



BR & KF  
**Muskett**  
& SONS

# Forest Management Plan

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## Family Forest Management Plan

### Overview

BR & KF Muskett was formed by Brian and Kathleen Muskett in 1950 in Tasmania's Lower Derwent Valley forests to supply the Boyer Newsprint Mill at New Norfolk with logs from the forest concession located in the Plenty, Styx and Florentine Valleys. The family expanded to include sons, Kevin, Geoffrey and Robert, and daughter, Helen. The now fourth generation Muskett family are recognised as one of the leading harvesting and haulage contractors in Tasmania. The pride of their work can be seen in some of the more difficult operations being completed with minimal impact and disruption. From native forest harvesting, softwood and hardwood plantation thinning through to final plantation clearfall, the Muskett name has become synonymous with quality and care.

The Muskett family have always embraced mechanisation, new harvesting ideas and innovative forest management to improve business and industry. From pulling logs with horses and bullocks, Brian and wife, Kathleen were the first contractors to use a skidder in southern Tasmania, the first to use a tree shear and feller-buncher and first to use a feller-buncher in cable logging.

The Muskett Family Forest DFA is a native forest block that was purchased from the Hall Family in the 1970s and apart from some harvesting and regeneration in the southern end of the block, has been relatively untouched since then. A small section of the block is leased to Boyer (now Norske Skog) to provide income as well as more rational boundaries for softwood plantation establishment that was undertaken in the late 1990s. This area is covered under the Norske Skog (DFA) Defined Forest Area for forest management and does not form part of this Forest Management Plan. There is a previously constructed all-weather road providing access into the block. This road links into the network of privately owned and public roads that provide cartage options to deliver products to market.



## Purpose

The purpose of this Forest Management Plan is to communicate BR & KF Muskett & Sons management objectives and principles across the DFA and to deliver on the commitments made in the Forest Management Policy by providing the framework for the Forest Management System.

This Forest Management Plan forms an integral part of the Musketts' systematic forest management system and should be read in conjunction with other corporate plans – such as the Stakeholder Engagement Plan, and MFF site-specific operational plans and manuals – for example, Forest Practices Plans



Forestry activities in Tasmania are regulated under the forest practices system, legislated through the Forest Practices Act (1985), and administered by the independent statutory government body the Forest Practices Authority (FPA). Forest practices in Tasmania require the production of a certified, legally binding Forest Practices Plan (FPP) which must be prepared in accordance with the Forest Practices Code (FPC). The FPC provides a set of legally enforceable guidelines and prescriptions to ensure management and protection of the natural and cultural values of the forest during forest operations.

The guidelines and standards prescriptions in the FPC address operational activities, including:

- Building access to the forest;
- Harvesting of timber;
- Conservation of natural and cultural values (soil and water, geomorphology, visual landscape, flora, fauna and cultural heritage);
- Establishing and maintaining sustainable, healthy forests; and
- Management and prevention of pollution including fuels, oils, rubbish, and emissions.

After prescribed phases - called Discrete Operational Phases (DOP) of the plan have been completed to the standards required in the FPC, the Forest Practices Authority is notified. The final stage requires a Certificate of Compliance (COC) to be completed by a Forest Practices Officer and submitted to the FPA.

There are additional codes of practice that regulate forest activities in Tasmania including:

- Quarry Code of Practice; and
- Forest Safety Code 2007 (approved Code of Practice enforced by the Work Health and Safety Act 2012 and associated Regulations)
- Code of Practice for Aerial Spraying 2002 (updated November 2014)
- Code of Practice for Ground Spraying 2001 (updated November 2014)
- Operational compliance with legal and other voluntary requirements is achieved through regular and diligent internal and external auditing under the Responsible Wood certification scheme.

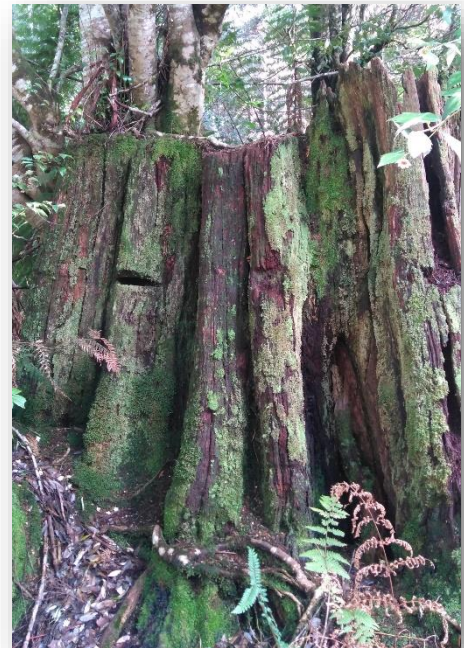
## 0.0 General Requirements

### 0.1. Defined Forest Area.

The MFF DFA is a small fixed estate. Maps of the DFA maps are available and posted on our web site.

The MFF Defined Forest Area is 148.1 ha in size and is located in the lower Derwent Valley of Tasmania. It is the original native forest block comprised of mainly tall wet “Swamp gum” (*Eucalypt regnans*) and “Gum top stringy-bark” (*Eucalyptus delegatensis*) forest with some areas of mixed forest rich in special timber species.

The forest has a history of harvesting and reforestation as can be seen by the remnants of previous operations such as felling shoe-holes in old stumps –(see image right) and includes the regrowth forest type found in the South-western corner of the block created by early clearfall operations.

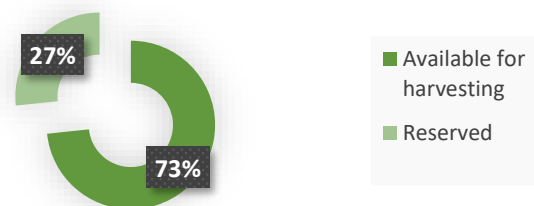


The forest has been divided into several forest management units based on forest type.

Approximately 39.5ha of forest that has been reserved from harvesting following detailed assessment and on-ground inspection for special values.

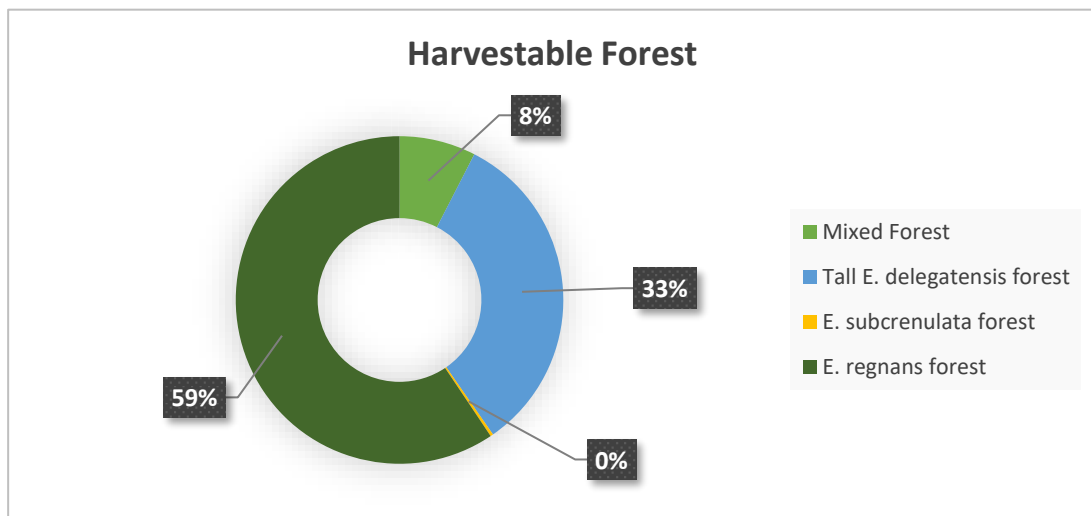
There is an area of approximately 14ha in the southeastern corner

### Reserved and Available Forest Area





of the property that is not in the MFF DFA. This area, a joint venture planted with *Pinus radiata* and is part of the Norske Skog DFA, covered under their forest management certification.



#### Mixed forest Management Unit

Dominated by a few over-mature *Eucalyptus regans* trees, this unit contains a number of high-value special timber species especially myrtle (*Nothofagus cunninghamii*) and some Sassafrass (*Atherosperma moschatum*). This forest type will be harvested using very selective, low impact logging to maximise the value of the recovered timber while minimising damage to the retained trees. Directional felling will be used to ensure that harvesting residue is contained within the smallest possible area. No burning will be undertaken in this area due to the fire-sensitive nature of the forest; slash will be reduced to manage fire risk.





*Regrowth Unit*

This regrowth unit in the southwestern corner of the forest block is the result of harvesting approx. 40-60 years ago (images below and right). This area will be harvested using a prescription that aims to leave the trees with the best form and vigour to grow on into sawlogs while removing ones that are suppressed or of poorer form.



MUSKETT FAMILY FOREST		
	Available for harvesting	Reserved
Mixed Forest	8.2	0.5
Tall <i>E. delegatensis</i> forest	35.6	23.1
<i>E. subcrenulata</i> forest	0.3	3.9
<i>E. regnans</i> forest	64.5	0
Silver wattle forest	0	1
<i>Leptosperum</i> swamp forest	0	11
<b>Totals</b>	<b>108.6</b>	<b>39.5</b>
		<b>148.1</b>

*Wet Forest Management Unit*

The majority of the current DFA is of a wet sclerophyll forest type dominated by either mature *E regans* or *E. delegatensis*. This high-



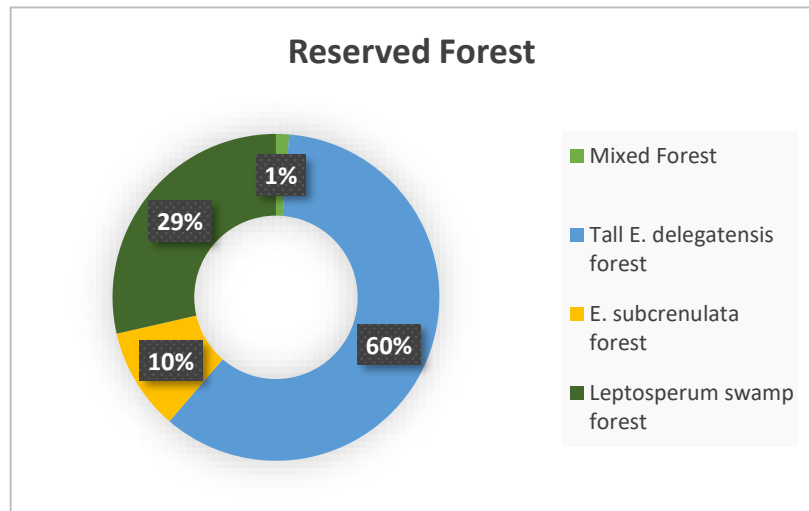


quality stand will be managed for value recovery, optimising higher grades consistent with achieving adequate regeneration.



### Reserved Forest

There is approximately 39.5ha of forest that will be reserved from harvesting within the original MFF block. The breakdown of forest types in reserves is shown in the graph to the right.



### 0.2. Chain of Custody

All forest-products originating from the MFF DFA will be certified to the Responsible Wood certification scheme with a claim of 100% AFS/PEFC certified. Each load is clearly identified as coming from the MFF DFA and includes a certification claim on the log docket and invoice associated with each load.

This will be achieved through labelling and appropriate documentation provided at the point of sale in accordance with the certification standard. All relevant documentation associated with the load will carry the appropriate logos and certification claim of 100% AFS/PEFC certified.

Products will be loaded for transport in accordance with the Forestry Log Haulage Registered Code of Practice and the established MFF safety system. Then transported to the point of sale via the nominated and shortest legal cartage route. The cart route will also consider identified stakeholder concerns including school bus routes and times.

## 1. Systematic Management

### 1.1. Policy

MFF has in place a systematic forest management system to assure continual improvement in all performance outcomes. The MFF forest is a high-quality native forest block and the management aim is to actively manage it to provide an ongoing source of products and financial return for current and future generations. Musketts have a proven record of managing operations to produce high-quality products with minimal impact on the environment. This management system ensures compliance with all relevant legislation and other external requirements.

MFF will provide the necessary resources to ensure the means are available for the organisation to meet all the requirements of the Standard. This level of resourcing will be monitored and evaluated at regularly scheduled management meetings. These management meetings will also include an annual review of the forest management system including this forest management plan.

The Muskett Family have a policy to actively engage with stakeholders who are directly affected or have an interest in their operations.

### 1.2. Forest Management Plan

The MFF Forest Management Plan provides the framework for the operations carried out on the MFF DFA.

The scope and objective of the Forest Management Plan is to broadly cover the management aims of the organisation over the Defined Forest Area as laid out in the Forest Management Policy. MFF will consider all stakeholder input that is received following the Stakeholder Management Plan.

All forest operations within Tasmania are governed by a suite of legislation and regulations that provide requirements for forest operations. The main legislation that affects MFF operations is the Tasmanian Forest Practices Act 1985 (TFP Act) and the accompanying Forest Practices Regulations 2017. Operationally forest practices are to comply with the Tasmanian Forest Practices Code (FPC). There are numerous other legal requirements that are detailed in the Legal Documents Register.

Other aspects and impacts of MFF operations will be assessed against the requirements of the standard. These aspects and impacts are listed in the Aspects and Impacts Register. The Aspects and Impacts register will also include processes for monitoring as well as management

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objectives and targets associated with the monitoring to track the results of MFF management processes.

The scope of the forest management plan is to cover operations occurring on the MFF DFA. The objective of the management plan is to provide a systematic method that promotes continual improvement in operational processes and outcomes.

MFF uses a systematic inventory process to provide volume forecasts as well as carbon calculations and financial analysis for differing harvesting systems and management regimes. Inventory is also the main tool to provide quantitative data on species and volumes in the forest. These results also assist in selecting the best management regime for that Forest Management Unit. The management regime of each management unit will be determined by an analysis of the area and the most appropriate harvesting method to gain the maximum value from the stand while providing for increased production of high-quality timber.

These products include but are not limited to:

- High-quality eucalypt sawlogs (Cat 1 & Cat 3) suitable for milling into appearance grade timber, structural timber and sliced veneer.
- Lower-quality sawlogs (Cat 2) that can be used for similar purposes to high-quality sawlogs, but that are expected to have lower product recoveries and primarily produce structural timber.
- Special timbers, which are highly prized by the domestic furniture, boat building and craftwood industries.
- High-grade domestic peeler logs suitable for domestic rotary peeling into veneer
- Low-grade peeler logs suitable for laminated veneer lumber production.
- Pulp logs that are suitable for processing into woodchips for pulp and paper production.
- Poles that can be used as 'hydro poles' to support electricity infrastructure.
- Other logs, such as those used for bridge-building.
- Firewood, typically sold under license to the public.
- Tree ferns sold to local garden businesses to be replanted in gardens.

The natural and cultural values of each forest management unit will be assessed through the Forest Practices Authority planning process which is endorsed by the Tasmanian Department of Primary Industries, Parks, Water and Environment. Any assessed values will be managed according to industry guidelines and regulations.

The operating conditions and controls for operations carried out by MFF are provided by the Forest Practices system as well as through the process of corrective actions requests and feedback through the MFF forest management system.

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### 1.3. Implementation

MFF has a comprehensive management system to assist with the delivery of the Forest Management Plan. The management process is based on the cycle of continuous improvement, summarised in the diagram below.



BR & KF Muskett & Sons are the legal landowner of the MFF block and have absolute management control over operations occurring on that property. The only exception to this is the small (14ha) area in the south-east corner that is under the management control of Norske Skog. Evidence of the legal right of management control over the DFA is provided for in the individual contracts between MFF and the Landowners. The details of these management contracts are commercial in confidence.

The management system summarised by the diagram (above) shows how the MFF forest management system uses a process of continual improvement to endeavour to use best practice. Compliance to the certification standard is met or exceeded by using this system in combination with the relevant legal and regulatory requirements including the Forest Practices system.

MFF keep records and undertake periodic reviews to ensure that there are sufficient resources to meet the requirements of the Forest Management Plan. This will be assessed at the annual Management Review and will cover physical resourcing, training as well as financial resources.

Forest Operations within the MFF DFA will be conducted within the requirements for the Forest Practices Code and Regulations. This will ensure that structural diversity and natural structures are maintained within the stand.

The Forest Management Plan provides the framework for operations within the DFA supported by internal policies and procedures that detail operational requirements. These documents are controlled and periodically reviewed for clarity, completeness and currency. The footer of each document contains the version number and information to ensure that the current version is used.

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Emergency procedures covering, fire, field operations, structures and offices are in place. Periodic emergency drills are undertaken to test preparedness and the procedures are reviewed as part of document management. Records will be kept for analysis and possible improvements to these procedures.

#### 1.4. *Monitoring and Corrective Action*

Operations in the DFA are routinely monitored in conformance with the requirements of the FPA. A notification is provided to the FPA at the completion of each Discrete Operational Phase (DOP) of the operation.

Corrective actions, finding and fixing mistakes is embraced as an opportunity to improve the business. The corrective action procedure records the requirements and provides the mechanism to put in place recommendations to avoid similar occurrences or to ensure that the impacts are minimised.

Procedures have been developed to cover the requirements for meeting the standard. They include

- Peer review procedures to ensure compliance of Forest Practices Plans with all legislation, The Forest Practices Code and local guidelines and organisational policies including the good neighbour charter.
- Monitoring and conformance of operations to the required standards.
- Monitoring and conformance of the organisation's performance outcomes will be reviewed at annual management meetings to ensure that the measures and targets are appropriate for the scale of the organisation. Management will also review all corrective action requests to ensure that the requested actions are both appropriate and will provide a timely response to the requirement.
- Internal and external audits of forest management operations are undertaken to ensure that the policies and procedures in place are appropriate to meet the requirements of the standard as well as ensuring that the requirement of these policies and procedures are being complied with.

#### 1.5. *Review*

The annual Management Review, a formal requirement of the standard provides a summary of corrective action requests as well as the effectiveness of the Forest Management Plan and relevant policies/procedures to ensure currency and suitability of the MFF management system in meeting the requirements of the standard. This is to ensure that the culture and momentum of continual improvement is maintained.

The report for the management meeting will include

- The results of internal and external audits of forest operations and activities
- Results of monitoring and feedback mechanisms including their appropriateness and adequacy, such as stakeholder feedback.

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- A review of the Forest Management Plan, Stakeholder Engagement Plan, policies and any other documents that are relevant to changes within the framework to ensure relevancy, compliance and provide continuous improvement to the management system.

Records and minutes from these meetings will be kept and any changes documented and filed as per the standard operating procedures.

## 1.6. Research

The forest management system will be reviewed at each Annual Management Review as in point 1.5. to ensure that relevant and contemporary research is being used in the ongoing management of the DFA and management system. Any requests for funding from relevant research will be considered when presented to MFF management.

## Stakeholders

### 2.1. Stakeholder Identification

MFF maintains a register of Stakeholders. Their contact details are recorded on the Stakeholder Register and their classification as either interested or affected as well as their interests as social, environmental, economic and/or cultural.

### 2.1. Stakeholder Engagement Plan

The register of Stakeholders will be updated as stakeholders are identified or as they approach Musketts. This register will inform the Stakeholder Engagement Plan. The Stakeholder Engagement plan details the relevant procedures when dealing with and recording enquires or complaints from stakeholders.

### 2.2. Stakeholder Participation

Stakeholders identified in the Stakeholder Register will be contacted through the process in the Stakeholder Engagement Plan to encourage their meaningful input into the Forest Management Plan.

### 2.3. Stakeholder Affected by Forest Operations

Musketts will strive to build constructive relationships with all affected stakeholders through procedures set out in the Stakeholder Engagement Plan

### 2.4. Records

Stakeholder communication is recorded, file notes of conversations are filed along with correspondence received. The Stakeholder register provides a record of any communication in relation to the FMP review and future communication relating to positive feedback and dispute resolution. This will include complaints, resolutions, disputes and grievances.

### 2.5. Public Disclosure

MFF will make publicly available on its website;

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- a) The Forest Management Plan
- b) Copies of audit report summaries from the Certification Body
- c) The current certificate
- d) Maps of the Defined Forest Area

### 3. Biodiversity

#### 3.1. Identify Biodiversity Priorities

As the MFF DFA is fixed in size, the Biodiversity values present within the block will be assessed as part of the FPP process. The FPP author will interrogate the available databases as well as on-ground inspection of the property to identify and assess the significance of any biodiversity values.

#### 3.2. Maintain or Enhance Biodiversity

These procedures allow for the identification and assessment of the significance of those values to support their maintenance and protection during the conduct of forest management planning and operations.

#### 3.3. Identify Significant Biodiversity Value

Prescriptions detailing the management required for those values will be detailed within the FPP. This will be done in accordance with the current relevant FPA guidelines and technical notes to ensure compliance with all relevant state laws and Commonwealth legislative requirements including the Permanent Forest Estate Policy, RFA (Tasmania), The Environmental Protection and Biodiversity Conservation Act, The Forest Practices Act and the Forest Practices Code. Part of these requirements have involved areas being reserved from harvesting or devising strategies to maintain or enhance the values that are identified as being significant.

#### 3.4. Maintain or Enhance Significant Biodiversity Values

Where required, specialist advice will be sought to ensure appropriate prescriptions are applied.

#### 3.5. Monitor Biodiversity

Processes will be put in place at the coupe level to monitor these values to ensure they are not being adversely affected by any MFF operations. Where specified in the FPP, a survey will be carried out to ensure the success of the operation to meet the prescribed stocking standard. Any biodiversity issues noted during monitoring will be included in the property file. This could include threatened fauna sighting or scats or other related observations. This monitoring will ensure that MFF meets the stated objective of maintaining the biodiversity of the DFA.

### 3.6. Review of Biodiversity

A review of the success of the regeneration program will be included in the Annual Management Review to incorporate any lessons learned and provide a vehicle for continuous improvement of the forest management process.

### 3.7. Regeneration

Native forest will be reforested back to the approximate same species composition that occurred prior to harvesting preferably using seed from on-site, or within the same seed zone. Where a selective harvesting operation is prescribed, retained trees normally provide enough seed for on-site regeneration.

### 3.8. Introduced Genetics

There is an area of approximately 12.2 ha currently established as softwood plantation is outside the Muskett DFA but is included in another DFA as land that was legally converted prior to 31<sup>st</sup> December 2006. The regular monitoring of the MFF DFA will include checking of the boundaries for the spread of *P. radiata* as well as the plantation to the east of the MFF block.

### 3.9. Native Vegetation Conversion

MFF complies with all relevant Commonwealth and State government legislation including Tasmania's Permanent Native Forest Estate Policy and will not convert any native forest to any alternative land use except in the extremely limited circumstances set out in the Standard.

## 4. Forest Productive Capacity

### 4.1. Identify Productive Capacity

MFF will manage the Defined Forest Area to ensure that the long-term productive capacity of the land is not diminished. An inventory has been carried out prior to harvesting to assist with the decision-making and determine appropriate silviculture.

### 4.2. Identify Harvest Rates

This inventory will also inform future management decisions such as rotation length and harvesting prescription. This will involve consideration of identifying a sustainable long-term productive capacity, rotation length, ensuring that appropriate infrastructure for harvesting access is provided and maintained, and monitoring system is implemented. The harvesting rates will be driven primarily by market conditions and demand. The harvest rate will be deliberately cautious and deliberate to keep operations small and ensure the sustainability of the DFA. Harvesting will be initially targeted in the North and Northwest of the block to improve protection from any unplanned fire entering the DFA.



#### 4.3. Plan and Monitor Use

When a landowner/manager produces more than 100,000 tonnes of product per year, the Forest Practices Act requires an annual three-year harvesting plan to be lodged with the FPA. The small size of the MFF DFA means that this will not be a requirement.

#### 4.4. Infrastructure

The existing infrastructure for the harvesting and ongoing management of the DFA is already in place. Due to the small scale of operation, ongoing monitoring of the infrastructure will be easily provided through the normal course of operations.

#### 4.5. Silviculture

All silvicultural systems will be selected with regard to aspects such as local site conditions, forest type, management priorities, market requirements and biodiversity priorities and will be generally in accordance with the relevant Technical Bulletins.

#### 4.6. Establishment

The required regeneration will be detailed in the FPP for each management unit. The FPP will also detail the species composition. If any seed is required for reforestation, that seed will be sourced from within the seed-zone for the property.

#### 4.7. Damage to Growing Stock

All MFF machinery operators are trained professionals who take pride in their work. In addition, MFF will monitor operations carried out under the FPP to ensure that any retained areas or growing stock are retained undamaged wherever practical. This includes retained habitat clumps, streamside reserves, seed trees and other areas reserved from harvesting for biodiversity reasons.

#### 4.8. Unplanned Fire

The MFF original block is partially surrounded by plantation assets. Due to the variable nature of the DFA, there is a limited timeframe to manage the risk of unplanned fires, however, while any forest operation is occurring on the DFA during the summer fire season, the Tasmanian Forest Industry Fire Management Committee (FIFMC) guidelines for Fire Prevention at Forest Operations will be implemented. This procedure requires weather monitoring by appropriately trained operators and shut-down of operations if the resulting reading exceeds pre-determined trigger-points. There are also minimum requirements for fire fighting equipment on all types of operations. These requirements are checked prior to the start of the fire season every year. Information will also be provided to ensure the sustainable management of the area and the long-term productive capacity of the area is not diminished.

#### 4.9. Non-wood Products

MFF is also responsible for the management of non-wood products, for example, apiary sites and Treeferns. The use or production will be monitored if applicable, and the results of this monitoring will be assessed at the annual management review. Any harvesting of treeferns

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(*Dicksonia antarctica*) will be carried out under the FPA procedure “Regulation of treefern harvesting in Tasmania”

## 5. Forest Ecosystem Health

### 5.1. Identify Damage Agents

Potential damage agents that can affect the health and vitality of the ecosystem can include unplanned fire, the introduction and spread of weeds, insect and animal pests and the spread of diseases.

### 5.2. Maintain Health

MFF staff conduct regular checks on areas within the DFA for the presence of pests and diseases as well as general monitoring.

### 5.3. Weeds and pests

Any occurrence of weeds will be noted during regular inspections. In addition, the control of noxious weeds is required under the Tasmanian Weed Management Act 1999. MFF will take action to eliminate or control these weeds on their freehold. Other measures to assist in containing the spread of weeds include the implementation of the *Tasmanian Washdown Guidelines for Weed and Disease Control*. These guidelines contain detailed procedures to reduce the spread of weeds and diseases from one operation to another through machine hygiene. Other pests are also included in the MFF monitoring of forest operations within the DFA. Control of browsing pressure is important in the early stages of growth, MFF will monitor the DFA for animal pests as part of routine monitoring for forest health.

### 5.4. Fire & Disturbance Regimes

Where the use of planned burning is required to reduce fuel load or provide a seedbed for regeneration, this will be carried out through an approved burn plan. The Musket Family Forest DFA is covered by a Fire Management Plan to provide guidance and assist with risk management from unplanned fires. There is no requirement for any burning for ecological reasons on the DFA due to the majority of the forest being wet sclerophyll forest types.

### 5.5. Degraded Forest

Any degraded forest identified through the FPP preparation process, or from inspections, will be noted and if required actions will be prioritised to rehabilitate the area back to a productive state.

### 5.6. Chemical Use

As a matter of principle, MFF will not use any chemicals on the MFF DFA. There will be no use of chemicals from the World Health Organisation Class Ia and Ib pesticides unless they are legally approved for use, nor will there be any use of chemicals banned under the Stockholm Convention on Persistent Organic Pollutants 2001.

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## 5.7. Damage Agent Salvage Operations

Any salvage operations within the DFA to recover products affected by damage agents will be carried out under normal FPP preparation procedures and processes. These processes will include a detailed analysis of safety requirements as well as an assessment of any relevant biodiversity values that may be affected by the proposed operation.

# 6. Soil and Water Resources

## 6.1. Soil & Water Resources

As part of the FPP planning process, soil and water values are assessed to identify any values that may be affected by operations. Prescriptions will be included in the FPP to maintain and protect these values through the FPA processes. Mitigation procedures include appropriate and timely restoration on snig tracks, the establishment of Stream-Side Reserves (SSRs), maximum area of a town water supply catchment to be harvested, standards for building access roads and their associated drainage features, and the establishment of appropriate waterway crossing points within coupes.

## 6.2. Water Quality

The FPC also has provisions for managing water quality, including buffers on streams to filter runoff that differ in size according to the stream class (catchment). MFF will comply with these requirements which assist with mitigating negative effects on water quality and/or quantity resulting from harvesting operations.

## 6.3. Water Quantity

The FPC incorporates requirements to ensure that changes to water quantity are minimised. This is achieved through maximum areas of the water catchment that are allowed to be harvested each year. Given the small size of the DFA this is highly unlikely to be an issue.

## 6.4. Soil Properties

The Forest Practices Code requires that a soil assessment is carried out during the planning process. The soil and parent material is classified and its erodibility is classed. This erodibility combined with the slope of the coupe determines several aspects of the harvesting plan including the spacing of “grips” or catch drains installed during snig track restoration. High erodibility soils also have additional safeguards to ensure soil movement is minimised. These soil conservation requirements and monitoring ensure that soil properties are maintained for the long term. Additional information is available via geology maps, Forest Soils of Tasmania booklet and FPA Forest Soil Fact Sheets that contain detailed descriptions, hazards and management options.

## 6.5. Pollution

Each operation must ensure that all care is taken when handling fuel, there is a specific provision in each FPP. Any significant spill, 20 litres or more of any fuel or liquid contaminants, are to be reported immediately to the Department of Primary Industries, Parks, Water and Environment. Immediate action will be taken by the contractor to restrict any spillage as soon as it becomes

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known. There are rules governing the storage of fuels and the proximity of fuel storage containers to water bodies. Equipment must be well maintained to minimise the risk of fuel and oil leaks.

## 7. Carbon

### 7.1. Carbon Cycle

All areas within the DFA are managed to maintain or enhance the forest's contribution to the carbon cycle. This is through the active forest management including development of new regrowth, where applicable the returning of degraded areas to production, or increasing the forest growth rates to allow more carbon to be stored in actively growing trees while sequestering carbon in wood volume produced.

### 7.2. Minimise Fossil Fuel Use

MFF is committed to minimising fossil fuel usage in its forest operations as well as other areas of operations through maintaining a modern vehicle fleet and minimising cartage distance for products. All operations will be managed to ensure that any effect on the carbon cycle is minimised wherever possible.

### 7.3. Measurement of Carbon Storage

A quantitative estimate of the carbon stored in the DFA will be maintained in conjunction with an estimate of the future carbon storage. The current Carbon storage ledger will be regularly updated.

## 8. Cultural Values

### 8.1. Indigenous Peoples Values

MFF acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to Ancestors and Elders, past and present. MFF is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

### 8.2. Indigenous Heritage Values

As part of the planning process, an enquiry is made for the proposed harvest area for potential sites. If found, prescriptions are included in FPPs to ensure their protection. These are noted in the relevant databases for access by trained personnel.

### 8.3. Other Heritage Values

In Tasmania, Registered FPOs that have completed the required training have access to restricted databases enabling them to identify higher-risk sites. Most heritage and cultural values are effectively maintained by excluding operations via a buffer around an identified site as indicated in any operational plans developed. If any sites are discovered during operations,

operations will cease in the immediate area and the FPA contacted to assess the site for its heritage value and when necessary it will be protected to ensure the values of the area are maintained.

#### 8.4. Legal and Traditional Uses

Any traditional uses are also assessed as part of certification. This includes picnic or camping spots that may be used on a semi-regular basis or long-standing hunting agreements for example. Where legal and appropriate, these arrangement will be honoured and allowed to continue.

### 9. Social and Economic Benefits

#### 9.1. Regional Development

MFF delivers significant benefit to the regional economy through its operations and is committed to supporting local suppliers where available and appropriate. MFF provides employment through its workforce and the supplier network providing, fuel, parts and service support.

#### 9.2. Optimal Use

MFF pursues optimal use to ensure optimal recovery and financial return. This provides a benefit to the community in general through the best use of available natural resources.

#### 9.3. Illegal Activities

In keeping with the philosophy of being a good neighbour and a quality corporate member of society, Illegal activity will be reported and MFF will cooperate fully with authorities to collect relevant information to assist with investigations. Where required in remote locations gates, will be locked with appropriate signage installed in remote locations.

#### 9.4. Skills Development

MFF will work to identify opportunities to wherever possible support employees training and skills in nationally accredited competency standards. Employees will have opportunities to identify areas they wish to be trained in.

#### 9.5. Health & Safety

A safe working environment is our number one priority, we are committed to providing a safe and healthy workplace for all staff, contractors and visitors. MFF will comply with all relevant safety legislation and codes of practice including the Tasmanian Work Health and Safety Act 2012. Ongoing improvements in workplace safety will be made through the cycle of continuous improvement. Employees are encouraged to speak out if they notice a situation or behaviour that could be unsafe.

#### 9.6. Workers Rights

MFF recognises the rights of workers to join unions and bargain collectively without fear of intimidation. All workers are treated equally and any decisions on recruitment or



advancement are made based on skills, experience, qualifications and merit. This is covered in more detail in our internal policy on workers rights and equal opportunities

## Conclusion

In conclusion, this forest management plan is our oversight document that informs our forest management system. The latest version available for download on our web site and we welcome your comments.

Kevin Muskett  
Director  
Muskett Family Forests

