunker C. and waste oil is displaced by hog fuel and poplar hog; – How much CO2 was reduced by using hog fuel – Three-year average of total hog fuel used – Conversion assumptions
Forecast	To gather baseline data and means for future improvement.

Indicator	#19. Level of awareness of Woodlands staff of effects of unnecessary vehicle idling
CSA Element	4.1 Carbon Uptake and Storage
CSA Core Indicator	4.1.1 Net carbon uptake
Value	➤ Reduce the use of fossil fuels
Objective	➤ Minimize the amount of greenhouse gases produced to transport wood to the mills
Target	Increase level of awareness of Woodlands staff of the importance of reducing unnecessary vehicle idling
Variance	No variance
Legal Requirements	None
Strategy	Awareness training will be provided to Woodlands employees of the importance of reducing vehicle idling time in order to lessen the use of fossil fuels with: <ul style="list-style-type: none"> - An annual distribution of an awareness memo to Woodlands employees to minimize vehicle idling times; - A discussion of this topic with documentation in the minutes of the Annual Contractor's Meeting each year.
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Evidence that all woodlands staff received an anti-idling awareness memo, date of distribution, and reference of memo used. • Evidence that anti-idling awareness was discussed at annual contractor meeting
Forecast	Through the distribution of an annual memo to Woodlands staff and discussion of this topic at the Annual Contractor's Meeting each year it is expected that the general level of awareness of the importance of reducing unnecessary vehicle idling will improve.

Indicator	#20. Extent of local involvement in forest operations
CSA Element	5.2 Communities and Sustainability 7.2 Respect for Aboriginal forest values, knowledge, and uses
CSA Core Indicator	5.2.1 Level of participation and support in initiatives that contribute to community sustainability 5.2.3 Level of direct and indirect employment 7.2.1 Evidence of efforts to promote capacity development and meaningful participation for Aboriginal individuals, communities and forest-based companies.
Value	➤ The long-term viability of local forest-based communities and businesses
Objective	➤ To continue to provide opportunities for local employment in resource sectors that are dependent on the use of forest resources
Target	To have at least 75% of the financial value of work completed under Woodlands service contracts, held by local contractors
Variance	A 15% variance of the financial value of implemented contracts to be conducted held by local contractors, provided that local contractors are cost competitive and possess the capabilities and capacity to conduct the work.
Legal Requirements	None
Strategy	<p>There are a number of benefits to both the communities and to the Organization in building a strong local contractor presence in the DFA. The Organization has actively pursued building relationships with Indigenous and other communities and individual contractors to encourage development of a local contractor base. There will be a preference for contractors on the DFA but "local" will include any Manitoba based contractor and will be determined based on the contractors address within the signed agreement.</p> <p>The Organization will continue:</p> <ul style="list-style-type: none"> - Discussions with interested local parties to maintain a local contractor base. - To encourage the success of its local contractors and work closely with the operators - Ongoing work with Indigenous contract operations to encourage their development and success
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Number of signed Woodlands Service Agreements that were acted on; Breakdown of the number of these agreements that were held by contractors on the DFA, in the greater Manitoba area, and outside of Manitoba; Number of these agreements that were held by an Indigenous contractor on the DFA and greater Manitoba. • Breakdown of the financial value of total contracts by DFA, greater Manitoba, and non-Manitoba contractors.
Forecast	Through current relationships with contractors in place on the DFA at this time and ongoing discussions with interested parties the Organization expects that the value of contracts held by local contractors for conducting the annual Woodlands operations of the Organization on the DFA will continue to be at least 75%. A variance of 15% will be acceptable.

Indicator	#21. The Organization's understanding and practices based upon current and emerging knowledge and recommended practices
CSA Element	5.2 Communities and Sustainability
CSA Core Indicator	5.2.2 Level of participation and support in training and skills development
Value	➤ Continuous improvement of sustainable forest management practices
Objective	➤ Continual increase in the knowledge of ecosystem processes and impacts of management practices
Target	Representatives of Woodlands employees will attend conferences, workshops and field trips related to current and emerging knowledge and recommended practices and bring forward any relevant recommendations.
Variance	Attendance to any given function is dependent upon scheduling related to staff work responsibilities, budgets and other factors.
Legal Requirements	None
Strategy	<p>Woodlands employees have an important role in implementing the SFM policies through planning and directing forest management activities. Therefore, maintaining staff awareness and training of current and emerging knowledge and recommended practices is a key component of the SFM process.</p> <p>Within the EMS, a training matrix identifies training requirements for each staff member. Beyond this, Woodlands employees will participate in a number of training opportunities including conferences, workshops and field trips. The Organization has a policy on performance reviews of employees, and it addresses professional development of staff. Annual Performance reviews evaluate any training the employee has undergone and identifies upcoming opportunities for employee attendance at awareness and training events; Participation in these training opportunities will be evaluated by their contribution to SFM in addition to work schedules and budget. Woodlands employees will update their training records with a brief description of the training they received.</p> <p>EMS Process Improvement Forms (PIF's) are used by staff to bring forward any suggestions for SFM improvement based off of any training received of new and emerging knowledge.</p>
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> List of all training opportunities taken by woodland staff that relates to increasing awareness of current and emerging knowledge and recommended practices as documented in staff training records
Forecast	It is expected that the Woodlands Employee performance review processes will provide the framework to bring forward and review opportunities for Woodlands staff to attend conferences. Performance reviews enables consideration of attendance at each event based upon its potential for SFM learning and application. Other staff commitments and budget will affect the extent staff are able to participate in these training opportunities. Through these processes Woodlands staff representatives will attend a selection of events judged to be most valuable in terms of potential for application to SFM.

Indicator	#22. Evidence of efforts to promote capacity development and meaningful participation for the public and Indigenous communities
CSA Element	6.1 Fair and effective decision-making 7.1 Aboriginal and treaty rights 7.2 Respect for Aboriginal forest values, knowledge, and uses
CSA Core Indicator	6.1.2 Evidence of efforts to promote capacity development and meaningful participation in general 6.1.3 Availability of summary information on issues of concern to the public 7.1.2 Evidence of ongoing open and respectful communications with Aboriginal communities to foster meaningful engagement, and consideration of the information gained about their Aboriginal title and rights through this process. Where there is communicated disagreement regarding the organization's forest management activities, this evidence would include documentation of efforts towards conflict resolution 7.2.1 Evidence of efforts to promote capacity development and meaningful participation for Aboriginal individuals, communities, and forest-based companies
Value	➤ Continuous improvement of sustainable forest management practices. ➤ Participants have increased capacity to engage in informed decision-making.
Objective	➤ Continual increase in the knowledge of ecosystem processes and impacts of management practices.
Target	Woodlands employees will provide at least three days of forest education annually in an effort to inform and educate groups or individuals.
Variance	The three days annually may be averaged over a two-year period, totalling 6 days in two years.
Legal Requirements	Environment Act License 2302-E
Strategy	Open lines of communication with the public and Indigenous communities allow forest licensees to maintain an awareness of social values and concerns and to respond accordingly. Members of the public and Indigenous communities can also provide local knowledge that contributes to socially and environmentally responsible forest management. One way the Organization promotes meaningful participation for stakeholders in the forest industry is to provide forest education to groups or individuals. This may include: <ul style="list-style-type: none"> - Field trips for Natural Resource Management Technology program students (University College of the North) in The Pas - SFMC field tours (Indicator #23) - Provision of guest speakers on topics of interest to SFMC (Indicator #23) - Outland Youth Employment Program - Manitoba Envirothon - Presentations to Resource Management Boards
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Total number of days woodlands staff volunteered for educational training • Table of Date, Event, Estimation # of participants, estimated # of indigenous participants, # of staff involved, duration (days), total staff time in days
Forecast	Continued participation in these programs will build capacity in the communities and within certain stakeholder groups for productive dialogue with the Organization. A better understanding of Organization activities and how they affect ecosystem processes may lead to higher engagement in communication and mitigation with the result of plans that are more acceptable to communities. As staff participation in these events will be recognized as an important activity there may be an increased level of involvement.

Indicator	#23. Training members of the SFM Committee
CSA Element	6.1 Fair and effective decision making
CSA Core Indicator	6.1.2 Evidence of efforts to promote capacity development and meaningful participation in general
Value	➤ Continuous improvement of sustainable forest management practices
Objective	➤ Continual increase in the knowledge of ecosystem processes and impacts of management practices
Target	(A) SFMC members will receive forest management presentations and information updates from the Organization at least 3 times per year (B) SFMC will be provided with the opportunity to place a representative on SFM audits
Variance	(A) None (B) None
Legal Requirements	
Strategy	<p>The SFMC plays an important role in the on-going development of the SFM plan. Maintaining the committee members awareness and training of forest management processes is necessary to support effective participation and deliberations.</p> <p>The SFMC will receive presentations on the following forest management activities at least three times per year:</p> <ul style="list-style-type: none"> - The proposed Forest Management Operating Plan (FMOP) for the upcoming year for input and feedback from the committees prior to finalization; - The Forest Management Annual Report - ISO and CSA audit reports and responses. - SFM Annual Report <p>The Organization will:</p> <ul style="list-style-type: none"> - Arrange a forestry field tour on the DFA once per year for all SFMC members - Provide the opportunity for a representative of the SFMC to act as an observer during SFM audits and report back to the committee about it; - Provide the SFMC the opportunity for Indigenous Awareness Training <p>The agenda and minutes of SFMC meetings will document presentations about forest management, field trips, and SFM audit observer reports. Participation in audits will be reported in the minutes of subsequent SFMC meetings. A summary of the findings of any field trips or audits will be captured in the follow-up discussion of the committee within the meeting minutes.</p>
Annual Reporting Requirements	<ul style="list-style-type: none"> • Evidence through meeting minutes and agenda of presentations the committee received • Evidence of any field trip the SFMC participated in
A) January - December	
B) January - December	<ul style="list-style-type: none"> • Evidence that the committee was invited to participate in the SFM external audit; And confirmation of whether or not anyone participated
Forecast	It is anticipated the presentation of information to the SFMC on forest management planning, operations and other activities occurring on the DFA and the opportunity to attend field tours will continue to provide the committee members with increased knowledge and background in support of their deliberations for contribution to SFM planning. The observation by representative(s) from the SFMC on SFM audits will enable reporting back directly to the committee on the auditing process. This information, in conjunction with the background of each committee member in various areas of interest and values, will provide the basis for informed discussions and recommendations regarding SFM for this plan.

Indicator	#24 Degree of satisfaction with the public participation component of the SFM planning process
CSA Element	6.1 Fair and effective decision-making
CSA Core Indicator	6.1.1 Level of participant satisfaction with the public participation process 6.1.3 Availability of summary information on issues of concern to the public
Value	➤ Local public satisfaction with the SFM planning process.
Objective	➤ To obtain local public satisfaction with the SFM planning process.
Target	Within the “SFMC Meeting Assessment”, the majority of the members responding to the question “Overall Satisfaction with Participation Process of the SFMC” indicate a minimum of “Satisfactory”.
Variance	None
Legal Requirements	None
Strategy	<p>In order to maintain a high level of public participation and interest in the SFM planning process, the Organization will facilitate a review of the SFMC process with the committee members, at least once a year with the “SFMC Meeting Assessment” survey. Through this review, the Organization will request input as to ways of maintaining the interest of participants and areas requiring improvement.</p> <p>The degree of satisfaction that the SFMC has with the public participation of the continual SFM plan development is evaluated based on their feedback from the “SFMC Meeting Assessment” surveys. Input received through the survey will be reported back to the SFMC, including overall results, suggestions, and any action plans developed from the results if required.</p> <p>The “SFMC Meeting Assessment” survey framework will be reviewed every two years with the SFMC to assess the ongoing satisfaction of the participants with the process and will be updated as required.</p>
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Summary of results from the “SFMC Meeting Assessment” survey
Forecast	Through the “SFMC Meeting Assessment”, the Organization is better positioned to understand and address the concerns and interests of the SFMC. The Organization can make adjustments to the public participation process to ensure that committee members continue to engage in SFM plan development. It is anticipated that by working closely with the SFMC to seek ongoing feedback that the satisfaction of the majority of the members will be maintained.

Indicator	#25. Documentation of public participation process followed, community meetings, concerns raised, and strategies/mitigation developed to address concerns of local Indigenous and other communities and non-timber resource users within FMP's, FMOP's and FRDP's
CSA Element	5.1 Timber and non-timber benefits 7.1 Aboriginal and treaty rights 7.2 Respect for Aboriginal forest values, knowledge, and uses
CSA Core Indicator	5.1.2-Evidence of open and respectful communications with forest dependent businesses, forest users and local communities to integrate non-timber resources into forest management planning. When significant disagreement occurs, efforts towards conflict resolution are documented. 7.1.1 Evidence of a good understanding of the nature of Aboriginal title and rights 7.1.2 Evidence of ongoing open and respectful communications with Aboriginal communities to foster meaningful engagement, and consideration of the information gained about their Aboriginal title and rights through this process. Where there is communicated disagreement regarding the organization's forest management activities, this evidence would include documentation of efforts towards conflict resolution 7.2.1 Evidence of efforts to promote capacity development and meaningful participation for Aboriginal individuals, communities, and forest-based companies 7.2.2 Evidence of understanding and use of Aboriginal knowledge through the engagement of willing Aboriginal communities, using a process that identifies and manages culturally important resources and values 7.2.3 Level of management and/or protection of areas where culturally important practices and activities occur
Value	<ul style="list-style-type: none"> ➤ The long-term viability of local forest-based communities and businesses ➤ Respect Indigenous title and rights, and treaty rights. ➤ Understand and comply with current legal requirements related to Indigenous title and rights, and treaty rights. ➤ Acknowledgement of cultural connection to the land. ➤ Respect Indigenous traditional knowledge.
Objective	<ul style="list-style-type: none"> ➤ Endeavor to understand and take into account implications of forest planning on other users of the forest ➤ Working together on meaningful input to FMP and FMOP plans ➤ Incorporating traditional knowledge into the development of forest operating plans
Target	Forest management planning will take into account Indigenous and other Community and stakeholder interests and concerns for development of SFM Plans, FMP's, FMOP's and FRDP's
Variance	No variance is acceptable in making reasonable efforts to incorporate the interests and concerns of communities and stakeholders in the planning process. Although differences in view may occur, all concerns brought forward, and the response of the Organization will be documented.
Legal Requirements	Environment Act License 2302-E; Forestry Branch Forest Road Management Guidelines
Strategy	<p>The public participation processes include a number of mechanisms to take into account the interests and concerns of communities and stakeholders in planning and implementing forest management activities.</p> <p>Formal Community Information Meetings give the public and Indigenous communities opportunity to receive information and give feedback about FMP, FMOP, FRDP proposals. The Community Information Meeting process includes the following:</p> <ul style="list-style-type: none"> - Meeting agenda items include: <ul style="list-style-type: none"> o Presentation of the developing plan under consideration; o Question and answer period; o Opportunity for open-house detailed review of planning materials (maps, etc.); o Discussion of any local plant and animal species of interest to the community; o Other non-timber values; o Heritage values; o Opportunity for sharing of Indigenous forest values including traditional ecological knowledge from participants. - Meeting minutes will capture items of interest and concern raised by participants, including any enquires raised by participants through one-on-one discussions during the open-house portion of the meeting for inclusion and use in the plan review

	<ul style="list-style-type: none"> - Any follow-up input from the public (meeting minutes, one-on-one enquiries, letters, emails and phone calls) will be documented and included within the submission of the plan for review. - Resource user group meetings and one-on-one informal meetings, as required, during the planning process to present maps and associated data for feedback - Raised issues and concerns will be addressed by the Organizations Planning Team within the mitigation proposed as applicable for cutblocks in the FMOP or FRDP - The public participation process followed will be documented in each respective plan. This includes: <ul style="list-style-type: none"> o the communities and stakeholders participating o meeting attendance levels o number of contacts made o efforts made to inform communities of the meetings such as advertising o opportunities provided for participation - Each plan will include a Public Concerns Table to document the concerns identified during the public participation process. These tables will include: <ul style="list-style-type: none"> o the concerns raised o identify the party concerned where available o describe the Organizations response and action plan for follow-up, including how the concern was addressed and situations where a difference in view may have prevailed - Concerted and documented effort to meet with all Indigenous communities to review plans - Indigenous cultural resources or values identified through these processes will be tracked through a table similar to the public concerns table. Although this table will be provided to the Province as part of the planning process, due to the sensitive nature of the information it will not be made public. <p>Other ways public and Indigenous participation is integrated into forest management includes:</p> <ul style="list-style-type: none"> - Group meetings, one-on-one informal meetings, and field visits with resource users - Any Public concerns brought forward throughout the year and how they were addressed will be documented in the Public Concerns Table for summarizing in the SFM Annual Report; - The SFMC has a dual role of being the Public Advisory Committee for CSA certification and the FML Area Forest Resource Advisory Committee (FRAC) to provide a forum for broad exchange of views and interests for the DFA and to provide input into forest management plans; - Participation in public awareness programs to promote public awareness of forestry and forest management on the DFA, including support for the Manitoba Forestry Association. - Appropriate Woodlands staff will make themselves available as requested by members of the media to provide information regarding forest management on the DFA to the broad public.
<p>Annual Reporting Requirements January - December</p>	<ul style="list-style-type: none"> • Summary of all public participation programs conducted for FMP, FMOP and FRDP's • Summary of Public Concerns table • Indicate and reference the number of instances where plans were modified or jointly developed with other stakeholders or communities in response to public participation findings
<p>Forecast</p>	<p>By documenting Indigenous and other community and stakeholder concerns and the Organization's responses and follow-up actions, it is expected that these concerns will be incorporated in the development of FMP's, FMOP's, FRDP's, and forest management in general.</p>

Indicator	#26. Access of the public to information on SFM, FMP's, FMOP's and related public participation processes
CSA Element	6.1 Fair and effective decision making
CSA Core Indicator	6.1.2 Evidence of efforts to promote capacity development and meaningful participation in general
Value	➤ Continuous improvement of sustainable forest management practices
Objective	➤ Increase public access to information pertaining to SFM
Target	Sufficient information sharing mechanisms so the public will have access to the most recent SFM Plan, SFM Annual Report, FMP's and FMOP's
Variance	None
Legal Requirements	Environment Act License 2302-E
Strategy	<p>Several mechanisms promote information sharing to the public:</p> <ul style="list-style-type: none"> - Formal Community Information Meetings give the public and Indigenous communities opportunity to receive information and give feedback about FMP, FMOP, FRDP proposals. Including: <ul style="list-style-type: none"> o Provide and review the FMP, FMOP, and FRDP draft maps and associated data outlining proposed operations at public meetings with Indigenous and other appropriate communities o Provide opportunity for open-house detailed review of planning materials (maps, etc.) and documented input from participants; o Inform attendees of the existence of the SFM Certification and to invite everyone to join the SFM Committee; o Provide information to attendees on the status of the SFM Plan and its implementation for the DFA, including reporting on progress made towards objectives and targets; o The public participation activities and associated information sharing mechanisms, conducted for the preparation of each FMP, FMOP and FRDP are documented and summarized in the respective plan documents including a description of the planning materials (maps, etc.) provided at meetings and mail correspondence. - Resource user group meetings and one-on-one informal meetings, as required, during the planning process to present maps and associated data for feedback - The SFMC has a dual role of being the Public Advisory Committee for CSA certification and the FML Area Forest Resource Advisory Committee (FRAC) to provide a forum for broad exchange of views and interests for the DFA and to provide input into forest management plans; - SFM Plan, FMP, and FMOP planning materials are presented to the SFMC on an ongoing basis to share further with their constituents; - Participation in public awareness programs of forestry and forest management, including support for the Manitoba Forestry Association. - The Organizations website has been developed to provide access to the SFM plan, FMOP's, and other planning documents. - A newsletter is produced annually and made available through the Organizations website to highlight ongoing forest management activities - FMP documents, including the plan and the associated Environmental Impact Statement, are available on Manitoba Public Registries across the DFA; - The Organization will respond to individual requests for information related to planning by providing direction to available information or supplying further information as appropriate;
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • All public participation programs conducted in preparation for FMP, FMOP and FRDP's, including the information sharing mechanisms employed. • Refer to Indicator 23 report for SFMC access to information • Refer to Indicator 27 report for a description of the information available to the public online including social media and the CKP website
Forecast	Opportunity for the public to access to information on planning has been increased, resulting in improved opportunity for the public to be informed and participate in the various public participation mechanisms that are in place.

Indicator	#27. Availability of summary information on issues of concern to the public
CSA Element	6.1 Fair and effective decision-making
CSA Core Indicator	6.1.3 Availability of summary information on issues of concern to the public
Value	➤ Participants have increased capacity to engage in decision-making from information and educational resources
Objective	➤ Support for SFM activities by all stakeholders
Target	Make available summary documents on topics that are requested by stakeholder groups.
Variance	At least one summary document provided annually.
Legal Requirements	None
Strategy	<p>The Organizations website makes the following information available to the public:</p> <ul style="list-style-type: none"> - Forest Management Operating Plan - Forest Management Annual Report - CSA-SFM Plan - Sustainable Forest Management Annual Report - Newsletters - SFMC minutes <p>The website is discussed at public meetings and other opportunities. Any requests for additional suitable topics can be made at public meetings and through the SFMC. Summary documents may be produced in-house or through external parties and will be posted on the website. The Organization has memberships in a number of organizations which have an educational component who may be asked to provide summaries or links to their own documents.</p>
Annual Reporting Requirements January - December	Description of the information available to the public online including social media and the CKP website
Forecast	By reviewing and ranking requests for information by various stakeholders, the Organization will gain a better understanding of issues that are of concern to the public. By supplying summary documents to interested parties, a better understanding of the relationship between forest management and ecological processes may result in improved practices, greater acceptance and more effective dialogue.

Indicator	#28. Level of investment in training and skills development
CSA Element	5.2 Communities and Sustainability
CSA Core Indicator	5.2.1 Level of participation and support in initiatives that contribute to community sustainability 5.2.2-Level of participation and support in training and skills development
Value	➤ Continuous improvement of sustainable forest management practices
Objective	➤ Continual increase in the knowledge of ecosystem processes and impacts of management practices
Target	Document efforts to promote economic development and meaningful participation for communities in the forest industry.
Variance	None.
Legal Requirements	None
Strategy	<p>It is important to provide opportunities for members of the public to provide input into forestry planning. Open lines of communication allow forest licensees to maintain an awareness of social values and concerns and to respond accordingly. Members of the public can also provide local knowledge that contributes to socially and environmentally responsible forest management. The ability of people to share information, discuss and solve problems, and set and meet objectives is key to achieving and maintaining meaningful participation. Many types of initiatives (e.g. two-way information exchanges, educational opportunities, etc.) can be used to help promote meaningful participation.</p> <p>The Organization has developed a number of mechanisms of documenting the efforts to promote economic development and meaningful participation for communities:</p> <ul style="list-style-type: none"> - Meetings and Agreements with Resource Management Boards or Councils - The planning public participation process including invitation letters and public announcements - Public Concerns and Indigenous Concerns - Meetings with resource users - The SFMC, as well as other community advisory committees as required including travel support for committee members - Woodlands section on the Organization website - The publication of the Forestry newsletter - Training programs and other educational events - Agreements with local contractors
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Minutes of meetings with Resource Management Boards or Councils and list of agreements with Resource Management Boards or Councils • Refer to Indicator 25 and 26 report for Public participation for planning which are contained within the FMOP and/or FMP • Refer to Indicator 25 report for the Public Concerns and Indigenous Concerns Tables. • Refer to Indicator 25 report for minutes from meetings with resource users • Refer to Indicator 23 report for Minutes of SFMC and /or community advisory committee meetings • Refer to Indicator 27 report for Access to the website • Refer to Indicator 27 report for The Forestry Newsletter • Refer to Indicator 22 report for attendance for any training or educational events • Refer to Indicator 20 report for the value and number of contracts with companies on the DFA; level of employment within the Organization.
Forecast	Through the continuing implementation of several processes to promote economic development and meaningful participation for communities in the forest industry and the documentation of economic efforts, the Organization will provide evidence of these efforts.

Indicator	#29. Training and awareness opportunities for contractors
CSA Element	5.2 Communities and Sustainability
CSA Core Indicator	5.2.2-Level of participation and support in training and skills development
Value	➤ Continuous improvement of sustainable forest management practices
Objective	➤ Continual increase in the knowledge ecosystem processes and impacts of management practices
Target	Provide annual information sessions to 100% of all applicable contractors
Variance	Some contractors may not be able to attend an annual contractor meeting, however there shall be no variance in ensuring that all contractors are provided with meeting minutes and all handout materials.
Legal Requirements	None
Strategy	<p>Contractors play an important role in achieving SFM as they implement a large component of the forestry operations. Contractors are involved in road development, harvesting, forest renewal operations, and data collection used in harvest planning (PHFI, forest inventory) and renewal monitoring (FRA surveys).</p> <p>The Organization hosts an Annual Contractor's Meeting each year to keep all applicable contractors providing a Woodlands service on the DFA informed of SFM processes and to enable adaptive management and continual improvement in their operations. This will include:</p> <ul style="list-style-type: none"> - Scheduling the meeting to maximize the opportunity for contractor attendance - Contractors will be contacted directly by the Organization and requested to attend the meeting; - Agenda items will include: <ul style="list-style-type: none"> o Update on EMS awareness; o Update on SFM progress o CSA awareness o Safety issues and/or safety presentation including review of the Safety plan requirement - Presentations may be put on by outside experts in topics relating to forest ecosystem processes and the potential impacts and interactions that contractor operations can have; - The Organization will maintain planning records for the Annual Contractors Meeting, including contacts made for scheduling, invitation of contractors and confirmation of arrangements. - The meeting minutes will be prepared to include recorded attendance, copies of presentations, question and answer discussions, and any items requiring follow-up action. - Meeting minutes of each Annual Contractor's Meeting will be distributed to all contractors. Any contractors who are unable to attend will receive a review of the meeting minutes during their "COR".
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Date and location of Annual Contractor Meeting • Number of contractors represented and number of contractors unable to attend • Any follow-up actions required • Evidence of all efforts to invite contractors to the meeting. • Evidence that meeting minute's package was sent to all contractors
Forecast	The Annual Contractor's Meeting and the meeting minutes will ensure that contractors are provided with the proper information to promote SFM. This communication mechanism will provide contractors with updates on progress made towards SFM objectives, and on their role in continual improvement of operations. The Annual Contractor's Meeting is a key mechanism that complements other processes within the EMS in implementing adaptive management and continual improvement.

Indicator	#30. Evidence of co-operation with DFA-related workers and their unions to improve and enhance safety standards, procedures, and outcomes in all DFA-related workplaces and affected communities
CSA Element	6.2 Safety
CSA Core Indicator	6.2.1 Evidence of co-operation with DFA-related workers and their unions to improve and enhance safety standards, procedures, and outcomes in all DFA-related workplaces and affected communities 6.2.2 Evidence that a worker safety program has been implemented and is periodically reviewed and improved
Value	➤ Safety of workers and the public
Objective	➤ Increase worker safety
Target	At the annual contractors meeting, safety topics will be discussed
Variance	No variance
Legal Requirements	None
Strategy	Safety is important for the continuance of economic diversity, therefore, a safety component will be included in the Annual Contractor's Meeting.
Annual Reporting Requirements	<ul style="list-style-type: none"> • Summary of the safety topic(s) discussed at the Annual Contractors Meeting • Refer to Indicator 29 report for a more details on the Annual Contractors Meeting
Forecast	The Annual Contractor's Meeting and the meeting minutes will ensure that contractors are provided with the proper information to promote SFM. This communication mechanism will provide contractors with updates on progress made towards SFM objectives, and on their role in continual improvement of operations. The Annual Contractor's Meeting is a key mechanism that complements other processes within the EMS in implementing adaptive management and continual improvement.

Indicator	#31. Evidence that a worker safety program has been implemented and is periodically reviewed and improved
CSA Element	6.2 Safety
CSA Core Indicator	6.2.2 Evidence that a worker safety program has been implemented and is periodically reviewed and improved.
Value	➤ Safety of workers and the public
Objective	➤ Collaborate with contractors with a view to improving safety standards
Target	A) 100% of woodlands contractors working have Workplace Safety and Health plans. B) 100% of Woodland employees are involved in an annual review of the Workplace Safety and Health plan.
Variance	A) None B) None
Legal Requirements	Workplace Safety & Health Act and Regulation
Strategy	<p>As a contract condition, contractors are required to have a workplace safety and health plan in place when working on behalf of the Organization.</p> <p>The Organization maintains a Workplace Safety and Health program for Woodlands Employees. This is both an Organization policy and a legal requirement to promote the safety of Woodlands employees and contractors.</p> <p><u>Contractor Safety Plan</u></p> <ul style="list-style-type: none"> • Organization checks that workplace safety and health plan is in place for each contractor • Contractor is responsible review of appropriate safe work practice at start of employment and through the year • Contractor and employees will complete an Annual review of the safety plan by the contractor and their employees • Monitored through EMS with Contractor Employee Training Records, COR, Project Tailgates, and a reminder at Annual Contractor's Meeting <p><u>Woodlands Safety Program</u></p> <ul style="list-style-type: none"> • Monthly safety meetings for the woodlands staff • Review of appropriate safe work practice through the year • Annual review of the safety plan by the safety committee and woodlands staff • Monitored through Woodland's monthly safety meeting minutes, Safety Committee meeting minutes, and employee training records
Annual Reporting Requirements	
A) January - December	• Confirmation that all contractors have current safety plans on file
B) January - December	• Confirmation that all woodlands staff have reviewed the WS&H plan as documented in staff training records
Forecast	<p>Through the contractual requirement of the Workplace Safety and Health plan for each Contractor, it is expected that Contractors and their employees will operate safely.</p> <p>Through the development and implementation of the Organization's Workplace Safety and Health program it is expected that woodlands staff will work safely.</p>

Indicator	#32. Percentage of Woodlands staff who have participated in Indigenous, treaty rights and cultural awareness sessions
CSA Element	7.1 Aboriginal and Treaty Rights
CSA Core Indicator	7.1.1 — Evidence of a good understanding of the nature of Aboriginal title and rights
Value	➤ Respect Indigenous title and rights and treaty rights
Objective	➤ Raise awareness of Indigenous title and rights, and treaty rights
Target	100% of all Woodlands employees will receive annual Indigenous title and rights, treaty rights and cultural awareness training
Variance	None
Legal Requirements	None
Strategy	An Indigenous title and rights, treaty rights and cultural awareness training workshop is incorporated within the training program for all Woodlands employees as a requirement within the EMS training matrix. This training workshop assists staff in their interaction with Indigenous people and contractors, communities, and other interested parties. It is viewed as an important component to the overall public participation process of the Organization. Training may be in the form of a workshop or a video. The presentation of an updated Indigenous, treaty rights and cultural awareness workshop will occur annually
Annual Reporting Requirements January - December	<ul style="list-style-type: none"> • Confirm that all woodlands staff participated in Indigenous awareness training as documented in staff training records
Forecast	It is expected that staff will be provided with an increased awareness and understanding of the interests and concerns of Indigenous people and communities. Through the EMS training matrix, all Woodlands employees will be required to take the training resulting in all Woodlands employees being trained in Indigenous title and rights, treaty rights and cultural awareness.

8.0 References

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9.0 List of Acronyms

AAC	Annual Allowable Cut
ASI	Area of Special Interest
CAP	Corrective Action Plan
CCFM	Canadian Council of Forest Ministers
CCSM	Continuing Consolidation of the Statutes of Manitoba
CEC	Clean Environment Commission
COR	Contractor Orientation Record
COSEWIC	Committee on the Status of Endangered Wildlife In Canada
CSA	Canadian Standards Association
DFA	Defined Forest Area
DFO	Department of Fisheries and Oceans
EIA	Environmental Impact Assessment
EIR	Environmental Incident Report
EIS	Environmental Impact Statement
EMS	Environmental Management System
EPP	Emergency Preparedness Plan
FML	Forest Management License
FMP	Forest Management Plan
FMOP	Forest Management Operating Plan
FMPOP's	Forest Management Planning and Operating Practices
FMPOP-OG	Forest Management Planning and Operating Practices – Operators Guide
FMU	Forest Management Unit
FRA	Forest Renewal Assessment
FRAC	Forest Resource Advisory Committee
FRDP	Forest Road Development Plan
Ha	Hectares
IRMT	Integrated Resource Management Team
ISO	International Standards Organization
LGD	Local Government District

MB	Manitoba
MC	Manitoba Department of Conservation
MESEA	Manitoba Endangered Species and Ecosystems Act
MMF	Manitoba Métis Federation
MNR	Manitoba Natural Resources
NFA	Northern Flood Agreement
OIF	Operations Inspection Form
PHFI	Pre-harvest Forest Investigation
PIF	Process Improvement Form
PTC	Project Tailgate Checklist
PTH	Provincial Trunk Highway
SARA	Species at Risk Act
SFM	Sustainable Forest Management
SFMC	Sustainable Forest Management Committee
SOP's	Standard Operating Procedures
TLE	Treaty Land Entitlement
WHMIS	Workplace Hazardous Materials Information System
WMA	Wildlife Management Area