

## Publicly Available Information for Organizations Certified to the FSC Controlled Wood Standard (FSC-STD-40-005)<sup>1</sup>

<b>Organization Name</b>	Tropik Wood Industries Ltd
<b>FSC COC Certificate Number</b>	SCS-COC-004698

### 1. Procedure for Filing Complaints

<b>Name of Authorized Representative / Position Responsible</b>	Ashiana Hassan  FSC Administrator
<b>Contact Detail (Contact information for person or position responsible for addressing complaints)</b>	Email: <a href="mailto:ashiana.hassan@tropik.com.fj">ashiana.hassan@tropik.com.fj</a>  Phone: +679 6661388
<b>Procedure for filing complaints</b>	<p><b>Note: The complaint procedure shall indicate the <u>timelines</u> and <u>processing steps</u> when a complaint is received. For further details on complaints procedure, see section 7 in FSC-STD-40-005</b></p> <p>Complaints regarding controlled wood system, including the due diligence approach and the control measures applied, are dealt with according to the standard “Requirements for Sourcing FSC® Controlled Wood FSC-STD-40-005 V3-1 EN ss 7 Stakeholder input and complaints” are documented in the document “FIJI PINE GROUP: Due Diligence System according to FSC-STD-40-005 (V3.1) EN. REQUIREMENTS FOR SOURCING FSC® CONTROLLED WOOD _ss 4 Procedures for comments and</p>

<sup>1</sup> This document is meant as guidance only, utilization of templates and guidance documents is no guarantee of conformity with FSC requirements. It is your organization’s responsibility to conform to relevant FSC requirements.

complaints from stakeholders relating to the DDS.”

### **Complaints Procedure – Due Diligence System**

#### **Description:**

Fiji Pine Group has developed and implemented this documented procedure to handle comments and complaints from stakeholders that are related to the DDS.

#### **Process Steps :**

##### **Step 1 – Acknowledging receipt of complaints**

1. Complaints can be sent in through email, website feedback and or through phone call.
2. Contact: ashiana.hassan@tropik.com.fj / Ph: 9993114
3. Acknowledge email in written form via email or letter.

##### **Step 2 – Informing Stakeholders**

1. The FSC Administrator inform stakeholders of the complaints procedure and provide an initial response to the complaints within a time period of 2 weeks.
2. Forwarding complaints related to risk designations in the Extended Company Risk Assessment and to SCS Global (certifying body)

##### **Step 3 - Feedback**

The company to then inform the complainant, the certification body (SCS) of the results of the complaint and any action taken towards its resolution and correspondences.

##### **Step 4 - Record**

Completed documentation of complaints is filed and produced as and when required or requested.

### Step 5 - Responsibility

FSC Administrator is responsible for complaints and records in regards to DDS and Extended Company risk Assessment (ECRA).

## 2. Summary of Organization's Due Diligence System

Information regarding an organization's due diligence system must be made publically available. This publically available information may be provided within this summary document, or as separate documentation. Please selection an option below.

**DDS Summary is provided in a separate Annex. Provide name of document or summary location:**

[https://fijipine.com.fj/wp-content/uploads/2021/07/Fiji-Pine-Group\\_Summary-of-Risk-Ass-DDS\\_English.pdf](https://fijipine.com.fj/wp-content/uploads/2021/07/Fiji-Pine-Group_Summary-of-Risk-Ass-DDS_English.pdf)

[https://fijipine.com.fj/wp-content/uploads/2021/07/Fiji-Pine-Group\\_Summary-of-Risk-Ass-DDS\\_iTaukei.pdf](https://fijipine.com.fj/wp-content/uploads/2021/07/Fiji-Pine-Group_Summary-of-Risk-Ass-DDS_iTaukei.pdf)

**DDS summary is provided in this document. Complete sections 3 through 8.**

### 3. Description of the Supply Area(s) and Respective Risk Designation(s)

Description of Supply Area	CW Category	Risk Designation	Type of Risk Assessment	Reference of Risk Assessment
<ul style="list-style-type: none"> <li>• Vunadoi, Tau Village, Fiji Islands</li> <li>• Nailaga, Nailaga Village, Fiji Islands</li> <li>• Nasarawaqa, Nasarawaqa Village, Fiji Islands</li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> </ul>	<b><u>Category 1</u></b>		<input type="checkbox"/> FSC risk assessment	<a href="https://fijipine.com.fj/the-environment/">https://fijipine.com.fj/the-environment/</a>
	Indicator 1.1	Low Risk	<input checked="" type="checkbox"/> <a href="#">Extended Company Risk Assessment[1]</a>	
	Indicator 1.2	Low Risk	-	
	Indicator 1.3	Low Risk	-	
	Indicator 1.4	Low Risk	-	
	Indicator 1.5	Low Risk	-	
	Indicator 1.6	Low Risk	-	
	Indicator 1.7	Specified Risk, Low Risk for Plantation	-	
	Indicator 1.8	Low Risk	-	
	Indicator 1.9	Specified Risk - (relates to protection of environment)	-	
	Indicator 1.10	Low Risk	-	
	Indicator 1.11	Low Risk	-	
	Indicator 1.12	Specified Risk - (relates to labour rights & discrimination)	-	
	Indicator 1.13	Low Risk	-	
	Indicator 1.14	Low Risk	-	
	Indicator 1.15	Low Risk	-	
	Indicator 1.16	Specified Risk low risk for softwood plantation under license (Relates to tax payments)	-	

<input type="checkbox"/>	Indicator 1.17	Specified Risk (relates to a valid license to harvest)	-
<input type="checkbox"/>	Indicator 1.18	Low Risk	-
<input type="checkbox"/>	Indicator 1.19	Low Risk	-
<input type="checkbox"/>	Indicator 1.20	Specified Risk, Low Risk for Plantation	-
	Indicator 1.21	Low Risk	
<b><u>Category 2</u></b>			
	Indicator 2.1	Low Risk	
	Indicator 2.2	Specified Risk	
	Indicator 2.3	Low Risk	
<b><u>Category 3</u></b>			
	Indicator 3.1	Specified Risk	
	Indicator 3.2	Specified Risk	
	Indicator 3.3	Specified Risk	
	Indicator 3.4	Specified Risk	
	Indicator 3.5	Specified Risk	
	Indicator 3.6	Specified Risk	
<b><u>Category 4</u></b>			
	Indicator 4.1	Specified to low risk (Conversion of natural forests to plantations or non- forest use)	
	<b><u>Category 5</u></b>	Low Risk	

**NOTE:**

- The description of the supply area should allow the identification of the area with a homogeneous risk designation in the applicable risk assessment for each controlled wood category.
  - The risk designation provided in the table is the designation provided by the risk assessment PRIOR to the application of control measures.
- Please copy and paste tables to insert more source area(s) as needed.

• **Description of the Supply Chain Risk Assessment and Respective Risk Designation(s)**

Supply chain sourcing area / Supply chain actor	Description of Risk Assessment (risk of mixing material with non-eligible inputs in the supply chain/s during transport, processing, and storage)	Risk Level (Low/Specified)
Harvest	<p>Taking wood from blocks that are not covered under the Due Diligence system. Low Risk</p> <p>Only contracted wood is taken. All contracted wood from all suppliers are covered under the Due diligence system</p> <p>The wood supply system ensures that wood is fully traceable to a coup of origin and that these coups are covered by the DDS.</p>	Low Risk
Harvest	<p>Wood from outside the risk assessed area. Low Risk</p> <p>Wood is only taken from</p> <p>Contracted suppliers on the islands covered by the risk assessment.</p> <p>The wood supply &amp; delivery note system ensures that wood is fully traceable to a coup of origin and that these coups are covered by the DDS.</p>	Low Risk
Transport	<p>Mixing of non controlled wood in transit</p> <p>Wood is only taken from Contracted suppliers and Fiji Pine Group manages all stages of transport to the Mill</p> <ol style="list-style-type: none"> <li>1. FSC 100% Logs are transported separately with a FSC certified stamped delivery docket.</li> <li>2. All wood will be under the controlled wood project for the company delivered through a private woodlot docket.</li> <li>3. And Fiji Pine Group manages all stages of transport to the Mill</li> </ol>	Low Risk
Milling & Chipping	<p>Mixing of non controlled wood at the mill</p> <p>Wood at the Mill is either FSC wood or wood covered by the controlled wood due</p>	Low Risk

	<p>diligence system.</p> <ol style="list-style-type: none"> <li>1. All FSC certified logs will be on a separate log yard with a signboard of FSC 100%.</li> <li>2. All controlled wood logs will be segregated with a signboard for controlled wood at the yard.</li> <li>3. Wood at the Mill is either FSC wood or wood covered by the controlled wood due diligence system. The delivery record is fully traceable to the coup of Origin</li> </ol>	
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● **Control Measures Implemented by the Organization**

**Not Applicable - All risk designations from the supply area risk assessments and supply chain risk assessments are low risk. Skip to section 6.**

Indicator (applicable legality categories and sub-categories)	Sources of information <sup>25</sup>	Risk determination and specification <small>(if not low risk)</small> Provide numbers of thresholds <sup>26</sup> that are met. <b>JUSTIFY THE OUTCOME</b> <small>(for each threshold).</small>	Functional scale <sup>27</sup>	Control measures
(1)	(2)	(3)	(4)	(5)

<p><b>1.9 Protected sites and species.</b></p> <p><i>International,</i></p>	<p><a href="#">Forestry Decree 1992</a></p> <p>Rivers and Streams Act 1982</p>	<p>The Forestry Department is the authorizing body.</p> <p>Protected Sites under the decree are preserved</p> <p>SS 6 Declaration of forest reserves and nature reserves</p> <p>SS 7 Management of forest reserve and nature reserve</p>	<p>Geographical scale: Viti Levu &amp; Vanua Levu</p> <p>Functional Scale: Pine Plantation</p>	<p>For Controlled wood from other landowners Fiji Pine Group must do the</p>
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<p><i>national, and sub-national treaties, laws, and regulations related to protected areas, allowable forest uses and activities, and/or rare, threatened, or endangered species, including their habitats and potential habitats. (3.2)</i></p>	<p>National Rural Land Use Policy</p> <p><a href="#">Environment Management Act 2005</a></p> <p><a href="#">Fiji National Biodiversity Strategy and Action Plan</a></p> <p><a href="#">Endangered and Protected Species Act 2002 and the Regulation (2003)</a></p> <p>Biosecurity Act</p> <p>Quarantine Act</p> <p><a href="#">The Endangered and Protected Species Act 2002</a></p> <p>Fiji Promulgations and Decrees <a href="http://www.paclii.org/fj/promu/promu_dec/fd1992111/">http://www.paclii.org/fj/promu/promu_dec/fd1992111/</a></p> <p>Fiji Government <a href="http://www.paclii.org/fj/promu/promu_dec/fd1992111/">http://www.paclii.org/fj/promu/promu_dec/fd1992111/</a></p>	<p>Under the Harvest Code of Practice the basic silviculture prescription is the strict application of the DLT. Rare species, fruit trees, seed trees and other tree species with value for non-timber forest products (NTFP) are not eligible for felling.</p> <p>The Endangered and Protected Species Act 2002 and the Regulation (2003) describes provisions for CITES compliance.</p> <p>The Endangered and Protected Species Act 2002 regulates trade in Endangered species.</p> <p>The Environment Management Act 2005 outlines regulated processes for environmental risk assessment and permits but is not specific to Forestry.</p> <p>The Fiji National Biodiversity Strategy and Action Plan outlines strategies for general protection of Biodiversity but is not specific to forestry.</p> <p>The lack of specificity of the national environmental and planning instruments with respect to forestry poses and an unacceptable risk of noncompliance both at the Geographical scale and at the Pine Plantation functional scale</p> <p>The threshold for low risk has not been met at the Geographical scale: Viti Levu &amp; Vanua Levu or at the Pine Plantation functional scale. The assessment is specified risk. hcvf</p>	<p>Forestry</p>	<p>harvest planning and use their own harvest crew.</p> <p>Fiji Pine Group must use the same HCV management system for controlled wood that they use for its own FSC certified plantations. This system must be independently audited as meeting FSC Forest management standards for Principle 9 HCV.</p> <p>9.1.1. The FME shall conduct an evaluation to identify High Conservation Values (HCV) attributes present in the FMU. This evaluation, at a minimum, shall include:</p>
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				<p>Consultation of regional or national conservation databases and maps;</p> <p>☑ Consultation of the national HCVF toolkit, if it exists, or the first and third parts of the international toolkit for HCV presence (see HCVF Toolkit by WWF)1;</p> <p>☑ Consideration of forest inventory data and observations from field workers, contractors or consultants of the FME;</p> <p>☑ Interviews with biologist and scientific experts, local communities, and other</p>
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			<p>stakeholders;  <input type="checkbox"/> Identification and documentation of possible threats to HCVs</p> <p>9.1.2. The FME shall:  <input type="checkbox"/> Provide a written evaluation for HCVs that includes the elements of 9.1.1 and proposals to protect these HCVs;  <input type="checkbox"/> Provide a technical explanation for the HCVs identified and the recommendations presented for the protection of these attributes; and  <input type="checkbox"/> Demonstrate that actions are being taken to protect</p>
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				<p>and/or reduce threats to HCVs that stem from the FME's management activities.</p> <p>9.1.3. The FME shall consult environmental stakeholders, databases, government officials or researchers to identify HCVs. If there are HCVs present, the FME shall take all reasonable action to protect these values and/or reduce threats to them.</p> <p>9.1.4. The FME shall consult the national/ regional HCVF toolkit if it exists, other relevant</p>
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			<p>regional information to identify potential HCVs. If there is not national/ regional toolkit, the FME should consult the first and third parts of the international toolkit for HCV presence (see footnote for large FMEs at 9.1.1).</p> <p>C9.2. The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.</p> <p>C9.3. The management plan shall include and</p>
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			<p>implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach (if you can't guarantee protection you can't operate forestry in that area) . These measures shall be specifically included in the publicly available management plan summary.</p> <p>C9.4. Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation</p>
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				<p>attributes.</p> <p>Refer: The HCVF Management Plan for Fiji Pine Limited 2021</p> <p>Process Steps :</p> <p>Step 1 – Identifying HCVF sites When an unidentified high conservation v site is found in the Fiji Pine Forest Management Unit, there is an immediate sign-in of site captured as well as a new identification tag/label is prescribed to the site(Example: VI 62 –</p>
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				<p>whereby VI signifies the Viti Levu Island on which it is found , or VA – is the reference label for Vanua Levu,the number is the numerical sequence given to the site ).(WL – Signifies the woodlot stand)</p> <p>There is an immediate call to notify Wood Supply coordinators and Environment Unit Staff to carry out on-site assessment. A field demarcation is immediately carried out to</p>
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				<p>quadrant off the site for protection purposes. GPS equipment is used to mark these sites with the GIS Department.</p> <p>Step 2 – Verification and Documentatio n of HCVF Sites A detailed site inspection report is carried out to compliment the identification of the new hcvf site. This is further completed in the creation of a seamless GIS layer of HCVF sites and updated accordingly with existing</p>
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				<p>ones. A local expatriate/ consultant in ecology are independently hired for this assessment and verifications.</p> <p>Step 3 - Utilisation of Demarcated Areas The seamless GIS layer of the HCVF sites is further overlaid with operation maps(that is Wood Supply Harvesting Maps) on a daily basis by Planning Officers to use as precaution before and after operation to enable minimum/no exposure of</p>
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				<p>disturbance to be done on and around the established site.</p> <p>Step 4 – Community Consultation After preparation of HCVF documents are done, an intensive community consultation is carried out to all resource stakeholders to inform and to educate about the existence of these sites in and around their locality, as well as collaboration in protective actions.</p> <p>Step 5 -</p>
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				<p>Record Completed documentation of consultation is filed and kept for safe-keeping and given as and when required or requested.</p> <p>Review of the existing established sites and new sites are done on annually with updating of the map layers and records.</p> <p>Responsibility: All FPL staffs are to take on full responsibility of protection of these sites however, recording and establishment</p>
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				is done by Environment and Research Department of FPL.
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<p><b>1.12 Legal employment</b></p> <p><i>Legal requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and minimum age for personnel involved in</i></p>	<p>Employment Relations Act 2006</p> <p>Employment Relations Promulgation 2007</p> <p>Office of Attorney General (Fiji) <a href="https://www.laws.gov.fj/Acts/DisplayAct/2910">https://www.laws.gov.fj/Acts/DisplayAct/2910</a></p> <p>Fiji Government <a href="https://www.ilo.org/dyn/t_ravail/docs/821/Employment%20Relations%20Promulgation%202007.pdf">https://www.ilo.org/dyn/t_ravail/docs/821/Employment%20Relations%20Promulgation%202007.pdf</a></p> <p>Fiji Government <a href="https://www.ilo.org/ifpdial/information-resources/national-labour-law-profiles/WCMS_158895/lang--en/index.htm">https://www.ilo.org/ifpdial/information-resources/national-labour-law-profiles/WCMS_158895/lang--en/index.htm</a></p>	<p>Legal employment is regulated by the Employment Relations Act 2006 Plus later amendments, in particular the Employment Relations Promulgation 2007.</p> <p>Independent NGOs also note that Fiji is making amendments to legislation to improve workers' rights and employment conditions.</p> <p>The Code of Practice highlights harvesting operations must be well planned and supervised and that forest workers and land owners must have the right skills and knowledge to achieve good practice.</p> <p><b>TRAINING AND ACCREDITATION</b></p> <p>All landowners and contractors who undertake harvesting activities under the Harvesting Plan must successfully have completed a training course approved by the Department of Forestry.</p> <p>Powered harvesting equipment shall be</p>	<p>Geographical scale: Viti Levu &amp; Vanua Levu</p> <p>Functional Scale: Pine Plantation Forestry</p>	<p>Fiji Pine Group must use the same management system for controlled wood that they use for its own FSC certified plantations. This system must be independently audited as meeting FSC Forest management standards for Principle 2:</p> <p>2.1 The Organization* shall* uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions</p> <p>2.2 The Organization* shall* promote gender equality* in employment practices, training opportunities, awarding of contracts, processes of engagement* and management activities.</p> <p>2.1.4 The Organization* shall* respect freedom of association and the right to collective bargaining.</p> <p>2.1.4.1 Workers* are able to establish or join worker organizations* of their own choosing.</p> <p>2.1.4.2 The Organization* respects the rights of workers to engage in lawful activities related</p>
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<p><i>hazardous work, legislation against forced and compulsory labor, and discrimination and freedom of association. (3.5)</i></p>	<p>Global People Strategist  <a href="https://www.globalpeoplestrategist.com/fiji-employment-law-updates/">https://www.globalpeoplestrategist.com/fiji-employment-law-updates/</a></p> <p>Alliance 8.7  <a href="https://www.alliance87.org/pathfinder_countries/fiji-2/">https://www.alliance87.org/pathfinder_countries/fiji-2/</a></p> <p>Know the Chain  <a href="https://knowthechain.org/wp-content/uploads/KTC_forestry_brief.pdf">https://knowthechain.org/wp-content/uploads/KTC_forestry_brief.pdf</a></p> <p>Freedom House  <a href="https://freedomhouse.org/country/fiji/freedom-world/2020">https://freedomhouse.org/country/fiji/freedom-world/2020</a></p> <p>Fiji Government  <a href="https://www.fiji.gov.fj/development/developing-a-joint-roadmap-for-fiji-as-a-pathfinder-country-to-achieve-sdg-target-8">Report - Developing a Joint Roadmap for Fiji as a Pathfinder Country to Achieve SDG Target 8.</a></p> <p>US Department of State  <a href="https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/fiji/">https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/fiji/</a></p>	<p>operated only by personnel trained and certified for that specific equipment.</p> <p>All untrained harvesting workers shall attend a relevant training course (listed in Annex 3) and undertake to sit a skills test conducted by the Department of Forestry to attain a Certificate of Competency.</p> <p>All harvesting supervisors shall attend the approved training courses (listed in Annex 3) conducted by the Department of Forestry and attain a Harvesting Supervisor Certificate.</p> <p>Qualification requirements for chainsaw and harvesting machine operators are given in Table 7.</p> <p>Forced labour</p> <p>The Fijian Constitution provides for freedom from slavery, forced labour and Human Trafficking, right to education and rights of children among others.</p> <p>The Employment Relations Act 2007 guarantees fundamental principles and rights.</p> <p><i>Section 6.</i>  (1) No person shall be required to perform forced labour.  (2) No person shall discriminate against any worker or prospective worker on the grounds of ethnicity, gender, religion.... etc.)</p> <p>The Employment Relations</p>		<p>to forming, joining or assisting a workers' organization*, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.</p> <p>2.1.4.3 The Organization* negotiates with lawfully established workers' organizations* and/ or duly selected representatives in good faith* and with the best efforts to reach a collective bargaining* agreement.</p> <p>2.1.4.4</p> <p>Please refer to Group HR Policy &amp; Procedure 2020</p> <p>Conformance: Pages 41 to 159</p>
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	<p>Fiji Women’s Rights Movement  <a href="http://webcache.googleusercontent.com/search?q=cache:OuU5PRmMCY0J:www.fwrm.org.fj/images/fwrm2017/balance/Balance-Dec-2018-PRINT-1.pdf+&amp;cd=11&amp;hl=en&amp;ct=clnk&amp;gl=au">http://webcache.googleusercontent.com/search?q=cache:OuU5PRmMCY0J:www.fwrm.org.fj/images/fwrm2017/balance/Balance-Dec-2018-PRINT-1.pdf+&amp;cd=11&amp;hl=en&amp;ct=clnk&amp;gl=au</a></p>	<p>Promulgation 2007</p> <p>FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK</p> <p>The objective of this is to state the entitlement to fair labour practices for all persons.</p> <p>The Ministry of Employment, Productivity and Industrial Relations through its Labour Standards Services, has conducted child / labour awareness and training programs for 93 students and 29 teachers in 2019.</p> <p>The Ministry in Partnership with the Cane Producers Association is conducting awareness training programs for cane farmers and cane cutters on issues related to child labour;</p> <p>Between January 2018 and May 2020, the Ministry has conducted 8237 labour and child labour inspections.</p> <p>Fiji is not highlighted as a country of concern in independent reports on Forced Labour in forestry.</p> <p>The Alliance 8.7 Agenda was agreed by the Fijian Government as part of Buenos Aires Declaration on 16th November 2019 in Argentina.</p> <p>Under this agenda Fiji is identified as one of the countries to be a pathfinder nation in the 2017 area of eliminating all forms of Child Labor, Forced Labor in Human Trafficking.</p>		
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		<p>Legislation is in place in Fiji meets the requirements of C111 Discrimination (Employment and Occupation) Convention, 1958</p> <ul style="list-style-type: none"> <li>• <i>The Employment Relations Act 2007</i></li> <li>• <i>Guarantees fundamental principles and rights</i></li> </ul> <p>EMPLOYMENT RELATIONS PROMULGATION 2007</p> <p><i>Equal Employment Opportunities:</i></p> <p><i>Prohibited grounds of discrimination</i></p> <p>75. For the purposes of this Part, the prohibited grounds for discrimination whether direct or indirect are actual or supposed personal characteristics or circumstances, including: ethnic origin, colour, place of origin, gender, sexual orientation, birth, primary language, economic status, age, disability, HIV/AIDS status, social class, marital status (including living in a relationship in the nature of a marriage), employment status, family status, opinion, religion or belief.</p> <p><i>Discrimination in employment matters</i></p> <p>77.(1) If an applicant for employment or a worker is qualified for work of any description, an employer or a person acting or purporting to act on behalf of an employer must not—</p> <p>(a) refuse or omit to employ the applicant on work of that description which is</p>		
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		<p>available;</p> <p>(b) offer or afford the applicant or the worker less favourable terms of employment, conditions of work, or other fringe benefits, and opportunities for training, promotion, and transfer that are made available to applicants or workers of the same or substantially similar capabilities employed in the same or substantially similar circumstances on work of that description;</p> <p>(c) terminate the employment of the worker, or subject the worker to any detriment, in circumstances in which the employment of other workers employed on work of that description would not be terminated, or in which other workers employed on work of that description would not be subjected to such detriment; or</p> <p>(d) retire the worker, or to require or cause the worker to retire or resign, subject to any written law or employment contract imposing a retirement age, by reason of any of the prohibited grounds of discrimination set out in section 75 or by reason of the worker's involvement in the activities of a union.</p> <p>(3) If a worker has been involved in the activities of a union within 12 months before the action complained of, the employer must prove that any action falling within subsection (1)(a) or (1)(b) was not occasioned by reason of</p>		
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		<p>the worker's involvement in those activities.</p> <p>(4) For the purposes of this section, a representative of a union includes a person authorised or recognised, either expressly or impliedly, to represent the union or some of the members of a union, whether as a worker or otherwise.</p> <p><i>Unlawful discrimination in rates of remuneration</i></p> <p>78. An employer must not refuse or omit to offer or afford a person the same rates of remuneration as are made available for persons of the same or substantially similar qualifications employed in the same or substantially similar circumstances on work of that description for any reason including the gender of that person.</p> <p>Democratic elections were held in 2014 and 2018. There is not consensus on the effectiveness of anti-discrimination measures particularly in gender equality.</p> <p>There is also a history of discrimination against Trade Union membership in the forest sector.</p> <p>However, following a complaint to the Forest Stewardship Council the Fijian Government repealed the Essential National Industries decree, a piece of legislation that allegedly violated the ILO conventions.</p>		
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		<p>This resulted in Fiji's National Union of Workers being able to renegotiate a collective bargaining agreement with forest companies.</p> <p>While significant progress has been made with respect to labour law reform in Fiji, a lack of consensus as to the effectiveness of anti discrimination legislation, particularly as it applies to gender equality and a history of discrimination against trade unions leads to a determination that low risk has not been met at the Geographical scale: Viti Levu &amp; Vanua Levu or at the Pine Plantation functional scale. The assessment is specified risk.</p>		
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<p><b>1.17 Trade and transport.</b></p> <p><i>All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from forest operations. (5.2)</i></p>	Forestry Decree 1992	<p>Offences under the Forestry Decree 1992 include:</p> <ul style="list-style-type: none"> <li>counterfeits or issues any license or document purporting to be a license or document issued under the provisions of this Decree;</li> </ul> <p>Powers of Officers include;</p> <ul style="list-style-type: none"> <li>stop and inspect any log carrier or other vehicle which is carrying any forest produce or anything for which a transport document is required under this Decree or</li> </ul>	<p>Geographical scale: Viti Levu &amp; Vanua Levu</p> <p>Functional Scale: Pine Plantation Forestry</p>	<p>Fiji Pine Group must use the same management system for controlled wood that they use for its own FSC certified plantations. This system must be independently audited as meeting FSC Forest management standards for Principle 2</p> <p>1.3 The Organization* shall* have legal* rights to operate in the Management Unit*, which fit the legal* status of The Organization* and of the Management Unit*, and shall* comply with the associated legal* obligations in applicable national and local laws* and regulations and administrative requirements. The legal* rights shall* provide for harvest of products and/or supply of ecosystem services* from within the Management Unit*. The Organization* shall* pay the legally prescribed charges associated</p>
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		<p>which he reasonably suspects has been obtained in contravention of this Decree.</p> <p>There are no specified formats, trade and transport documents are specified by the company and approved in the issue of a License to harvest.</p> <p>The lack of any nationally recognised system of documentation and recognition in the Forestry Decree 1992 that fraud is a problem, leads to a determination that the threshold for low risk has not been met at the Geographical scale: Fiji or at the Pine Plantation functional scale. The assessment is specified risk</p>		<p>with such rights and obligations.</p> <p>IGI All required trading and transport permits shall* exist as well as legally required transport documents which accompany the transport of wood from forest* operations.</p> <p>Valid Licence to harvest including approval of transport documents which accompany the transport of wood from forest operations</p> <p>Valid License to harvest including approval of transport documents which accompany the transport of wood from forest operations – this is present on all FPL log carting trucks. This is a legal pass obtained through Forestry Department who authorizes logging operation in Fiji.</p> <p>FPL then uses its own log delivery docketts from Forest to the Mill – which can be inspected in any point in time. This is also to avoid the log theft.</p> <p>FSC 100% docketts are used for FPL plantations.</p> <p>Controlled/ Private woodlot docketts will be used for the non FSC certified logs.</p>
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<b>Indicator 2.2 Labour rights are respected</b>	International Labour Organisation <a href="http://www.ilo.org/dyn/norm">http://www.ilo.org/dyn/norm</a>	Status of ratification of fundamental ILO conventions: <ul style="list-style-type: none"> <li>• C29 Forced Labour</li> </ul>	Geographical scale: Viti Levu & Vanua Levu	Specified risk Fiji Pine Group must use the same
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<p>Including rights as specified in ILO Fundamental Principles and Rights at work. Are the social rights covered by the relevant legislation and enforced in the country or area concerned? (refer category 1)</p>	<p><a href="https://www.ilo.org/dyn/normllex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103278">lex/en/f?p=1000:11200:0::NO::</a></p> <p>International Labour Organisation <a href="https://www.ilo.org/dyn/normllex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103278">https://www.ilo.org/dyn/normllex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103278</a></p> <p>Office of Attorney General <a href="https://www.laws.gov.fj/Acts/DisplayAct/2910">https://www.laws.gov.fj/Acts/DisplayAct/2910</a></p> <p>International Labour Organisation <a href="https://www.ilo.org/dyn/travail/docs/821/Employment%20Relations%20Promulgation%202007.pdf">https://www.ilo.org/dyn/travail/docs/821/Employment%20Relations%20Promulgation%202007.pdf</a></p> <p>Child Labor and Forced Labor Reports Fiji US department of Labour <a href="https://www.dol.gov/agencies/ilab/resources/reports/child-labor/fiji">https://www.dol.gov/agencies/ilab/resources/reports/child-labor/fiji</a></p> <p>International Labour Organisation <a href="https://www.ilo.org/dyn/natlex/natlex4.listResults?p_lang=en&amp;p_country=FJI&amp;p_classification=04">https://www.ilo.org/dyn/natlex/natlex4.listResults?p_lang=en&amp;p_country=FJI&amp;p_classification=04</a></p> <p>Human Rights Watch: <a href="http://www.hrw.org/">http://www.hrw.org/;</a></p>	<p>Convention, 1930 C87 Freedom of Association and Protection of the Right to Organise Convention, 1948</p> <ul style="list-style-type: none"> <li>• C98 Right to Organise and Collective Bargaining Convention, 1949</li> <li>• C100 Equal Remuneration Convention, 1951</li> <li>• C105 Abolition of Forced Labour Convention, 1957</li> <li>• C111 Discrimination (Employment and Occupation) Convention, 1958</li> <li>• C138 Minimum Age Convention, 1973 C182 Worst Forms of Child Labour Convention, 1999</li> </ul> <p>Ratification as such should be checked under Category 1. In Cat. 2 we take that outcome into consideration. Refer to it.</p> <p>Fiji has ratified all 8 ILO core conventions. The status of all 8 core conventions is <i>'in force'</i>.</p> <p>NOTE The following have only recently been ratified (since 2002-2005)</p> <ul style="list-style-type: none"> <li>• C87 Freedom of Association and Protection of the Right to Organise Convention, 1948</li> <li>• C100 Equal Remuneration Convention, 1951</li> <li>• C111 Discrimination (Employment</li> </ul>	<p>Functional Scale: Pine Plantation Forestry</p>	<p>management system for controlled wood that they use for its own FSC certified plantations. This system must be independently audited as meeting FSC Forest management standards for Principle 2:</p> <p>2.1 The Organization* shall* uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions</p> <p>2.2 The Organization* shall* promote gender equality* in employment practices, training opportunities, awarding of contracts, processes of engagement* and management activities.</p> <p>2.1.4 The Organization* shall* respect freedom of association and the right to collective bargaining.</p> <p>2.1.4.1 Workers* are able to establish or join worker organizations* of their own choosing.</p> <p>2.1.4.2 The Organization* respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization*, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.</p> <p>2.1.4.3 The Organization* negotiates with lawfully established workers' organizations* and/ or duly selected representatives in good faith* and with the best efforts to reach a collective bargaining* agreement.</p> <p>2.1.4.4</p> <p>Please refer to Group HR Policy &amp;</p>
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	<p><b>Doc</b>  <a href="https://docstore.ohchr.org/Services/FilesHandler.ashx?enc=6QkG1d%2fPPRiCAqhKb7yhsjuNjw8cUF3pRrdCdanf7919YmozLGdH2T6Rp2kdRyD%2bXVo21u4hZWC2wGx3rEdH6h05kssvngQtIJ3JbeTrXXJT0higxzuTHtoQTOGPG9yF">https://docstore.ohchr.org/Services/FilesHandler.ashx?enc=6QkG1d%2fPPRiCAqhKb7yhsjuNjw8cUF3pRrdCdanf7919YmozLGdH2T6Rp2kdRyD%2bXVo21u4hZWC2wGx3rEdH6h05kssvngQtIJ3JbeTrXXJT0higxzuTHtoQTOGPG9yF</a></p>	<p>and Occupation) Convention, 1958</p> <ul style="list-style-type: none"> <li>• C138 Minimum Age Convention, 1973</li> <li>• C182 Worst Forms of Child Labour Convention, 1999</li> </ul> <p>All of the conventions are enacted by local legislation.</p> <p>These are covered by the Employment Relations Act 2006 plus later amendments, in particular the Employment Relations Promulgation 2007.</p> <p>This outlines the legislation used to meet ILO requirements under the core conventions.</p> <p><b>CHILD LABOUR IN THE PLANTATION FORESTRY SECTOR</b></p> <p>Local legislation meets international standards</p> <ul style="list-style-type: none"> <li>• C138 Minimum Age Convention, 1973</li> <li>• C182 Worst Forms of Child Labour Convention, 1999.</li> </ul> <p><i>EMPLOYMENT RELATIONS PROMULGATION 2007</i></p> <p><i>PART 10 — CHILDREN</i>  <i>Objects of this Part</i></p> <p>90. <i>The objects of this Part are—</i></p> <ol style="list-style-type: none"> <li><i>to prohibit work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or</i></li> </ol>		<p><a href="#">Procedure 2020</a></p> <p><a href="#">Conformance: Pages 41 – 159</a></p>
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		<p><i>morals of children;</i></p> <ul style="list-style-type: none"> <li><i>b. to establish the circumstances and ages at which children may work; and</i></li> <li><i>c. to confer certain rights on children and provide protection in view of their vulnerability to exploitation.</i></li> </ul> <p><i>Prohibition of worst forms of child labour</i></p> <p><i>91. The following forms of child labour are prohibited—</i></p> <ul style="list-style-type: none"> <li><i>a. all forms of labour slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and any form of forced or compulsory labour, including forced or compulsory recruitment of children in armed conflict;</i></li> <li><i>b. the use, procuring or offering of a child for illicit activities in particular for the production and trafficking of drugs as defined in relevant international treaties; or</i></li> <li><i>c. the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances, and a person who engages a child in such prohibited form of child labour commits an offence.</i></li> </ul> <p><i>Minimum age for employment</i></p>		
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		<p><i>92. The age of 15 years is the minimum age for employment of children.</i></p> <p><i>Employment of children under 15 years</i></p> <p><i>93.(1) A child under the age of 15 years must not be employed in any capacity other than in accordance with subsection (2) and a person who contravenes this subsection commits an offence.</i></p> <p><i>(2) Subsection (1) does not apply to a child of 13 to 15 years of age engaged in employment or light work or in a workplace in which members of the same family or of communal or religious group are employed provided that-</i></p> <ul style="list-style-type: none"> <li><i>(a) the employment is not likely to be harmful to the health or development of the child; and</i></li> <li><i>(b) the employment is not such as to prejudice the child's attendance at school, participation in vocational orientation or training programmes approved by a competent authority or capacity of the child to benefit from the instruction received.</i></li> </ul> <p><i>Trade union rights</i></p>		
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		<p><i>94. A child who is 15 years or over has the right to join a trade union and to vote in a trade union elections where the child is a member.</i></p> <p><i>Certain restrictions on employment of children</i></p> <p><i>95. (1) A child must not be employed underground in a mine.</i></p> <p><i>(2) The Minister may, after consulting the National Occupational Health and Safety Advisory Board established under the Health and Safety at Work Act 1996 and by order in the Gazette, declare any employment or workplace to be a prohibited or restricted employment or workplace for the purposes of this Part on the ground that it is injurious to health or is hazardous, dangerous or unsuitable, including attendance on machinery, working with hazardous substances, driving motor vehicles, heavy physical labour, the care of children or work within security services.</i></p> <p><i>(3) An employer must not, after being served with a copy of an order made under subsection (2), continue to employ the child.</i></p> <p><i>(4) If a child's employment is discontinued under subsection (2), the child must be paid any outstanding wages or any other entitlement the child may have earned up to the date of the discontinuance under the terms of the contract of service.</i></p>		
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		<p><i>(5) An employer who—</i></p> <p style="padding-left: 40px;"><i>(a) employs a child underground in a mine or in an employment or workplace declared under subsection; or</i></p> <p style="padding-left: 40px;"><i>(b) contravenes subsection (3), commits an offence.</i></p> <p><i>Children not to be employed against the wishes of parent or guardian.</i></p> <p><i>96(1) An employer must not continue to employ a child after receiving notice, either orally or in writing, from the parent, guardian or Ministry, that the child is employed against the wishes of the parent or guardian.</i></p> <p><i>(2) An employer who contravenes subsection (1) commits an offence.</i></p> <p><i>Hours of work for children</i></p> <p><i>97.(1) A child must—</i></p> <p style="padding-left: 40px;"><i>(a) not be employed or permitted to be employed for more than 8 hours in a day; and</i></p> <p style="padding-left: 40px;"><i>(b) be given at least 30 minutes paid rest for every continuous 4 hours worked.</i></p> <p><i>(2) A child must not be employed or permitted to be employed during a period when the child is required to attend school or for a period which prejudices the child's educational participation.</i></p>		
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		<p><i>(3) Subsections (1) and (2) do not apply to a child employed under a contract of apprenticeship lawfully entered into under the provisions of any written law.</i></p> <p><i>(4) An employer who contravenes subsections (1) or (2) commits an offence.</i></p> <p><i>Conditions on night employment</i></p> <p><i>98. The Minister may, after consultation with the Board, by order in the Gazette, prescribe conditions for the employment of children between 6 o' clock in the afternoon of any day and 6 o' clock in the forenoon of the following day in a workplace.</i></p> <p><i>Employers of children to keep register</i></p> <p><i>99.(1) An employer of children in a workplace, or in an occupation which forms part of a workplace must</i></p> <p><i>(a) keep a register of all the children and the register must include particulars of their ages, the date of commencement and termination of their employment, the conditions and nature of their employment and any other prescribed particulars; and</i></p> <p><i>(b) must produce the register for inspection when required by a labour officer or labour inspector.</i></p> <p><i>(2) The register must be maintained separately and apart from any other</i></p>		
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		<p><i>register.</i></p> <p><i>(3) An employer who fails to keep a register as required by subsection (1) or who fails or refuses to produce a register when required to do so commits an offence.</i></p> <p>International review has recognized this legislation as meeting ILO convention.</p>		
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<p><b>Indicator 3.0</b></p> <p><b>Data available are sufficient for:</b></p> <p><b>a) determination of HCV presence for each HCV, and</b></p> <p><b>b) the assessment of the threats to HCVs from forest management activities.</b></p>	<p>Knoema  <a href="https://knoema.com/atlas/Fiji/topics/Environment/Biodiversity-and-Protected-Areas/Threatened-plant-species">https://knoema.com/atlas/Fiji/topics/Environment/Biodiversity-and-Protected-Areas/Threatened-plant-species</a></p> <p><a href="https://www.iucnredlist.org/search?query=Fiji&amp;searchType=species">https://www.iucnredlist.org/search?query=Fiji&amp;searchType=species</a></p> <p>Nature Fiji  <a href="https://naturefiji.org/endangered-species-of-fiji/">https://naturefiji.org/endangered-species-of-fiji/</a></p> <p>Nature Fiji  <a href="https://naturefiji.org/category/endangered-species/">https://naturefiji.org/category/endangered-species/</a></p> <p>Global Trees  <a href="https://globaltrees.org/projec">https://globaltrees.org/projec</a></p>	<p><b>For HCV 1 and 3</b></p> <p>Threatened species are the number of species classified by the IUCN as endangered, vulnerable, rare, indeterminate, out of danger, or insufficiently known.</p> <p><i>2018 data.</i></p> <table border="0"> <tr> <td>Threatened Plant Species:</td> <td>78</td> </tr> <tr> <td>number</td> <td></td> </tr> <tr> <td>Threatened bird species:</td> <td>14</td> </tr> <tr> <td>number</td> <td></td> </tr> <tr> <td>Threatened fish species:</td> <td>20</td> </tr> <tr> <td>number</td> <td></td> </tr> <tr> <td>Threatened mammal species:</td> <td>7</td> </tr> <tr> <td>number</td> <td></td> </tr> </table> <p>Specific information is limited. In 2008, Nature Fiji-MareqetiViti launched Fiji's first Endangered Species Compendium. Developed under the 'Endangered Species of</p>	Threatened Plant Species:	78	number		Threatened bird species:	14	number		Threatened fish species:	20	number		Threatened mammal species:	7	number		<p>Geographical scale: Viti Levu &amp; Vanua Levu</p> <p>Functional Scale: Pine Plantation Forestry</p>	<p>Specified risk for 3.0 gives a default classification of Specified risk for each of the categories 3.1 – 3.6.</p> <p>Control Measures apply at each of those HCV categories.</p>
Threatened Plant Species:	78																			
number																				
Threatened bird species:	14																			
number																				
Threatened fish species:	20																			
number																				
Threatened mammal species:	7																			
number																				

	<p><a href="https://www.sprep.org/att/IRC/eCOPIES/Countries/Fiji/103.pdf">ts/saving-fijis-threatened-trees/</a></p> <p>Secretariat of the Pacific Regional Environment Programme  <a href="http://www.sprep.org/att/IRC/eCOPIES/Countries/Fiji/103.pdf">http://www.sprep.org/att/IRC/eCOPIES/Countries/Fiji/103.pdf</a></p> <p>The Fiji National Biodiversity Strategy and Action Plan 2020–2025</p> <p>Fiji Government- Department of Environment  <a href="https://www.cbd.int/doc/world/fj/fj-nr-05-en.pdf">https://www.cbd.int/doc/world/fj/fj-nr-05-en.pdf</a></p> <p>Index Mundi Country Facts  <a href="https://www.indexmundi.com/">https://www.indexmundi.com/</a></p> <p>Mongabay  <a href="https://rainforests.mongabay.com/deforestation/2000/Fiji.htm">https://rainforests.mongabay.com/deforestation/2000/Fiji.htm</a>  <a href="https://www.globalforestwatch.org/dashboards/country/FJXgi">https://www.globalforestwatch.org/dashboards/country/FJXgi</a></p> <p><b>Soils</b></p>	<p>Fiji’ project the objective of this initiative is to offer information to the public, particularly high school students, tertiary level students and teachers on 50 of Fiji’s endangered species.</p> <p>Global Trees Campaign (GTC) stated in a 2021 report ‘Saving Fiji’s threatened trees’ that:</p> <p><i>“much of Fiji’s endemic flora is not well known, especially with respect to its endemic trees”.</i></p> <p>Fiji Summary of species on the 2008 IUCN Red List noted.</p> <p>The 2008 Red List provides the most up-to-date collated information for Fiji. However, this analysis indicates that our knowledge and information on the biodiversity of Fiji and the Pacific islands as a whole, is generally either limited in accuracy and scope, out of date, or poorly documented.</p> <p>The Fiji National Biodiversity Strategy and Action Plan 2020–2025 recognizes that undertaking Fiji’s Natural Resources Inventory and State of the Environment report as a priority but this is not yet completed.</p> <p><a href="#">Fiji’s Fifth National Report to the CBD</a> notes that there are 23 existing</p>		
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	<p>Manaaki Whenua Landcare Research  <a href="https://fijipsp.landcareresearch.co.nz/resources/soil-surveys-and-maps/">https://fijipsp.landcareresearch.co.nz/resources/soil-surveys-and-maps/</a></p> <p>Australian National University  <a href="https://openresearch-repository.anu.edu.au/handle/1885/186347">https://openresearch-repository.anu.edu.au/handle/1885/186347</a></p> <p>European Soil Data Centre  <a href="https://esdac.jrc.ec.europa.eu/content/geological-map-fiji">https://esdac.jrc.ec.europa.eu/content/geological-map-fiji</a></p> <p><b>Water</b>  Pacific Water  <a href="http://www.pacificwater.org/resources/article/files/fiji.pdf">http://www.pacificwater.org/resources/article/files/fiji.pdf</a></p> <p>SOPAC.2007.Report Integrated Water Resource Management Diagnostic Report Fiji Islands. Paul Taylor, Draft SOPAC Miscellaneous Report 637. SOPAC Secretariat, Suva.</p> <p>The Ministry of Fisheries &amp; Forests for the Fiji Islands  <a href="http://webcache.googleusercontent.com/search?q=cache:nA0WY107-30J:faolex.fao.org/docs/pdf/fij152521.pdf+&amp;cd=3&amp;hl=en&amp;ct=clnk&amp;gl=au">http://webcache.googleusercontent.com/search?q=cache:nA0WY107-30J:faolex.fao.org/docs/pdf/fij152521.pdf+&amp;cd=3&amp;hl=en&amp;ct=clnk&amp;gl=au</a></p>	<p>terrestrial protected areas in Fiji, covering 50,000 ha. Approximately 35,000 ha of this is on Viti Levu and the remaining 15,000 ha on Vanua Levu and Taveuni.</p> <p>In total, this accounts for just 2.7% of Fiji's land mass and protects less than 19% of the country's terrestrial ecosystems and falls —short of Fiji's protection targets for the main vegetation types in Fiji (GoF, 2014a).</p> <p>Management plans for many of the Protected Areas are being developed although the National Trust is piloting management plans for Sigatoka Sand Dunes National Park and Sovi Basin Protected Area.</p> <p>Due to lack of specific data the threshold for low risk cannot be demonstrated.</p> <p>For HCV 2</p> <p>Global Forest Watch notes: From 2002 to 2020, Fiji lost 6.21kha of humid primary forest, making up 14% of its total tree cover loss in the same time period. Total area of humid primary forest in Fiji decreased by 1.2% in this time period.</p> <p>The Monga Bay 'Tropical Rainforests: Deforestation rates tables and chart; states:</p>		
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	<p>Conservation International  <a href="https://www.cepf.net/sites/default/files/ci_cepf_biodiversity_conservation_lessons-14-fijian-forests.pdf">https://www.cepf.net/sites/default/files/ci_cepf_biodiversity_conservation_lessons-14-fijian-forests.pdf</a></p>	<p><i>55.5% or about 1,014,000 ha of Fiji is forested, according to the FAO. Of this, 44.3% (449,000 ) is classified as primary forest, the most biodiverse and carbon-dense form of forest. Fiji had 177,000 ha of planted forest.</i></p> <p>The Ministry of Forests Fiji, conducts a National Forestry Inventory (NFI) assessment regularly to take stock of the existing forests, both natural and planted, and is done through the systematic collection data collection of forest information.</p> <p>There is ample and UpToDate Soil and geological mapping including slope and potential for erosion.</p> <p>According to <a href="http://www.pacificwater.org">www.pacificwater.org</a>, Water catchments are well mapped and described including flow rates, impacts of climatic conditions and flood.</p> <p>There is a national Integrated Water Resources Management (IWRM) plan in the Fiji Islands.</p> <p><b>For HCV 5</b></p> <p>The Fiji Forest Policy Statement November 2007 includes a commitment to preserve forest areas fundamental to meeting basic needs of local communities.</p>		
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		<p>Fijians for Fijian Forests – Supporting Community driven Protected Area Establishment in Fiji – Conservation International</p> <p>However, there is inadequate information:</p> <p>5.1 Unique/main sources of water fundamental* for drinking and other daily uses required</p> <p>5.2 Unique/main sources of water fundamental* for the irrigation of subsistence food crops required</p> <p>5.3 Food and medicines fundamental* for local traditional Indigenous* uses</p> <p>Specified risk for information on forest areas fundamental to meeting basic needs of local communities.</p> <p>HCV 6</p> <p>As noted in Indicator 2.3</p> <p>Indigenous land Fiji is classed as iTaukei land and special rules apply in relation to dealings in iTaukei land which are primarily to protect indigenous Fijian's land rights.</p> <p>iTaukei land may only be leased or licensed with approval from the iTaukei Land Trust Board which legally control indigenous lands.</p> <p>Control of HCV 6 Values is inherent in the lease and license arrangements as</p>		
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		<p>dictated by the iTaukei Land Trust Board which legally control indigenous lands.</p> <p>Risk conclusion for indicator 3.0:</p> <p><i>Data available are not sufficient for determining HCV presence within the area under assessment for all HCV classes.</i></p> <p>The threshold for low risk has not been met at the Geographical scale: Viti Levu &amp; Vanua Levu or at the Pine Plantation functional scale. The assessment is specified risk.</p>		
		<p><b>Specified risk for all HCV -Since in 3.0 we have determined that not enough data exists for some HCV classes (but not all) specified risk applies across the board for an HCV classes</b></p>	<p>Geographical scale: Viti Levu &amp; Vanua Levu</p> <p>Functional Scale: Pine Plantation Forestry</p>	<p>Specified Risk</p> <p>For Controlled wood from other landowners Fiji Pine Group must do the harvest planning and use their own harvest crew.</p> <p>Fiji Pine Group must use the same HCV management system for controlled wood that they use for its own FSC certified plantations. This system must be independently audited as meeting FSC Forest management standards for Principle 9 HCV.</p> <p>9.1.1. The FME shall conduct an evaluation to identify High Conservation Values (HCV) attributes present in the FMU. This evaluation, at a minimum,</p>



			<p>shall include:</p> <ul style="list-style-type: none"> <li>Consultation of regional or national conservation databases and maps;</li> <li>☐ Consultation of the national HCVF toolkit, if it exists, or the first and third parts of the international toolkit for HCV presence (see HCVF Toolkit by WWF)1;</li> <li>☐ Consideration of forest inventory data and observations from field workers, contractors or consultants of the FME;</li> <li>☐ Interviews with biologist and scientific experts, local communities, and other stakeholders;</li> <li>☐ Identification and documentation of possible threats to HCVs</li> </ul> <p>9.1.2. The FME shall:</p> <ul style="list-style-type: none"> <li>☐ Provide a written evaluation for HCVs that includes the elements of 9.1.1 and proposals to protect these HCVs;</li> <li>☐ Provide a technical explanation for the HCVs identified and the recommendations presented for the protection of these attributes; and</li> <li>☐ Demonstrate that actions</li> </ul>
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			<p>are being taken to protect and/or reduce threats to HCVs that stem from the FME's management activities.</p> <p>9.1.3. The FME shall consult environmental stakeholders, databases, government officials or researchers to identify HCVs. If there are HVCs present, the FME shall take all reasonable action to protect these values and/or reduce threats to them.</p> <p>9.1.4. The FME shall consult the national/ regional HCVF toolkit if it exists, other relevant regional information to identify potential HCVs. If there is not national/ regional toolkit, the FME should consult the first and third parts of the international toolkit for HCV presence (see footnote for large FMEs at 9.1.1).</p> <p>C9.2. The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.</p>
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			<p>C9.3. The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach (if you can't guarantee protection you can't operate forestry in that area) . These measures shall be specifically included in the publicly available management plan summary.</p> <p>C9.4. Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.</p> <p>The HCVF Management Plan for Fiji Pine Limited looks into the approach of nurturing and protecting essential natural forest ecosystem; conserving areas of high traditional and cultural significance and to reduce the risk of degradation and fragmentation.</p> <p>Given how plantation forest and its management has evolved over the years, current and existing forest conditions have diverged from natural pre-settlement condition, the proposed High Conservation Value Forest Management Plan, is in principal an ecological restoration program. However, this will be</p>
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			<p>needed to be implemented to fully facilitate its impact in the long-term.</p> <p>FPL uses WWF toolkit to identify its HCVF spots in their plantation forest and since the plantation is on grasslands, there is very low ecological concentration spots, however, the traditional and cultural spots are in high concentrations throughout the estate.</p> <p><b><u>Stakeholders</u></b></p> <ul style="list-style-type: none"> <li>▪ Land owners</li> <li>▪ Haulage contractors</li> <li>▪ Freight carriers</li> <li>▪ Local councils and road authorities</li> <li>▪ Department of Forestry</li> <li>▪ Department of Environment</li> <li>▪ Itaukei Land Trust Board</li> <li>▪ General Public</li> </ul> <p><b><u>Primary Legislations:</u></b></p> <ul style="list-style-type: none"> <li>▪ Environment Management Act 2005</li> <li>▪ Environment Regulations 2007</li> <li>▪ Forest Decree 1992</li> <li>▪ Rivers and Streams Act</li> </ul>
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				<p>1985</p> <ul style="list-style-type: none"> <li>▪ Fiji Forest Harvesting Code of Practice 2<sup>nd</sup> Edition 2013</li> <li>▪ Fiji's Endangered and Protected Species Act 2002</li> </ul> <p><b><u>Supporting Legal Instruments/Documents:</u></b></p> <ul style="list-style-type: none"> <li>▪ National Sustainable Development Strategy</li> <li>▪ National Environment Strategy,</li> <li>▪ Fiji Biodiversity Strategy and Action Plan,</li> <li>▪ National Forest Policy Statement</li> <li>▪ Rural Land Use Policy</li> <li>▪ CITES Manual for Fiji Islands CITES Authorities and Border Control Officers</li> </ul> <p><b><u>Performance Objective:</u></b></p> <p>To provide specific management direction to ensure the ecological sustainability and economic viability of present resources.</p> <ul style="list-style-type: none"> <li>▪ Restoring forest structure and functions</li> <li>▪ Restoring diversity of</li> </ul>
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			<p>plant and animal habitats and communities</p> <ul style="list-style-type: none"> <li>▪ Protection of indigenous cultural sites as well as natural ecosystems that serve as food source to local communities</li> </ul> <p>▪</p> <p><b><u>Management Strategies:</u></b></p> <p>Performance objective will be achieved by the following:</p> <ul style="list-style-type: none"> <li>▪ Fiji Pine Limited HC VF Standard Operating Procedures of identification and field demarcation <ul style="list-style-type: none"> <li>▪ Selectively felling</li> <li>▪ Conduct prescribed inventory of existing and new high conservation value forest areas within Fiji Pine estate forest resources</li> </ul> </li> <li>▪ Provide periodical community consultation with resources owners</li> </ul> <p><b><u>Tasks:</u></b></p> <ul style="list-style-type: none"> <li>▪ Awareness training to be included as part of work programme</li> <li>▪ Management enforcement to be maintained</li> <li>▪ Public and community awareness/participation</li> </ul>
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			<ul style="list-style-type: none"> <li>▪ Consistent liaison with Department of Forestry, Environment and other relevant stakeholders to consolidate standing/existing resources within Fiji Pine's lease boundaries</li> </ul> <p><b><u>Responsibility:</u></b> Responsibility of Fiji Pine Ltd, under the Environment - Enforcement &amp; Research Department</p> <p><b><u>Performance Indicators:</u></b></p> <ul style="list-style-type: none"> <li>▪ Regular inspections for any operations(<b>of any nature</b>) within Fiji Pine Lease Boundaries</li> <li>▪ Harvest Schedules</li> </ul> <p><b><u>Monitoring and Reporting:</u></b></p> <ul style="list-style-type: none"> <li>▪ Any complaints will be directed to Manager FSC and Environment, and copied to all Section Heads, Department of Environment as soon as possible <ul style="list-style-type: none"> <li>▪ Complaints and any actions arising from a complaint will be recorded in a Complaints Register to be maintained by site management.</li> <li>▪ Consistent Field visits to sites that require urgent attention</li> </ul> </li> </ul>
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				<p><b>Corrective Actions:</b></p> <ul style="list-style-type: none"> <li>▪ Immediately address any complaints from public and civil community</li> <li>▪ Maintain EM action system following proper procedural performance</li> <li>▪ Identify, demarcate and protect all areas of HCV within Fiji Pine forests.</li> </ul> <p>Please refer to FPL HCVF Procedure 2021</p>
<p><b>4.1 Conversion of natural forests to plantations or non- forest use in the area under assessment is less than 0.02% or 5000 hectares average net annual loss for the past 5 years (whichever is less),</b></p> <p><b>OR</b></p> <p><b>Conversion is illegal at the national or regional level on public and private land</b></p>	<p>Mongabay <a href="https://rainforests.mongabay.com/deforestation/forest-information-archive/Fiji.htm">https://rainforests.mongabay.com/deforestation/forest-information-archive/Fiji.htm</a></p> <p>Mongabay <a href="https://rainforests.mongabay.com/deforestation/archive/Fiji.htm">https://rainforests.mongabay.com/deforestation/archive/Fiji.htm</a></p> <p>Food and Agriculture Organisation of the United Nations <a href="http://www.fao.org/3/a-am615e.pdf">http://www.fao.org/3/a-am615e.pdf</a></p> <p>International Climate Initiative Report <a href="#">SPC/GIZ Regional Project. Carbon Emissions from Forest Degradation caused by</a></p>	<p>Research suggests that deforestation of native forests up to 2005 is low to static. Later reports show a net gain in forest cover to 2010.</p> <p>The Rural Land Use Policy for Fiji (2002) enforced the sustainable utilization of resources and the preservation of a healthy environment. Milestones to be achieved by 2010 include:</p> <ul style="list-style-type: none"> <li>• Land-use planning that regulates forest areas (natural forests and plantations) and protects them against uncontrolled conversion</li> <li>• Area of afforested land increases by 20 percent.</li> </ul> <p>However, the gradual conversion of some forest lands to alternative land mainly sugar cane was noted.</p> <p>Fiji has experienced significant forest loss and forest degradation in the past. Although</p>	<p>Geographical scale: Viti Levu &amp; Vanua Levu,</p> <p>Functional Scale: Pine Plantation Forestry</p>	<p>Specified Risk – Low Risk for overplanted areas for FPL .</p> <ul style="list-style-type: none"> <li>- FPL to check with the landowners on the background information on the pine land.</li> <li>- FPL to check with iTLTB or aerial maps from past if there were conversions done on natural forests for other purposes and later the area was converted to Pine plantation.</li> </ul>



	<p><a href="#">Selective Logging in Fiji</a></p>	<p>there is general consensus that the current rates of deforestation and degradation are modest compared to neighboring Pacific nations.</p> <p>Illegal and poorly managed selective logging of native species represents the most important driver of natural forest degradation.</p> <p>There is evidence of conversion of native forests together with the drivers for native forest conversion. Plantation species do not arise from conversion of native forests. There is no evidence of the conversion of native forests to plantation.</p> <p>The threshold for low risk has not been met at the Geographical scale: Fiji, but is met at the Pine Plantation functional scale</p>		
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Note: Please copy and paste additional tables as needed.

## • Stakeholder Consultation Summary

Not Applicable - The organization did not engage in a formal stakeholder consultation process. *Skip to section 7.*

The areas for which the stakeholder consultation has been conducted (e.g. geo-reference data, state, province, supply unit)	(e.g. geo-reference data, state, province, supply unit)			
	Supplier Name	Supplier Address	GPS	Locality
	Vunadoi	Tau Village	-17.985471°, 177.290908°	Nadroga
	Nailaga	Nailaga Village	-17.504974° , 177.799583°	Ba
	Nasarawaqa	Nasarawaqa Village	-16.654504° , 178.824826°	Bua
Stakeholder engagement date(s):	<ul style="list-style-type: none"> <li>• 08<sup>th</sup> Spetember 2021</li> <li>• 06<sup>th</sup> January 2022</li> </ul>			
<b>Means of Contact, please check all that apply</b>				
<input checked="" type="checkbox"/> Face to face meetings <input checked="" type="checkbox"/> Personal contacts by phone <input checked="" type="checkbox"/> Email, or letter <input type="checkbox"/> Notice published in the national and/or local press		<input type="checkbox"/> Notice published on relevant websites <input type="checkbox"/> Local radio annouements <input type="checkbox"/> Local customary notice boards <input checked="" type="checkbox"/> Social media broadcast		
<b>List of the stakeholder groups invited by the organization to participate in the consultation, please check all that apply</b>				
<input checked="" type="checkbox"/> Economic interests <input checked="" type="checkbox"/> Social interests <input checked="" type="checkbox"/> Environmental interests <input checked="" type="checkbox"/> FSC-accredited certification bodies active in the country <input checked="" type="checkbox"/> National and state forest agencies		<input checked="" type="checkbox"/> Experts with expertise in controlled wood categories <input checked="" type="checkbox"/> Research institutions and universities <input checked="" type="checkbox"/> FSC regional offices, FSC network partners, registered standard development groups and NRA working groups in the region		
<b>Summary of the stakeholder comments received and considerations</b>				
<b>#</b>	<b>Comment</b>	<b>Responses</b>		
1				

2	No national data present – HCVF Areas	Response FPL does its own verifications and protection and has a database. Using WWF Toolkit
3	Fantastic job done by FPL for its HCVF areas as from past audits, including landowner benefits, standard operations	FPL Appreciates the comment
4	Agrees to the above by the standard used by FPL – should be replicated to controlled wood.	FPL Appreciates the comment
5	Traditional & Human Rights, FPL is fantastic, take care of this things and does it themselves rather than relying on any other party	FPL Appreciates the comment
6	Forestry graduate recruits with FPL now directly from FNU – gender equality.	FPL Appreciates the comment
7	Controversial Topic – Bill No.17 : Indigenous rights are taken over by government, Land ownership structure has been touched	FPLs response – a statement from iTLTB that no indigenous rights are violated under this Bill by the government, FPIC – free prior and informed consents will be practiced.
8	No comments on the union and employment relations	FPL Appreciates the comment
9	The consultant asked the contractors on FPL operations	Response from contractor – Yes, FPL has been involved heavily in its operations and keep checking the operations in relations to FSC certification and doing a good job

**The organization’s justification for concluding that the material sourced from these areas can be used as controlled material or sold with the FSC Controlled Wood claim**

Note: Comments shall only be published with prior consent from the consulted stakeholder and not associated with stakeholder’s personal identifiable information.

The Consitations carried out with the Land Owning units – Fiji Pine Limited verified and stressed on the ownership of the private resources with proper national documentations and lease tenures. The legal agreements are constructed to confirm that the Fiji Pine Group concludes that the material sourced from areas can be used as controlled wood material or sold with the FSC controlled wood claim.

## • Expert Engagement Summary

**☐ Not Applicable - The organization did not engage experts in the development of control measures. Skip to section 8.**

Expert A	
Expert Used and Qualifications	Expert Input
<p>Kevin OGrady – Kevin OGrady is Managing Director of Pinnacle Quality and works in a range of sustainability standards including FSC and the Alliance for water stewardship.</p> <p>Kevin OGrady was a member of the FSC International controlled wood technical committee who developed the FSC controlled wood standards – current version now FSC-STD-40-005 (V3.1) EN REQUIREMENTS FOR SOURCING FSC® CONTROLLED WOOD.</p> <p>Kevin OGrady was chairman of FSC Australia and initial chair of the FSC Australia Controlled Wood National Risk assessment committee who developed the world’s first FSC Controlled Wood National Risk assessment in 2014.</p> <p>Under the new framework, FSC-PRO-60-002a FSC National Risk Assessment Framework, Kevin OGrady was on the committee who developed the updated National Risk Assessment for Australia and was a consultant on the Centralized National Risk assessment developed for New Zealand</p>	<p>Develop and draft the Extended National Risk assessment and Due Diligence system for Fiji Pine Group Ltd.</p>

Expert B	
Expert Used and Qualifications	Expert Input
<p>Sean Cadman – Sean Cadman was a member of the FSC International controlled wood technical committee who developed the FSC controlled wood standards – current version now FSC-STD-40-005 (V3.1) EN REQUIREMENTS FOR SOURCING FSC® CONTROLLED WOOD.</p> <p>Sean was chairman of FSC Australia involved in developing the FSC Australia Controlled Wood National Risk assessment which was the world’s first FSC Controlled Wood National Risk assessment in 2014.</p> <p>Under the new framework, FSC-PRO-60-002a FSC National Risk Assessment Framework, Sean Cadman was on the</p>	<p>Peer review of the draft and gap assessment against FSC-PRO-60-002a FSC National Risk Assessment.</p>

<p>committee who developed the updated National Risk Assessment for Australia.</p> <p>Sean is an elected member of the FSC Policy and Standards Committee whose role it is to review and approve FSC National Standards around the world.</p>	
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Expert C	
<p>Vaughan OGrady – Editor. Vaughan OGrady is a freelance editor based in London. UK. He has a long work history editing technical journals for general markets in Africa, South East Asia and the Middle East.</p> <p>He specializes in summarizing long technical documents for a non-specialist audience.</p>	<p>Editor and developed of the Plain Language version of the Extended Company Risk assessment as the basis for stakeholder consultation.</p>
<p>Ms Sanjana Lal - Conservator of Forests - Ministry of Forest</p>	<p>Confirmed compliance with local Laws relating to forestry.</p> <p>Ms Lal confirmed compliance to local laws for HCV 1 and 3. This also covered 1.9 Protected sites and species. The confirmation was in compliance with the local laws relating to forestry.</p>
<p>Ms. Slanaieta Matai -.Lecturer Fiji National University.</p>	<p>Environmental and Social impact assessments. HCVF assessment and developing HCV plans including annual revision of plans or reports if needed.</p> <p>Ms Matia developed social and environmental impact assessments used as part of the HVC1 and 3 management plan for Fiji Pine. She was also part of the annual revision of plans</p> <p>Ms. Matai advised on specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes.</p>
<p>Mr. Ilaitia Finau Technical Consultant with Ms Salanieta Matai</p>	<p>Environmental law advice</p> <p>Mr Finau provide environmental law</p>

	<p>advice for HCV 1 and 3. This also covered 1.9 Protected sites and species.</p> <p>Mr. Finau worked for Department of Environment of Fiji and he confirmed our procedures for getting the approval from the Ministry for logging in these areas of woodlots.</p>
<p>Mr. George Vuki (former General Manager Operations for Fiji Pine) now is the Director for Forestry Department - Ministry of Forests.</p> <p>Part of developing SRC energy wood plantations to supply biomass to a wood fired power plant (12MW) for supply to Fiji's power grid.</p> <p>Part of a project to determine the area of the invasive African tulips in the Nadroumai area near Sigatoka using GIS and field reconnaissance survey.</p>	<p>Development of operation under FSC system for Fiji Pine</p> <p>Mr. George Vuki work contributed to management of threats to HCV 3.</p> <p>Mr Vuki is on eof the pioneers for the steering committee of the Fijis Standard for Certificatiin and he confirms our operations and procedures in this new venture for controlled wood certification.</p>
<p>Mr Solomon Nata (Former Deputy General Manager Operations for iTLTB) now manages his own company as a consultant for social projects relating to Indigenous people's rights.</p>	<p>Development of the Indigenous peoples rights for the certification purposes.</p> <p>Mr. Nata contributed to the social attributes of the papers on the rights of indigenous people in regarding the new Bill No.17.</p> <p>He clarified that the new Bill does not revoke any rights to the land for the landowners – however it protects them further to get in timely payments for the lease lands.</p>

**NOTE: For individual experts this includes the experts' qualifications and the scope of their services. The personal identifiable information such as names of experts, their license/registration numbers (if applicable) shall only be included with given consent from experts. For publicly available expertise, the specific sources of information shall be cited.**

**Note: Please copy and paste additional tables as needed.**

## • Field Verification Summary

**Not Applicable - The organization did not conduct field verification as a control measure.**

<b>Findings from field verification</b>	<p>The field verifications taken place are with the Land Owning Units for the ownership of the resources confirmations</p> <p>The verifications are done for the pre-harvest inventory information to confirm with legal document and returns to the landowners</p> <p>Field verifications are done with Department of Environment of Fiji and Department of Forestry of Fiji to get approvals for logging under Forestry and Environmental legal laws.</p>
<b>Steps taken by the organization to address identified non-conformities</b>	No non-conformities to date for any of the 4 sites in the list above due to the involvement of the authorizing national bodies in the system and process of attaining the woodlots.

<b>Findings from field verification</b>	
<b>Steps taken by the organization to address identified non-conformities</b>	

**Note: Please copy and paste additional tables as needed.**

<p>The confidential nature of the information may be determined by the legislation that the organization must comply with. Commercially sensitive information, and the names of individual landholders, shall be treated as confidential information.</p>	
<p><input checked="" type="checkbox"/> <b>Not Applicable - The organization has not excluded confidential information.</b></p>	
<p>The organization's justification for the exclusion of confidential information.</p>	