



Forest Management Plan

2021 - 2026

Forestry Division

LAST REVIEWED 24 MAY 2023



QUINTIS
SANDALWOOD





Forward

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Acknowledgement of Country

Quintis acknowledges Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians and First Nations Peoples of Australia. We pay our respects to their ancestors and Elders past, present and emerging and thank them for enriching our nation with their cultural practices, traditions, lore and connection to country.

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Signature: 

Date: 24/05/2023

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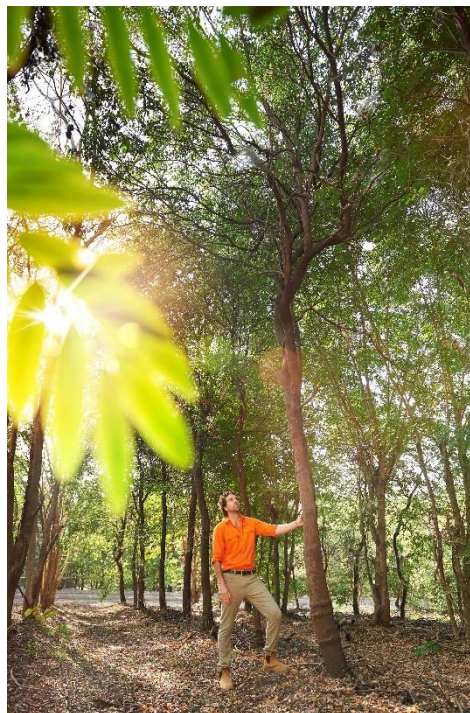


1. INTRODUCTION

The Quintis Group is a global leader in the supply of sandalwood raw materials. We are a vertically integrated company which grows Indian Sandalwood (*Santalum album*) plantations, harvests and processes the trees into various grades of wood products and distils the remainder into premium sandalwood oil at its custom-built oil distillery. These products are marketed and sold by a global sales network into countries around the world.

Quintis Forestry Ltd (Quintis) is a sandalwood plantation management division of the Quintis Group managing the largest Indian Sandalwood plantation estate in the world with over 11,200 ha of plantations under management located in two states and a territory across Northern Australia – Western Australia (WA), Northern Territory (NT) and Queensland (QLD).

We manage the plantation estate to produce wood, which is then either sold as wood or distilled into oil. Sandalwood is utilised in a range of end uses including carvings, fine furniture, incense, powders for traditional medicines, religious ornaments and flavourings. Sandalwood oil is used in fragrances, aromatherapy and cosmetics. Wood from well managed forests is a renewable resource which meets our objective to grow a sustainable supply of sandalwood.



The management of the forest also aims to meet the social and cultural needs of the local communities and meet best practice environmental standards. We recognise the importance of the natural and social environment for the future of our business. The people employed in the forest and processing plants, the neighbouring landowners, indigenous communities and the community at large are all recognised as stakeholders in our business. We are committed to promoting workers' rights, equal treatment and living wages.

2. SCOPE

This document applies to the sandalwood plantations managed by Quintis up to the point of harvested goods delivery at forest gate. Forest gate is defined in the Chain of Custody Procedure as the handover of ownership to the Pre-Processing Centre (PPC) in Kununurra and usually occurs with delivery into the storage warehouse. It applies to all staff in the Forestry division at Quintis.

This document does not apply to Quintis processing facilities, Quintis nurseries, contractual nurseries or its head office in Perth.



3. DEFINITIONS/ACRONYMS

The following words, phrases and acronyms are used in this plan and are defined for the purpose of clarity and industry application.

Item	Definition
ArcGIS	Geographic Information System and software provided by ESRI
CoC	Chain of Custody
DFA	Defined Forest Area
DFA	Defined Forest Area
FIANT	Forestry Industries Association of Northern Territory
FMP	Forest Management Plan
FMU	Forest Management Unit
ForestAPP	Forest Advanced Planning Platform
FSC	Forest Stewardship Council (FSC®)
GIS	Geographic Information System
HCV	High Conservation Value
HSE	Health, Safety & Environment
IPM	Integrated Pest Management
Köppen	Climate classification system
MyOSH	My Occupational Safety and Health (software)
PEFC	Programme for Endorsement of Forest Certification
PHI	Pre-Harvest Inventory
PMP	Plantation Management Plan
PSP	Permanent Sample Plots
Quintis	Herein 'Quintis' will be referred to as the 'Company'.
R&D	Research and Development
RW	Responsible Wood
SVMP	Special Values Management Plan



4. GOVERNING BODIES AND LEGISLATION

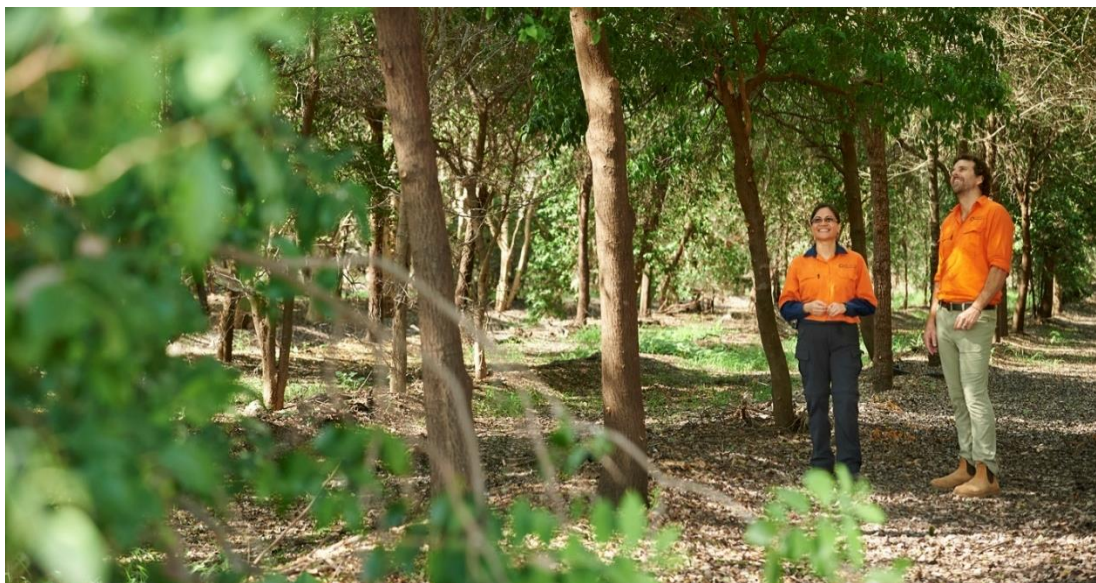
4.1 FSC PRINCIPLES AND RESPONSIBLE WOOD CRITERIA

The Forest Stewardship Council (FSC®) is an independent not for profit organisation based in Germany, founded to promote the responsible management of forests throughout the world.

Responsible Wood is a not-for-profit standards development organisation that manages the Responsible Wood Certification Scheme which is underpinned by two Australian standards – Sustainable Forest Management (AS4708) and Chain of Custody for Forest Products (AS4707). Both certification schemes are endorsed by the Programme for Endorsement of Forest Certification (PEFC).

All forests certified by FSC® and Responsible Wood are independently audited and must comply with international ‘Principles and Criteria’. The requirements of FSC® and Responsible Wood cover the full range of forest management, including legislative compliance, environmental requirements (water quality, soils, biodiversity, chemical use etc.), social requirements (worker rights, indigenous people’s rights, interested party and community benefits etc.), additional benefits of the forest beyond core forest products, and sound and economically viable forest management practices.

Quintis is committed to adopt the Forest Stewardship Council (FSC®) Principles and to meet and maintain standards for FSC® and Responsible Wood certification for the forest estate. Third-party verified certification is a means by which our customers and interested parties can be confident that our forests are being legally and responsibly managed.





5. MANAGEMENT OBJECTIVES

The forest management objectives are outlined below:

5.1 ECONOMIC OBJECTIVES

- Ensure long term economic sustainability.
- Grow trees and produce various log grades for the manufacturing of different wood and oil products in Australia and overseas with a focus on high quality heartwood logs.
- Practice silviculture by constantly developing best management practices for Indian Sandalwood plantations.
- Ensure that the productivity of the land does not decline.

5.2 ENVIRONMENTAL OBJECTIVES

- Ensure that environmental values are identified and maintained.
- Maintain identified High Conservation Value areas (HCV) within the estate and manage these in accordance with FSC® & RW requirements.
- Through monitoring and research, seek new ways to minimise the impacts of forestry operations on the environment, and to maximise the environmental benefits of forests.
- Ensure native forests are not converted to plantations for any new Indian sandalwood projects.
- Manage and use chemicals responsibly and seek to minimise the use of chemicals in our operations as far as practicable.
- Ensure genetically modified organisms are not used.

5.3 CULTURAL OBJECTIVES

- Ensure that historic sites are identified and protected.
- Work with Indigenous groups to identify all legal rights and cultural responsibilities within our management unit. We are committed to upholding the rights, customs, and culture of Indigenous Peoples.
- Minimise impact of operations on archaeological and cultural sites and ensure compliance with the various Federal and State heritage protection legislation.
- Work with local communities to identify sites of special cultural, ecological, economic, religious, or spiritual significance within our management unit. We are committed to upholding the legal rights or agreed rights of local communities.



5.4 SOCIAL OBJECTIVES

- To promote collective and individual responsibility for health and safety and to maintain an injury free workplace.
- Manage the rights of workers, ensuring equal treatment and living wages.
- Ensure that all staff and contractors are trained and competent to comply with the law and the requirements of the company **Safety Management Plan** and to undertake their jobs safely.
- Provide economic and social benefits to the community including education, employment opportunities, and using local contractors where practicable.
- Act as a good corporate citizen and neighbour.

5.5 MONITORING TABLE (TARGETS AND OBJECTIVES)

Quintis has established a comprehensive Monitoring Table (Appendix 1) with verifiable targets and assessment frequency, for assessing the progress towards our forest management objectives.

The Monitoring Table items are reported on annually through our **Annual Monitoring Report**.





6. FOREST MANAGEMENT POLICY

Forest Management Policy



Quintis (Australia) Pty Ltd has created the world's leading supply of plantation grown Indian sandalwood (*Santalum album*) and aims to be the premium, legal, sustainable and reliable supplier of Indian sandalwood to the global market.

To achieve this goal Quintis is committed to systematic best practice forest management through the implementation of:

- A safe healthy and fair workplace: promoting employee welfare, workers' rights, equal treatment and living wages. Minimising and reducing any impact from workplace injuries or illness while supporting effective rehabilitation and injury management.
- Sustainability: A commitment to forest management practices consistent with the principles of the Forest Stewardship Council® (FSC®) and the criteria of Responsible Wood (AS4708)
- Continual improvement: by managing its operations with the Plan - Do - Check - Act loop
- Biodiversity and High Conservation Values: conserving and enhancing the biodiversity of native forests and maintaining cultural and historical assets and areas of conservation significance
- Managing and developing plantations: in an economically sound manner whilst ensuring environmentally, socially, and culturally responsible outcomes
- Long-term economic development: delivering sustainably sourced, renewable products that support local economies and employment
- Adaptive practices: continuously improving forestry practices and systems with consideration to new information and stakeholder feedback
- Cultural heritage: respecting native title rights, traditional uses and customary tenures, and continually improving our strategies for managing cultural heritage
- Stakeholder involvement: proactively providing the opportunity to engage and submit feedback on our forest management planning and operations
- Manage forest pests and diseases: minimising the impact upon plantations and the risk of entry or spread across declared boundaries
- Regulatory compliance: maintaining systems that comply with Government legislation and Policy and that are compatible with any other requirements Quintis subscribes to (FSC®, ISO, AS/NZS).

Richard Henfrey
Chief Executive Officer

August 2021

This policy shall be reviewed whenever necessary to reflect relevant legislation and Quintis development.



7. FOREST DESCRIPTION

7.1 FOREST MANAGEMENT UNIT (FMU) / DEFINED FOREST AREA (DFA)

As of the 31st of December 2022, the FMU/DFA under Quintis ownership and/or management is shown in the table below:

Land group	Land type	Land classification	NT	QLD	WA	Total
Production Area	Forested Area	Net Stocked Area	4,438	1,656	5,059	11,153
Production Area	Forested Area	Area Waiting Replant (AWR)		4	78	82
Production Area	Infrastructure	Infrastructure	756	102	725	1,583
Production Area	Non Forested Area	Fuel reduction zone	261	12	259	532
Production Area	Non Forested Area	Mahogany	3			3
Production Area	Non Forested Area	Potentially Plantable Area (PPA)		45		45
Production Area	Non Forested Area	Slash management zone	314	9	42	364
Production Area	All	All	5,772	1,829	6,163	13,763
Conservation Area	Non Forested Area	KR Dam			715	715
Conservation Area	Non Forested Area	Remnant vegetation	8,344	95	3,663	12,102
Conservation Area	Non Forested Area	Special values area	151	13	161	326
Conservation Area	All	All	8,495	108	4,539	13,143
Total	All	All	14,267	1,937	10,702	26,906

**Please note totals are rounded.*

We manage approximately 30,000 hectares of land located in northern Queensland, the Northern Territory and northern Western Australia. The area has been classed as either Production or Conservation area:

- The area classed as Production consisting of plantation area, infrastructure and non-forested area managed according to the economic objectives of the company (fuel/slash reduction zones).
- The area classed conservation area consisting of remnant vegetation and the Kingston Rest dam. 326 hectares of remnant vegetation has been defined as special values areas (SVA) of which 302 hectares are HCV areas. These areas are managed according to the environmental, cultural and social objectives of the company.

The plantation area is approximately 11,200 hectares of which the net stocked area is 11,153 hectares as of the 31st of December 2022. The plantations are established in Indian sandalwood (*Santalum album*). Indian Sandalwood is a hemi-parasite and requires host trees to obtain nutrients and water and so several species of hosts are planted together with the sandalwood.

Maps of the FMU/DFA are available on demand through our GIS mapping system. Appendix 2 displays our FMU/DFA maps. Public versions are available online through our [Quintis website](#).



7.2 TOPOGRAPHY

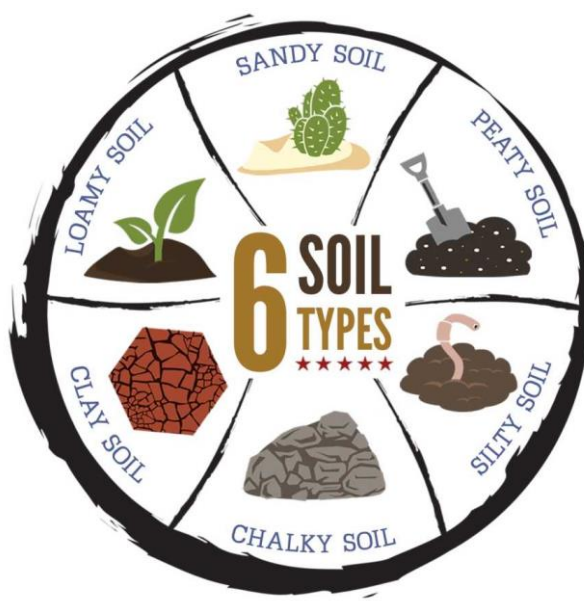
Our estate is largely planted on flat to gently rolling contour largely for the purposes of irrigation. We undertake the harvest operations with ground-based machinery and roading design and construction is less complex on the flat terrain.

7.3 SOILS AND GEOLOGY

Most northern Australian soils are low in fertility due to the extremely long period of weathering that has occurred compared to other countries. For plant growth, typically phosphorus and zinc are deficient. Our forests occupy a range of soil types and geology. In general, these are well suited to plantation forestry and impose few constraints for tree growth because the results of due diligence investigations were used to preclude sites where the structure or chemistry of the soil presented an inhibition to tree growth. It is likely that fertiliser applications will be required to maintain sufficient nutrients to remove or prevent deficiency. A list of the common soils is below:

Soil Name	Tenosols	Kandosols	Rudosols	Hydrosols	Vertisols
Structure	Weakly developed	Weakly developed	Rocky, gravel	Wide ranging	Moderate to high
Texture	Light-textured	Light textured	Coarse	Medium to fine	Fine texture
Drainage	Well-drained	Well drained	Good	Poorly drained	Seasonal flooding
Water holding capacity	Low	Good	Low	Low	Moderate
Erosion risk	Very susceptible	Susceptible	Low	Moderate	Moderate
Nutrient status	Very low	Low	Low	Good	High

** Adapted from Quintis Plantation Soil Types, K Robson internal document*



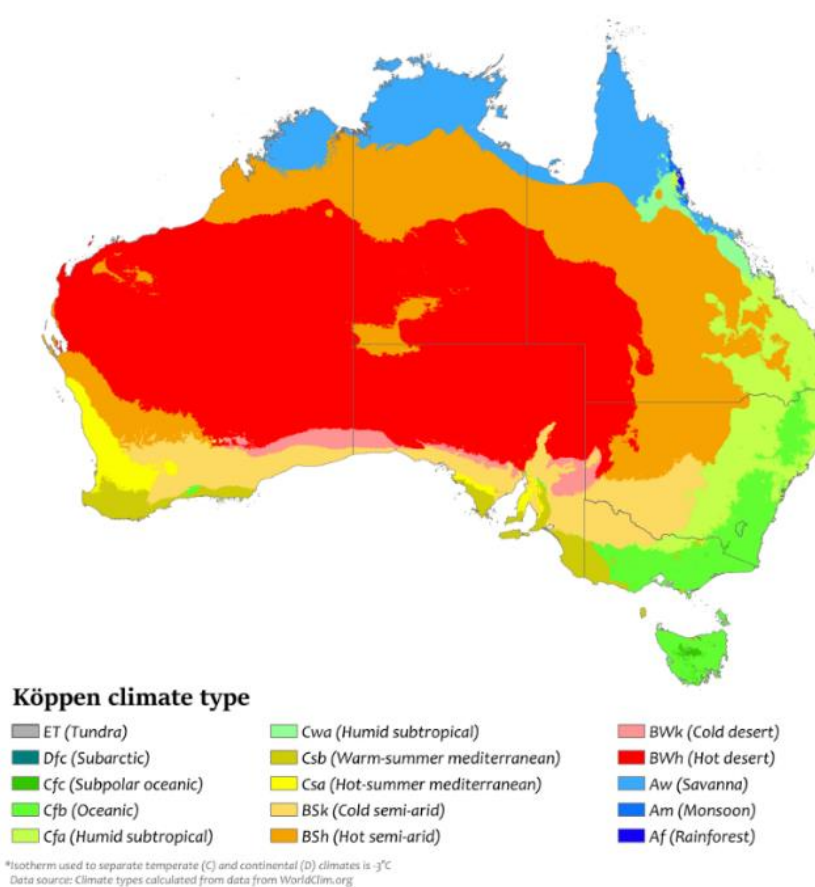


8. CLIMATE

According to the **Köppen** climate types, our plantations in the Northern Territory and Queensland are situated in Tropical Savanna (Aw) climate, and the plantations in Western Australia are located in the Hot Semi-Arid (BSh) climate.

The characteristics of the tropical savanna climates include relatively hot year-round; distinct wet and dry seasons; rain falls in summer between October and April; little to no rain during the dry season and the possibility of tropical cyclones during summer. The table below shows key statistics.

Köppen climate types of Australia



Stat / Region	WA (Kununurra)	NT (Katherine)	QLD (Dalbeg)
Mean max/min temperature (summer/Winter)	35°C / 21°C	34°C / 21°C	34°C / 22°C
Average annual rainfall	833 mm	1074 mm	764 mm

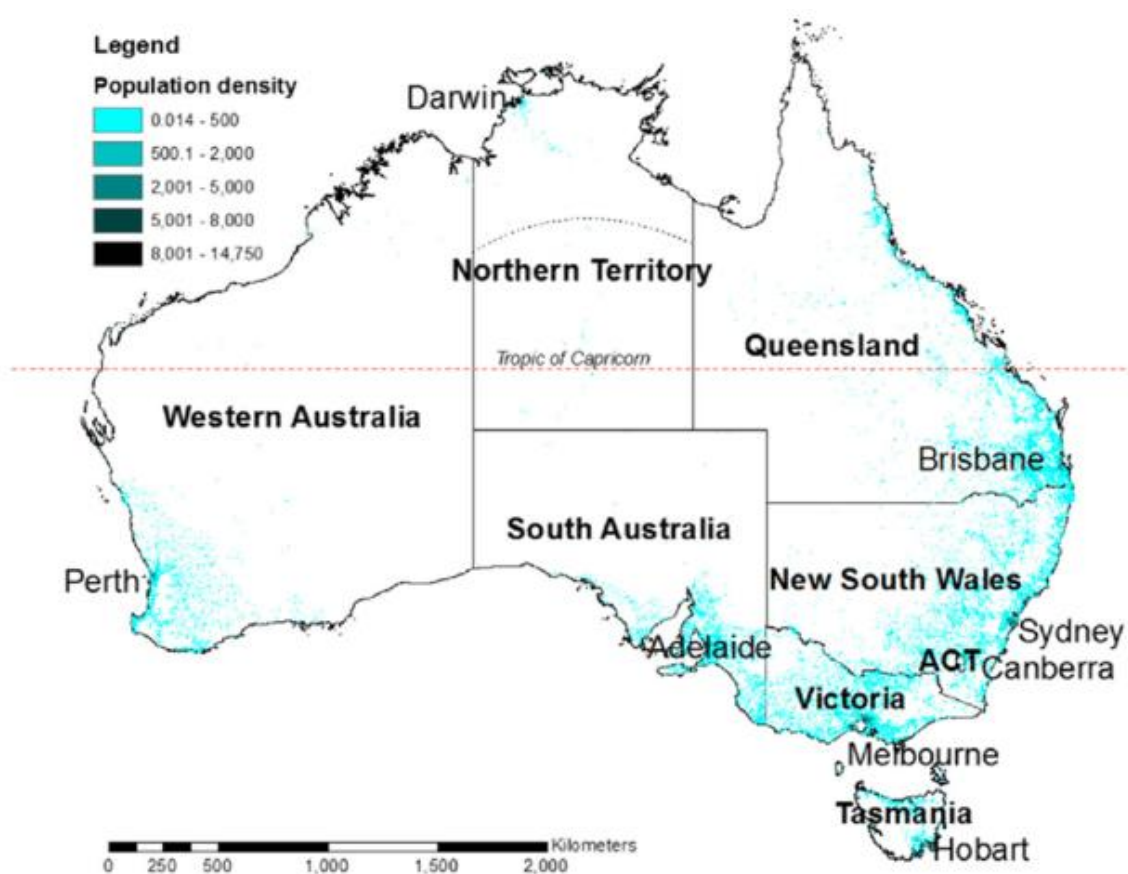
* Source: BOM, Aus.



9. SOCIO-ECONOMIC PROFILE

The unofficial geographic term 'Northern Australia' includes those parts of Queensland and Western Australia north of latitude 26° and all of the Northern Territory. Those local government areas of WA and QLD that lie partially in the north are included. Although it comprises 45% of the total area of Australia, Northern Australia has only 5% of the Australian population (1.3 million in 2019).¹

There are several factors that characterise Northern Australia: Climate variability (variability and extremes of rainfall and other weather); scarce resources (widespread low soil fertility and patchy natural resources); sparse population (patchy, sparse and mobile population); remoteness (distant markets, business, education and political centres); social variability (unpredictability and lack of control over markets, labour and decisions); and local knowledge (limited research knowledge and greater significance of local and traditional knowledge).²



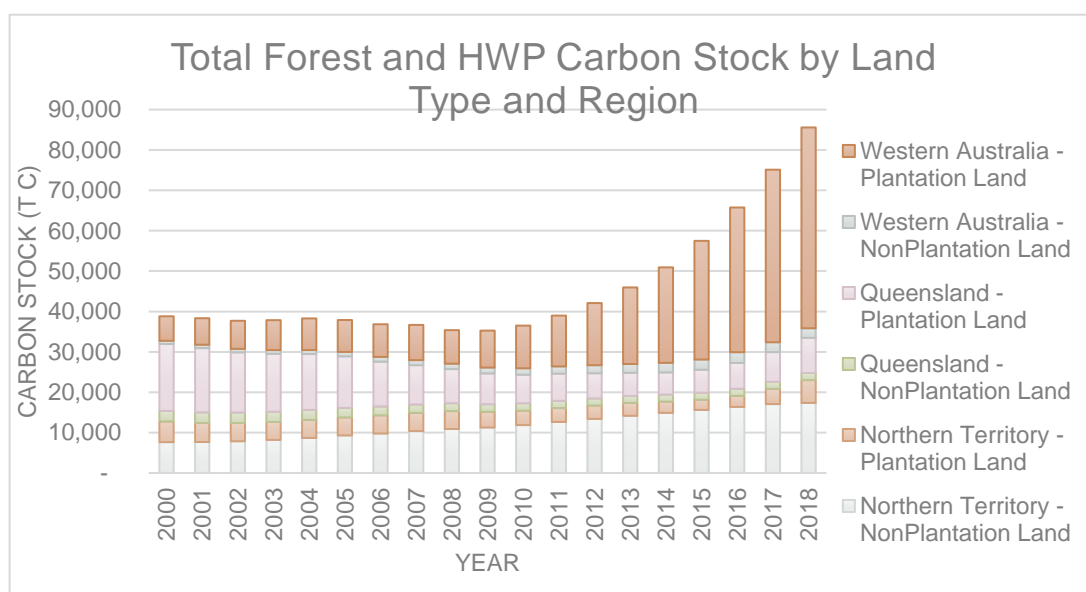
¹ Wikipedia, 2021

² The socio-economic features of northern Australia, Silva Larson, 2010, Charles Darwin University



10. CARBON

We have undertaken an assessment of the way that our plantations sequester carbon over time and the results of that assessment are provided in the graph below.



11. FOSSIL FUELS

The largest use of fossil fuels in our estate is the burning of diesel to generate power for pumps to extract water from bores into the acquirers for the purpose of irrigating our trees. Where there is electricity available from the grid, we are using electric motor pumps. The electricity in the Northern Territory is predominately supplied by Territory Generation³ and the main source of power is natural gas and so is reliant on fossil fuel.

Other fossil fuel requirements include diesel power generators for remote camps and offices that do not have access to the grid, tractors and agricultural machinery and light vehicles.

In order to mitigate the fossil fuel use and improve the overall carbon equation, we are working in conjunction with third parties to convert diesel-powered bore pumps into biodiesel powered systems. This project work is on-going.



Quintis – Biochar created from host trees.

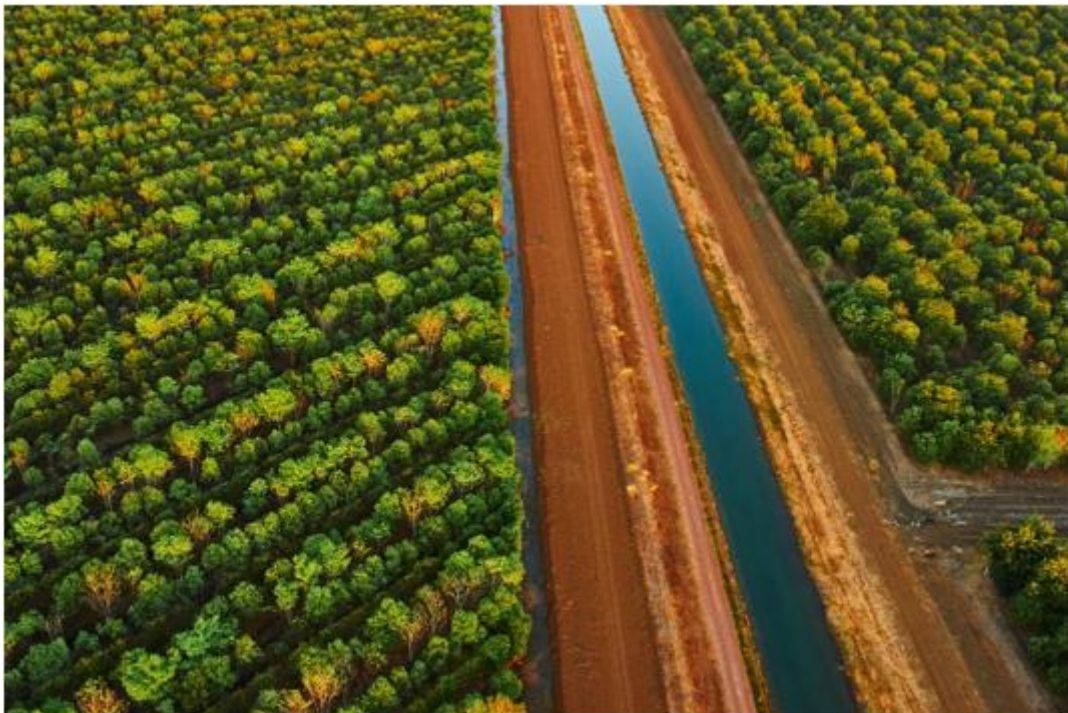
³ <https://territorygeneration.com.au/home/our-power-stations/> on 18 May 2021



12. HOST TREE DISPOSAL

To dispose of the host trees after sandalwood harvest, and because the species are non-merchantable at the time of sandalwood harvest, and a viable market does not exist, traditionally the trees have been burned.

To address this situation, we are researching the conversion by pyrolysis into biochar and other biofuel options. It is hoped to develop a viable market for the products in the local agricultural nutrient market. We have appointed an experienced researcher with a background in biomass to undertake the first steps in this work.





13. REGULATORY ENVIRONMENT

13.1 STATUTORY REQUIREMENTS

The Quintis Forestry Management Policy states that we will maintain systems and manage our business in a way that complies with international conventions that Australia is a signatory to and all Federal and State legislation

We maintain a Legal Register summarising the applicable laws and regulations that apply to our forestry operations, and this is updated through a subscription service by our legal team. Any legislative changes that affect our operations are communicated by the legal team to the Forestry Division for implementation into plans and procedures.

We have zero tolerance towards bribery and corruption. We are committed to combating corruption and fraud in connection with our investments and to strict compliance with laws. This commitment is framed in our **Anti-Corruption Policy**.

13.2 CODES OF PRACTICE

We manage our operations to comply with codes of practice where applicable for each state. The requirements form part of the operational procedures

13.3 PLANTATION OWNERSHIP

Quintis manages the sandalwood plantations owned by itself and on behalf of several classes of investors as per the below table:

Plantation Ownership

Ownership	Area (ha)	%
Institutional	4,006	36%
MIS	2,953	26%
Quintis	2,547	23%
Individual ownership	1,729	15%
Plantation area	11,235	100%

We manage our own plantations on behalf of our corporate investors. Our mandate to manage plantations on behalf of investors in each project is by way of individual commercial contractual arrangements. These contracts are administered by our legal team.



13.4 TENURE AND LAND USE

13.4.1 FREEHOLD

Along with Quintis corporate holdings, institutional investors and Private investors generally own their land in freehold titles. All freehold titles are kept in the Freehold Land Register.

13.4.2 LEASEHOLD

The interest in Arthur's Creek Pilot Dam and surrounding land is in leasehold from the State Government of Western Australia.

13.4.3 LAND RENTAL ARRANGEMENTS

Several plantations in WA, NT and QLD have been established by entering into commercial contractual arrangements with freehold landowners to lease part or all of their land. Each lease agreement has its own terms and conditions. The legal team administers the leases in the Land Register – Leasehold.

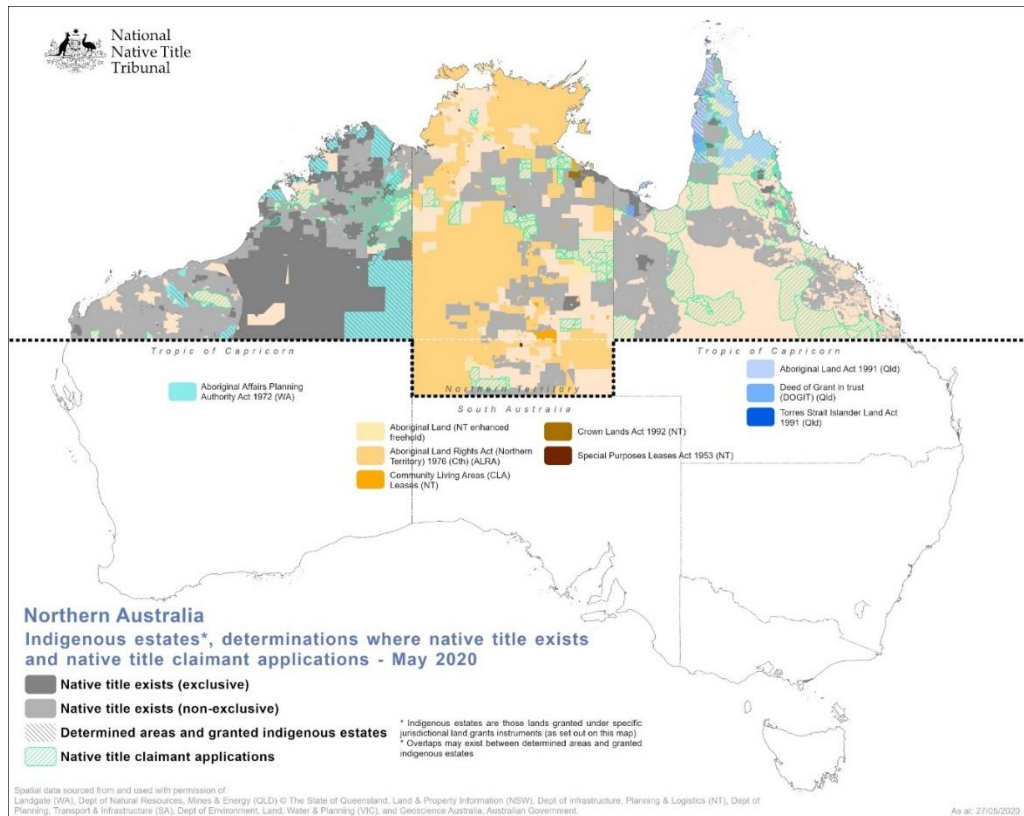
13.4.4 NATIVE TITLE

Native title is the recognition by federal law that some indigenous people have rights and interests in land that have come from their traditional laws and customs. Native title rights and interests held by particular Indigenous peoples will depend on both their traditional laws and customs and what interests are held by others in the area concerned.



Native Title Act 1993

No. 110, 1993



Our Native Title and Aboriginal Cultural Heritage Register shows that there are several registered Native Title claims on properties we manage. Existing Native Title claims, determinations and Indigenous Land Use Agreements affecting parts of the DFA include the following:

- A part of Kenniff plantation, QLD has a native title determination (QCD2016/001) and is covered by an Indigenous Land Use Agreement between the Birriah People and Local Governments (QI2014/090);
- A part of Windsor plantation, QLD has a native title determination (QCD2016/001) and is covered by an Indigenous Land Use Agreement between the Birriah People and Local Governments (QI2014/090);
- A part of Kingston Rest plantation (the Arthur Creek pilot dam) has a registered Native Title claim on behalf of the Yurriyangam Taam People (WC2010/013)

We have begun Traditional Owner engagement with all Indigenous parties that may have an interest in properties we manage to determine the presence or otherwise of traditional and or customary interests in those properties.



14. ASPECTS AND IMPACTS

Aspects are elements of an enterprise's activities that can interact with environmental, economic, social or cultural factors and that can affect the outcomes of forest management for the production of forest products and forest services.

Impacts are changes to environmental, economic, social or cultural factors, whether adverse or beneficial, wholly or partially resulting from the enterprises activities.

Below is in the other one but not this one:

14.1 IMPACT ASSESSMENTS

Both an **Environmental Impact Assessment** and a **Social Impact Assessment** have been undertaken and are reviewed every three years or as required. The environmental and social impact assessments aim to establish the environmental and social impact of general operations and mitigate any negative impacts (or enhance any positive ones) that may arise due to Quintis operations. For any new operations consideration is given to how this may increase or decrease that impact.

15. FORESTRY RISK ASSESSMENT

Quintis update the risk assessment with previously unidentified hazards as they emerge from hazard reports, Safety Lookout (SLO) development, incident analysis, internal and external audits, reports and workplace inspections.

The risk assessment includes:

- Identified operational aspects and impacts
- Initial Risk Score for each identified impact
- Control Measures to be implemented to reduce the risk, using the Hierarchy of Control
- Residual Risk Score for each impact after controls are implemented
- Impacts are linked to legal and regulatory references (hyperlinks)

The risk assessment is reviewed annually.



16. FOREST VALUES

We manage and protect the environmental, economic, social, and cultural values that exist within our estate in a long-term, sustainable manner.

16.1 ENVIRONMENTAL

Our objective is to protect, maintain and where possible enhance environmental values. We have undertaken coarse-level environmental values assessments for the plantations in each region that we manage and identified any significant values. We have then identified potential special values areas based on the identified significant values and had these potential areas assessed and verified by ecological specialists.

These assessments have resulted in the development of our **Special Values Management Plans** for each region. These plans identify the special values areas and describes the management prescriptions used to protect, maintain, and enhance those areas. The special values areas include:

- Species Diversity Special Values Areas
- Ecosystems and Habitats Special Values Areas
- Heritage Special Values Areas
- Conservation Areas

Management of our special values areas are informed by a number of plans, procedures, inspections and forms including our:

- **Special Values Management Plans- WA, NT and QLD**
- **Cultural Heritage Management Plan**
- **Special Values Monitoring Procedure**
- **Special Values Field Monitoring Form**
- **Inspection and Monitoring Procedure**

Maps identifying the special values area's locations are found within the **Special Values Management Plans** and are available publicly through the **Quintis website**.

The following special values areas have been identified:

Special Values Management Areas - Douglas Daly Plantations				
Designation	Location	Area	Description	Area Designation
DDY-1	Mustang Hill Plantation	22.4 ha	Contains limestone outcrops that support monsoon forest habitat and related plant species.	Ecosystems and Habitats Special Values Area.
			Contains a registered indigenous sacred site.	Heritage Special Values Area.
DDY-2	Mustang Hill Plantation	9.5 ha	Contains a registered indigenous sacred site.	Heritage Special Values Area.



DDY-3	Mustang Hill Plantation	8.8 ha	Contains limestone outcrops that show evidence of a small population of the endangered (National conservation status) Black-footed Tree-rat <i>Mesembriomys gouldii</i> .	Species Diversity Special Values Area.
			Contains limestone outcrops that support monsoon forest habitat and related plant species.	Ecosystems and Habitats Special Values Area.

Special Values Management Areas - Katherine Plantations

Designation	Location	Area	Description	Area Designation
KTH-1	Florina Road Plantation. Katherine (east).	86.8 ha	Contains a registered indigenous sacred site.	Heritage Special Values Area.
KTH-4	Taylor's Park Plantation Katherine (west).	23.8 ha	Area set aside as a revegetation area.	Conservation Area.

Special Values Management Areas - Queensland Plantations

Designation	Location	Area	Description	Area Designation
MIL-1	Millaroo North Plantation	13.1 ha	Contains wetland that supports forest habitat and related plant species.	Ecosystems and Habitats Special Values Area.

Special Values Management Areas - Kingston Rest Plantation

Designation	Location	Area	Description	Area Designation
KRT-1	Kingston Rest	161.1 ha	Contains Threatened Species (Salt-water Crocodile, Estuarine Crocodile)	Species Diversity Special Values Areas.
			Contains wetland habitat.	Ecosystems and Habitats Special Values Area.

16.2 BIODIVERSITY

Although our plantations are multi-species, they are still even aged and therefore do not support the biodiversity that a natural forest ecosystem can. It is in the riparian vegetation, waterways, wetlands and remnant native vegetation that we will find the opportunity to preserve or enhance the biodiversity.

Our first priority is to protect rare, threatened and endangered (RTE) species of flora and fauna where they occur within and around our plantations. A list of threatened species, migratory



species and ecological communities' likelihood of occurrence assessments are found at **Appendix 3**.

We train our employees to recognise and protect RTE and when we find any, we follow our Rare, Threatened and Endangered Species Procedure. All RTE sightings are reported and uploaded to the **Quintis iNaturalist** page.

16.3 WATER

One of the unique factors of sandalwood plantations is the need for irrigation during the dry season. We have two methods for irrigating trees – flood irrigation and drip irrigation. There are two established irrigation schemes (Ord River Irrigation Scheme, WA and the Burdekin Haughton Scheme, QLD) which we use for flood irrigation and for the remainder of the plantations we use drip irrigation consisting of bores and infrastructure to distribute the water along drip tubes to the trees. Whilst flood irrigation is the most economic method of irrigation, the drip method is the most efficient from a water-use perspective.

The management of the irrigation programme is governed by our **Irrigation Management Plan**. In essence the water demand is calculated from predicted evapotranspiration data, the age and condition of the plantation and the soil type and condition. The irrigation schedule is then created and planned. Actual use is measured, and monitoring is undertaken in the field by soil moisture probes, sap flow meters and visual inspection of soil moisture by field staff. License conditions stipulate the recording and reporting to local authorities of the amount of water consumed. Each plantation we manage has a water allocation licence and we are careful to ensure that we do not exceed that licence. Irrigation infrastructure repairs and maintenance are carried out as required.

16.4 ECONOMIC

Our objective is to maximise the return on investment in the sandalwood plantations. To do this we apply best practice silvicultural techniques to produce straight pruned logs which encourages the maximum heartwood production in the plantations and gives us flexibility when the harvested logs are processed into either wood or oil products.

As markets are being developed for the latent demand for sandalwood around the world, the production requirements from the plantation will continue to change. We do not set objectives and targets for our wood products for this reason.

16.5 SOCIAL

To understand the impacts that our operation might have on communities in the areas in which we operate we have undertaken a coarse-level social impact assessment. The following values and opportunities were identified:

Value	Management
Opportunity for employment of local people	Employment is offered to local people where the required skills exist and where practicable.
Local rental accommodation price stability	Provide accommodation for seasonal workers on site to ensure there is no negative impact on local community rental prices.



Support local shire objectives	We will proactively determine how to support each local authority in the achievement of their goals and objectives.
Research cooperation and participation	Opportunities to undertake joint research with universities, private research institutes and government research agencies will be pursued and assessed on a case-by-case basis.
Training and education of young people – particularly young indigenous people	FIANT Membership enables the achievement of this goal by collective support of its members to education in the community of the forest industry; FIANT has been granted the right to administer the Forestry Hub soon to be established in the NT. The Hub will enable well-funded programmes of education and promotion of the forestry industry in the NT. We undertake on-going training leading to demonstrable skills and recognised qualification of our employees.
Recreation	The nature of our plantations means that we do not receive high demand or interest to access the plantations for the purpose of recreation. We manage access for recreation hunting with a permit system when the risk of fire and other risks from operations can be minimised.

To improve our social outcomes, we have included several targets and objectives in our Monitoring Table. These will be reported on annually through our **Annual Monitoring Report**.

16.6 SAFETY

The safety of employees, contractors and visitors to our worksites is our highest priority and we take our duties and responsibilities very seriously. We manage safety by committing to zero harm in our Occupational Health and Safety Policy and this is implemented through our **Safety Management Plan**.

We are certified to ISO-45001 Occupational Health and Safety Management Systems and our safety systems and implementation is externally audited on an annual basis.

The **Safety Management Plan** sets out our HSE Targets and Objectives.

16.7 LABOUR

We subscribe to diversity, equality and inclusion as values when recruiting for roles within our business. Our **Labour Relations Policy** defines how we will manage the rights of workers. Our various Human Relations (HR) procedures including recruitment, on-boarding and performance management, govern how we manage those processes.

16.8 CULTURAL HERITAGE

In order to carry out our duty to avoid negatively impacting cultural heritage values in our plantations we have included all known indigenous and non-indigenous sites in and in close proximity to our plantations in the company's Geographical information System (GIS) to ensure staff are aware of the location of the areas. To date there are no known heritage sites in our



plantations but there are incidences of sites nearby. These map layers are considered as part of operational planning to ensure that any adverse impact is avoided.

Maps identifying the locations of Special Values Heritage Areas are found within the **Cultural Heritage Management Plan** and are available publicly on the **Quintis website**.

In the event that an employee or contractor accidentally discovers an artifact or heritage site, all employees have been trained in our **Accidental Discovery Procedure** to enable them to take the necessary precautions to avoid disturbing the site. The procedure documents the steps to take to find the appropriate party to contact.

16.9 SPECIAL VALUES HERITAGE AREAS

Special Values Heritage Management Areas - Katherine Plantations				
Designation	Location	Area	Description	Area Designation
KTH-1	Florina Road Plantation. Katherine (east).	86.8 ha	Contains a registered indigenous sacred site.	Heritage Special Values Area.

Special Values Heritage Management Areas - Douglas Daly Plantations				
Designation	Location	Area	Description	Area Designation
DDY-1	Mustang Hill Plantation	22.4 ha	Contains a registered indigenous sacred site (3 ha).	Heritage Special Values Area.
DDY-2	Mustang Hill Plantation	9.5 ha	Contains a registered indigenous sacred site.	Heritage Special Values Area.

16.10 STAKEHOLDER ENGAGEMENT

Our **Stakeholder Engagement Procedure** defines the minimum requirements for managing stakeholder engagement. The procedure ensures Quintis plans and adapts our engagement with stakeholders to understand their views, needs and expectations, and to achieve our strategic and operational goals.

Stakeholders who may be impacted by our operation or may have an interest in what we do are identified and a list is maintained in our **Stakeholder Register**. A broad range of interested individuals and groups are represented including neighbours, customers, consultants, contractors, emergency services, growers, indigenous groups, lessors, local government, and regulators.

Specific operational procedures highlight the requirement to consult or inform stakeholders such as neighbours prior to conducting the operations.

The review of this FMP also includes actively soliciting input from a selection of affected stakeholders on an annual basis.

Our **Complaints and Dispute Handling Procedure** has been developed to ensure all complaints received are recorded, investigated, and resolved in a timely fashion. Any stakeholder can lodge a complaint through our publicly available complaints portal on the Quintis website.



16.11 TRADITIONAL OWNER (TO) ENGAGEMENT

Whilst having a long history leading Indian Sandalwood plantation development, the recapitalisation process that we underwent precluded maintaining the ties with some indigenous community groups that we had forged. We still continue to maintain communications with the communities nearby where we work, and we have welcomed people from those communities to work for Quintis.

Working relationships ensure that both sides know what is happening around them and communication is maintained. We have committed to undertake a comprehensive TO engagement process. The purpose of this process is to discover the presence or otherwise of customary rights (like access, hunting/fishing) and the presence of sacred sites or unregistered heritage sites in or around our plantations. We have engaged a highly respected archaeologist to write a long-term strategy for us and we have engaged local people to assist in discovering to the best of our ability who the affected and interested indigenous parties are that we need to engage with.



17. ESTATE MANAGEMENT

17.1 ROLES AND RESPONSIBILITIES

The roles and responsibilities in the forestry division are managed in the **Forestry Organisation Chart** which is maintained by the HR team. This document is updated whenever there are any changes to roles or employees in those roles. Each role has a position description which accurately outlines the requirements and responsibilities of the role.

In each procedure, the roles and responsibilities section states who has a role and what that role is regarding that specific procedure.

17.2 FOREST MANAGEMENT PLAN

This **Forest Management Plan (FMP)** is a core document in a management framework of policies, plans, procedures and operations documents that govern the physical implementation of forest management activities. The FMP applies a systematic approach to ensure prevention of adverse and harmful impacts.

Internal audits to ensure compliance with the FMP and the framework documents will be undertaken once a year during the wet season when forest operations activity levels traditionally decrease allowing a focus on reviewing and improvement.

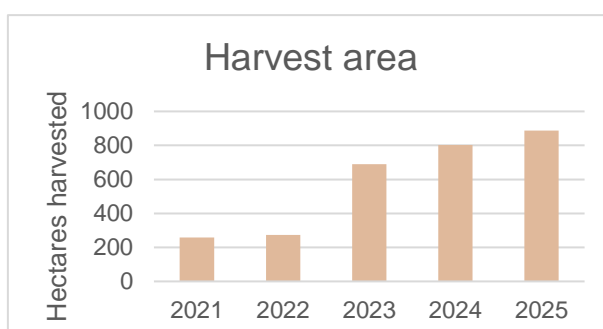
17.3 PLANNING

17.3.1 LONG-TERM PLANNING

Long term planning of the estate involves the following process:

1. Combining accurate spatial information (including any changes to the FMU/DFA) with the annual inventory and Permanent Sample Plot (PSP) measurement programme and using the growth and yield model we calculate the current and future growth of the estate. The model allows sensitivity analysis of options to determine the optimum management regime considering the many constraints. This modelling is done using Tigermoth software by our Resources Team. Refer to Appendix 4- **FOR-OVA-FLO-Planning Horizons-AUS-REV**
2. The **Derivation of Annual Allowable Cut Procedure** is how we determine the volume of wood that we can harvest while meeting long-term sustainable harvest targets.

Harvest Area (ha) 2021- 2025





17.3.2 BUDGETS AND FINANCIAL CONTROL

Financial planning includes an annual budget with several reforecasts throughout the year. Monthly management account reports allow us to analyse our progress to plan throughout the year.

17.3.3 OPERATIONAL PLANNING

We utilise specialised software as the foundation of our operational planning. The purpose of the software is to plan our operations, allow the business to easily make and track changes made to plans and to record and compare actual results with the plans.

17.4 RESOURCES TEAM

17.4.1 FOREST INVENTORY

Forest growth and development is monitored through the annual forest inventory programme consisting of inventory and permanent sample plots. Documents relating to forest inventory are:

- **Inventory Procedure (FOR-RCS-PRO-Inventory-AUS-REV 2)**
- **Inventory Flowchart (FOR-RCS-FLO-Inventory-AUS-REV 1)**
- **Annual Inventory Report (FOR-OVA-REP-Inventory-AUS-‘YEAR’)**

17.4.2 PERMANENT SAMPLE PLOTS

Permanent Sample Plots (PSPs) and research trials have historically been established in our forest estate. Results from research are utilised to evaluate new methods and apply known forestry principles to the unique situation in our estate. Where beneficial these results are incorporated into management plans and procedures. PSPs are used to monitor individual tree growth in a specific area over time enabling the Company to further develop growth and yield models.

17.4.3 ANNUAL INVENTORY

The principal aim for the annual inventory is to collect sandalwood and host data to quantify the current status of each plantation and to estimate recoverable yield at harvest as an input for long-term estate modelling, harvest planning along with the annual valuation. The annual inventory is typically a low intensity inventory and enables a summary to a reporting level and more accurate yield projections for the growth and yield estimations in the estate model. Currently inventory measurements are taken annually.

17.4.4 PRE-HARVEST INVENTORY

The principal aim for the pre-harvest inventory (PHI) is to obtain estimates of recoverable volume by product grade. This information is then used to develop harvesting and marketing strategies. Inventories are undertaken when stands reach two years or less from harvesting and are sampled at a high intensity of one plot per two hectares.



17.4.5 MAPPING

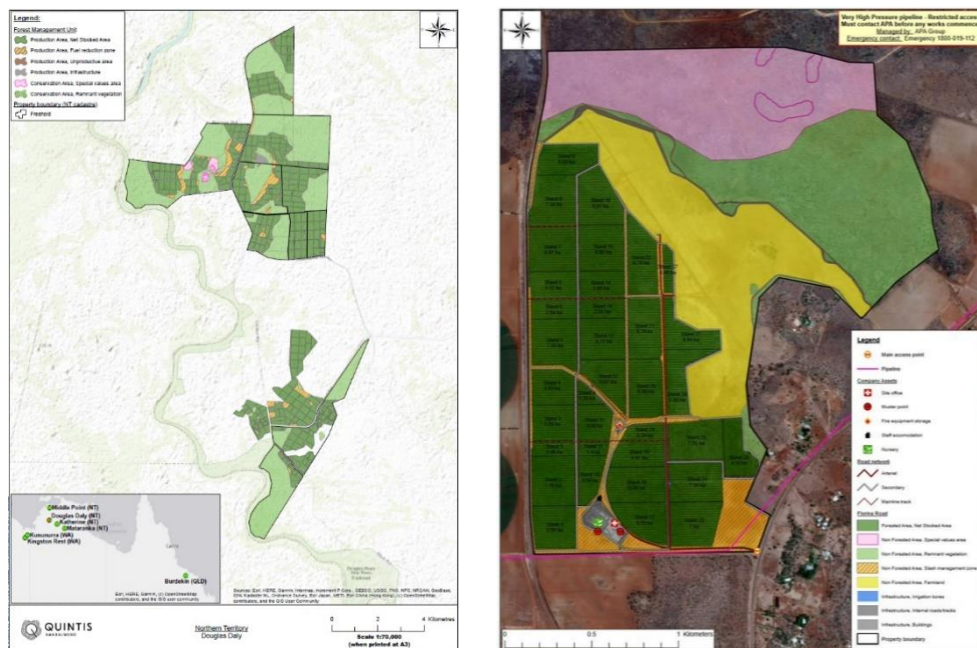
Digital mapping of our estate currently exists and is updated from time to time as the forest changes from management or disturbance events. The work involves defining and updating legal boundaries; assessing stand data for species types and land use accuracy; digitising and collecting GPS or aerial imagery data for forest attributes including stand boundaries, roads. The mapping process also identifying hazards and restricted areas such as utility corridors, archaeological sites, and protected ecosystems.

The digital data is retained, processed, and managed in **ArcGIS**, which is a Geographic Information System (GIS) software package provided by ESRI.

Silvicultural operations are commonly paid on an area basis and accurate mapping ensures that payments are correct, and disputes can be avoided.

Accurate mapping also assists with budgeting, planning and calculation of future revenue/tree crop value, infrastructure and harvesting.

After harvesting, areas are remapped for planning the establishment and management of the subsequent rotation.





18. SILVICULTURE

18.1 CROP SPECIES SELECTION

The core strategy of our business is to grow a large, legal and sustainable supply of Indian Sandalwood so our species is selected to fulfil this core purpose.

There are two commercial Indian sandalwood plantation operations in Australia – Quintis and Santanol. Santanol manages approximately 2,500 hectares of Indian sandalwood plantations. Other countries cultivating this species include: India, Sri Lanka; Indonesia, Malaysia, Papua New Guinea and China.

18.2 HOST SPECIES SELECTION

There has been a lot of research into the best species to act as hosts for the hemi-parasitic Indian sandalwood originally in India and then in Australia at the research institute in Kununurra.

We have applied that knowledge and tested the various species in different soils and generated a series of planting configurations. Our research and development team administers and recommends configurations based on due diligence of the prospective sites.

The following table shows the range of native and non-native species planted in the estate:

Species Type	Native or non-native	Species name
Merchantable species		<i>Santalum album</i>
Host species	Native hosts	<i>Sesbania Formosa</i>
		<i>Cathormion umbellatum</i>
		<i>Acacia spp</i>
	Non-native hosts	<i>Alternanthera dentata</i>
		<i>Albizia Lebbeck</i>
		<i>Dalbergia latifolia</i>
		<i>Dalbergia lanceolaria</i>
		<i>Cassia siamea</i>

The occurrence of wilding sandalwood and host species is carefully monitored by inspection of boundaries and in communication with neighbours. In the even that this did occur we will assist the neighbour to clear the wildings and prevent further occurrence.

There are no genetically modified organisms in any of our plantations.

18.3 SILVICULTURAL OPERATIONS

Our silvicultural operations are carried out according to operational procedures. The procedures are updated as and when new practices are developed or the results of research and development or operational trials suggest the need for revision.

The procedures include direction on land assessment, site preparation for drip irrigation, nursery procedures, seedling planting and establishment and pruning.



While Quintis' main objective is economic, it also embraces the sustainability principle. Ecological principles are entrenched in our silvicultural practices. It means that while undertaking the essential silvicultural treatments, we try to minimise and mitigate any potential biodiversity decline of essential terrestrial flora and fauna; we prevent the underground aquifer and surface water from getting polluted from chemical and fertiliser use that can affect the water quality for human and animal consumption and aquatic life. Moreover, our silvicultural operations and practices are offshoots from field operational and research trails and science-supported management decisions.

19. HARVESTING

Our **Annual Harvest Order** is prepared by our investor relations team after consideration of contractual requirements for our various investor projects.

We have developed an estate model to evaluate and determine the optimum time of harvest based on the market demand, global prices for Indian Sandalwood products, the age-class distribution and potential supply of harvested material and the harvesting infrastructure constraints.

Harvesting and subsequent land remediation and preparation for another rotation occurs in the months between April to November which is the dry period of the year in the tropical North of Australia. This minimises the risk of soil erosion and compaction and negatively impacting the quality of surface water run-off into watercourses. In flood irrigated areas the irrigation is generally ceased before harvest to allow the soils to partially dry and stabilise.

In response to the **Annual Harvest Order**, we update the **Harvest Management Plan** with the specific requirements of the order. The **Harvest Management Plan** governs the pre-harvest, harvest, and post-harvest activities.

19.1 ROADING AND MAINTENANCE

We maintain a network of forest roads throughout our estate to allow access for silviculture operations and fire protection. Roads are usually designed in conjunction with the establishment of the plantations. We consider topography, geology, soil erosion risk, waterways and environmental values and traffic volume when determining road requirements and design. The network is maintained by grading and surface repair as necessary. Generally, due to operating in the dry season these roads are adequate for harvesting operations without a requirement to upgrade.

19.2 CHAIN OF CUSTODY

The **Harvest Management Plan** and the **Chain of Custody Procedure** govern how we step by step identify, mark, harvest, batch, transport, weigh and deliver to storage in a manner which allows us to prove that a certain bundle of logs or stump cores came from a certain job number and stand within the plantation.



19.3 RESEARCH

Research and development is managed by our Research and Development Team (R&D) which has members in each of our regions. The R&D team updates a 3-year rolling Strategic Research Plan on an annual basis in conjunction with investor requirements and our own research needs.

We have begun to expand our collaborative approach to research by jointly working with investors on projects pertinent to their situation and with universities on longer-term projects.

Operations research trials are conducted on a range of topics including nutrition, pathology, physiology and competition, water use and the tree improvement programme. The results of this trial work are discussed at an annual research forum which most managers attend and then incorporated into guiding principles.

Current research trials include the development of biochar capability, understanding the nutrient and xylem pathways from host trees to sandalwood, development of tissue culture technology for sandalwood propagation and operative trials around thinning and pruning.





20. FOREST PROTECTION

20.1 WEEDS – DECLARED WEEDS

Wherever a local authority has declared weeds in a jurisdiction that we operate in then we follow the guidelines to eradicate or control as required. This often involves working with neighbours to either conduct weed control operations or supply chemical when neighbours have less urgency on the work. Gamba Grass is a declared weed in the NT, and we work year-round to control its spread. Gamba Grass presents a high fire hazard when it seeds, and it is costly and difficult to kill once it grows into large clumps. Effective treatment is to keep on top of it while still juvenile.

20.2 ANIMAL PESTS

Several species of animal have the potential to cause damage to plantation assets (trees and irrigation infrastructure) and also there is the risk of hazardous animals causing injury or potential fatality to employees and contractors.

Hazardous animals include buffalo, wild cattle, wild boars, crocodiles, and snakes. Due to a previous incidence of injury from hazardous animals we have enacted a comprehensive and strict procedure for all people on plantations to follow in the event of the sighting of a hazardous animal. We have professional contractors who are authorised to either muster or otherwise remove the animal from the property.

Animals that have the potential to cause damage to irrigation infrastructure include wallabies, cockatoos, and rats. During the dry season the drip tapes represent a source of water for these animals, and they bite the tape to get at the water causing leaks and inefficient watering. Preventative and control mechanisms are in place to minimise the damage caused by these animals.

20.3 INSECT PESTS

Our Forest Protection Staff identify and predict life cycles of the various insect pests that populate our plantations. We have built up a knowledge base of biotic beneficials for each type of pest and where they are at any time in our plantations. In circumstances where the beneficials cannot control the outbreak of pest insects they are controlled with pesticide application.

For certain insects, systemic insecticide is the most efficient form of prevention at the lowest overall volume of chemical use.



20.4 DISEASES

There are latent and endemic diseases in the soils and environment where we operate. It is rare for a disease to be the sole causal factor in poor tree health or mortality. Usually, the tree undergoes some form of stress or shock from an environmental issue such as heat, drought, UV exposure, flooding or insect attack resulting in a lowered ability to defend against disease.

20.5 INTEGRATED WEED AND PEST MANAGEMENT

In order to meet the objective of reducing the amount of pesticides that we use, we have developed two **Integrated Pest Management plans (IPM)** – one for weeds using herbicides and one for other pests – animal, insect and pathogen. The IPMs guide us to assess the nature and situation of the observed pest, rapidly assess the various options available for treatment and based on a risk assessment, choose the least toxic approach appropriate for the circumstances. By consistently following this methodology we will lower pesticide use over time while not increasing the risk of damage to the plantations.





20.6 FIRE MANAGEMENT

Unlike the Southern Australian fire season in the summer, the tropical north experiences a dry season from May to October characterised by low humidity and dry, hot winds. The following diagram shows the difference this makes for the fire season.



We prepare annual **Fire Management Plans** that are published internally by 1 May each year. These plans detail the equipment we have available, the training we undertake with local brigades and the fire break and fuel reduction burning that is required to protect the plantations from wild bushfire each year.

The fuel reduction burns are conducted early in the season while the fuel is still not fully cured. This allows for cool burns and allows us to keep the burns under control. There is typically less wind at the start of the season also. We contract with local brigades to conduct these burns with us for their experience and knowledge.

Our crews are ready at any time to assist neighbours and local landowners when wildfire is approaching. This is a reciprocal arrangement, and our neighbours are more than ready to assist us when we request. This is a good example of stakeholders all working together to achieve a common goal.

20.7 ACCESS AND SECURITY

We apply general plantation security protocols for most of our plantations including keeping gates closed and locked at night where applicable. We have staff living on most of our plantations to monitor the security of sites due to their remote nature. There are some plantations that do not have fenced perimeters, but these are generally very remote areas with little public traffic and a lower deemed risk. Signs are placed at the main entranceways of all plantations with information on access and communication channels.

Illegal activity is generally associated with theft of machinery or vehicles from unattended and locked sheds. All our machinery and equipment is insured to mitigate these costs, and incidences are recorded in Myosh and the police are notified.



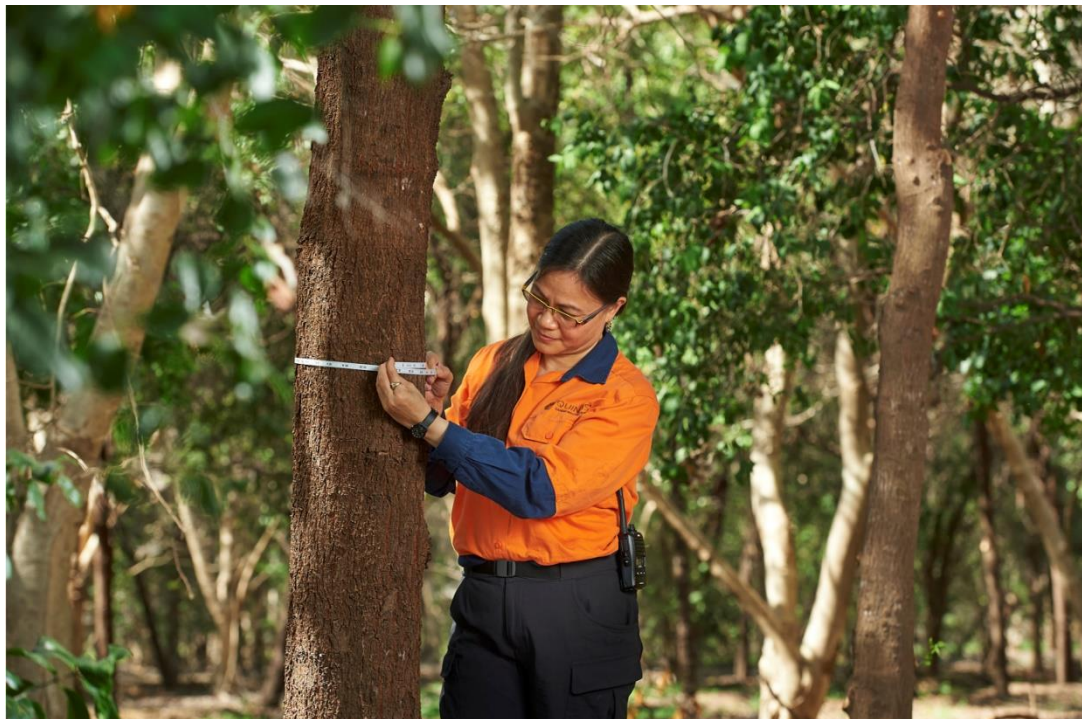
21. MONITORING AND CORRECTIVE ACTIONS

At Quintis we have accreditation to ISO-45001 for our safety management system. We conduct internal audits on an annual basis and are subject to one external audit per year.

For the purpose of maintaining FSC and RW certification we will conduct annual internal audits to ensure that the management system is being implemented and that operations comply with the standards.

In between annual audits we have a regular series of inspections and monitoring to ensure compliance. Inspections and monitoring items and frequency are informed by our **Inspection and Monitoring Procedure**.

Any corrective actions that are discovered from the audits and inspections are entered into the Myosh database and the resulting action items are assigned to employees to close out within the designated timeframes.





22. EVALUATION AND REVIEW

This FMP is reviewed annually prior to the annual certification surveillance audits. We actively encourage and seek input from a selection of stakeholders each year. We capture the results of the engagement in our Stakeholder Communication Register, and we incorporate the input wherever possible into the plan. The results of the review and any changes to the plan will be contained in the controlled document section of the plan.

We take a risk-based approach to the review of our plans and procedures. Scheduled reviews are determined through the **Document Control System** and identified on the individual documents. Changes are contained in the control document section of the relevant document.

Our HCV and **Special Values Management Plans** are reviewed annually.

To assess the long-term performance of the management system, we monitor and report on various aspects of the business listed in the Monitoring Table through our **Annual Monitoring Report**. Review of this report and other standing agenda items are assessed at our annual Management Review meeting.

23. STAKEHOLDER INPUT

We acknowledge the positive contribution that stakeholder opinions and areas of knowledge can provide to forest management.

We will review this FMP on an annual basis and invite comments and opinions on it for consideration of inclusion in future revisions.

We welcome feedback and stakeholder input at any time and the contact details are at the front of this FMP.

Thank you.



24. REFERENCES

Below is a list of all Company documents that have been reference in the above Plan. These can be found in the Document Management System (DMS) or attached as an Appendix.

- **Appendix 1 – Monitoring Table**
- **Appendix 2 – FMU/DFA Maps**
- **Appendix 3 – Threatened species ‘likelihood of occurrence’ Assessment**
- **Appendix 4 – Planning Horizons Flowchart**
- **Appendix 5 – Quintis Group Corporate Organisational Structure**
- Forest Management Plan
- Chain of Custody Procedure
- Harvest Management Plan
- Special Values Management Plans- WA, NT and QLD
- Cultural Heritage Management Plan
- Special Values Monitoring Procedure
- Special Values Field Monitoring Form
- Special Values Field Management Plan
- Safety Management Plan
- Inspection and Monitoring Procedure
- Rare, Threatened and Endangered Species Procedure
- Accidental Discovery Procedure
- Forestry Inspection and Monitoring Procedure
- Stakeholder Engagement Procedure
- Complaints and Dispute Handling Procedure
- Derivation of Annual Allowable Cut Procedure
- Inventory Procedure
- Inventory Flowchart
- Annual Inventory Report
- Quintis Forestry Management Policy
- Occupational Health and Safety Policy
- Labour Relations Policy
- Environmental Impact Assessment
- Social Impact Assessment
- Quintis Plantation Manual
- Quintis Legal Register
- Quintis Land Register – Freehold and Leasehold



- Quintis Native Title and Aboriginal Cultural Heritage Register
- Annual Monitoring Report



25. APPENDIX 1 – MONITORING TABLE

ECONOMIC

Code	Aspect	Objective	Frequency	Target
E1	Economic sustainability	Achieve the overall financial objectives of each investor class	Annual	Meet and not exceed each annual approved budget
E2	Production	Maximise heartwood production	Annual	Annual heartwood volume
E3	Silviculture	Continuous improvement of silvicultural practices through Research and Development results	Annual	Number of Technical Recommendations
E4	Carbon	Research opportunities for carbon sequestration and carbon credit projects	Annual	Produce report with options/recommendations

ENVIRONMENTAL

Code	Aspect	Objective	Frequency	Target
E1	Plantation status	Age class distribution	6 Monthly	Area statement update 30/6, 31/12
E2		Inventory programme undertaken	Annual	Measure inventory plots Produce annual inventory report
E3		PSP programme	Annual	Measure existing PSP Establish new on 2022 planting
E4	Forest products	Harvest projected v actual	Annual	Produce reconciliation report from 2022 Harvest
E5	Silviculture	Area sprayed	Annual	Number hectares sprayed



Code	Aspect	Objective	Frequency	Target
E6		Area sprayed by type	Annual	Number of hectares by spray type (boom, aerial)
E7		Area hedging	Annual	Number of rows hedged
E8		Area pruning	Annual	Number of trees/rows pruned
E9		Area slashed	Annual	Number of hectares slashed
E10	Conversion	No conversion from forest to plantation	Annual	0
E11	Exotic species	Minimise wildings	Annual	No instances of wilding sandalwood or host species in neighbouring properties
E12	Weed sampling and monitoring	Collect and register weed samples	Annual	Number of weeds identified
E13		Develop a Declared Weed Register	Annual	Dec-22
E14	Biological control	Use integrated pest management and silviculture systems which aim to reduce the requirement of chemical pesticides.	Annual	Increase the share of treatment with beneficials, instead of traditional systems, by 20% on the prior year, by December 2022.
E15		Biological control registers for biological control interventions	Annual	100% of interventions recorded on register
E16		Scheduled inspections completed for minimum acceptable tolerance pest levels	Annual	Number of inspections
E17	Prescribed/controlled burns	Research the use of traditional Aboriginal fire management which involves the lighting of 'cool' fires.	Annual	Conclude our review by June 2022 with a report detailing action plans moving forward.
E18		Controlled burns: - number of burns conducted - areas burnt - number of hectares burnt	Annual	Number of controlled burns Number of areas burnt Number of hectares burnt
E19		Damage to plantations from controlled burns	Annual	0 incidents



Code	Aspect	Objective	Frequency	Target
E20		Damage to neighbouring properties from controlled burns	Annual	0 incidents
E21	Natural hazards	Natural hazards and events- flood, significant rainfall, bush fire, cyclone, storm events	Annual	Number of events
E22	Environmental water sampling Riparian management	Water sampling undertaken to monitor water quality at identified major waterways adjacent to company plantations	6 monthly	100% scheduled sampling completed
E23	Special Values Areas -Species Diversity -Ecosystems and Habitats -Conservation -Heritage	Maintain population of threatened endangered species.	Annual	All Special Values areas delineated.
E24				No unauthorised access within Special Values areas.
E25				No recreational hunting activities within Special Values areas.
E26				Work prescriptions to clearly define activity area.
E27				No unauthorised activities within Special Values areas.
E28				Control of noxious weeds.
E29				Management of Pest Animals.
E30				Implementation of fire management controls as per the Fire Management Plan



Code	Aspect	Objective	Frequency	Target
E31				Monitoring to be conducted as per Special Values Field Monitoring Procedure.
E32	Use of fertilisers	Representative areas leaf sampled seasonally	6 monthly	Number of tests conducted
E33		Representative areas soil sampled annually	Annual	Number of tests conducted
E34		New fertilisers have cost effective analysis trial completed before use.	Annual	100% fertilisers analysed
E35		All details of fertilisers used recorded including: Trade name Quantity used Period of use Number and frequency of applications Location and area of use Reason for use	Annual	All details recorded
E36	Use of pesticides	All details of pesticides used recorded including: Trade name Active ingredients Quantity of active ingredient used Period of use Number and frequency of applications Location and area of use Reason for use	Annual	All details recorded
E37		Reduce our volume of Highly Hazardous Pesticides	Annual	20% reduction in HHP volume used
E38		Incidents of chemical exposure	Annual	0
E39		No pesticide or pesticide impact off-site	Annual	Zero instance



Code	Aspect	Objective	Frequency	Target
E40	Carbon	Finalise the commercial feasibility assessment of our 'Biomass Pyrolysis' project.	Annual	Subject to the results of the assessment, we aim to turn at least 50% of biomass material into biochar (or a related product) by December 2026.
E41	Water	Use water within licensed allocations	Annual	Zero instance of water use over allocation
E42		Australian National Council On Large Dams (ANCOLD) audits undertaken on Arthur Creek dam	Annual	Audit completed annually
E43	Genetically Modified Organism (GMO)	GMO are not used	Annual	0 instances of GMO being used
E44	Rare Threatened and Endangered (RTE) species	RTE sightings	Annual	Number of sightings reported into iNaturalist

CULTURAL

Code	Aspect	Objective	Frequency	Target
C1	Reconciliation	In conjunction with Reconciliation Australia we will document our vision for improving relationships with Indigenous Australians and Torres Strait Islanders	Annual	Create a Reflect Reconciliation Action Plan (RAP) and provide a roadmap for how we intend to do so within 12 months of accreditation
C2		Cultural awareness training	Annual	Cultural awareness training completed for all employees by Dec 2022



Code	Aspect	Objective	Frequency	Target
C3	Heritage Special Values Areas	Maintain identified cultural heritage areas.	Annual	Refer Environmental/Special Values Areas
C4	Traditional owner engagement and consultation	Consultation regarding access, cultural site management practices, confirm further consultation dates	Annual	Complete engagement as per Appendix C- Cultural Heritage Engagement Schedule
C5		Identify all relevant indigenous groups	Annual	100% groups identified

SOCIAL

Code	Aspect	Objective	Frequency	Target
S1	Governance	Comply with international conventions that Australia is a signatory to and all Federal and State legislation	Monthly	Monthly review of legal updates
S2		Develop a 'Code of Conduct' for partners we work with to ensure the highest standards of ethics and governance.	Annual	This includes implementing a risk assessment process to assess our partners' commitments to international labour rights before agreeing to work with them by December 2023
S3		Support Australia's Modern Slavery Act 2018	Annual	Develop and share our statement in support of this by end of 2023.
S4	Unauthorised activities	Illegal and unauthorised activities are reported and recorded	Annual	Number of incidents recorded
S5	Dispute resolution	Resolve all complaints before they become a dispute	Annual	0 complaints escalated to disputes



Code	Aspect	Objective	Frequency	Target
S6		Number of complaints	Annual	Number of complaints
S7		Number of disputes	Annual	Number of disputes
S8	Workers conditions	Better off Overall Test conducted annually on all employee agreements	Annual	100% employee agreements reviewed
S9		Number of grievances related to employment practices and conditions	Annual	Number of reports
S10		Ethical audits of all major contractors	Annual	Number of audits conducted
S11		Potable water quality tests	6 monthly	100% Potable water quality tests completed
S12		Wellness program uptake	Annual	80% take up rate
S13		Health and Safety	Incidents resulting in Lost Time Injuries to employees.	Annual
S14		Review of Forestry risk assessment.	Annual	100%
S15		Safety Lookouts to be developed as identified via risk assessment.	Annual	100%
S16		Toolbox are completed as issued at all sites	Annual	Number of toolboxes conducted
S17		All employees inducted to Company. All employees and Contractors inducted to site.	Annual	100%
S18		Close out of corrective actions from incident investigations, hazard reports, audits, and inspections.	Annual	>90% within due date
S19		All operators to be trained and assessed as competent on all applicable plant and equipment.	Annual	100%
S20	Audits and Inspections	External ISO audit	Annual	One audit annually



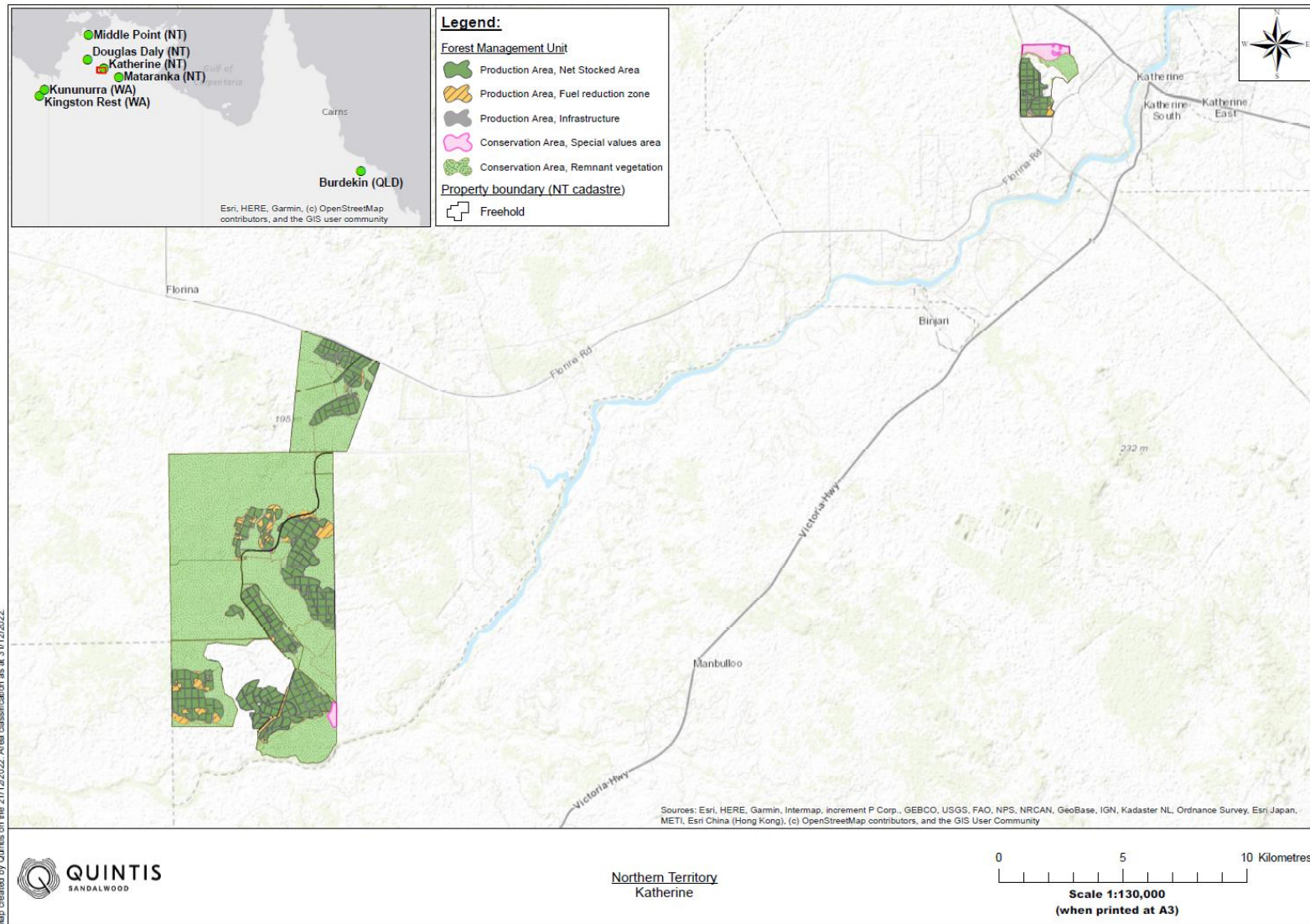
Code	Aspect	Objective	Frequency	Target
S21		Internal audit	Annual	One audit annually for each operational site
S22		Site Inspections	Monthly	100% scheduled site inspections completed for all plantations
S23		Fence line inspections	Annual (post wet season)	100% fence lines inspected annually
S24		Camp inspections	6 monthly	100% Company provided camp accommodation inspected every 6 months
S25		Company house inspections	6 monthly	100% Company provided housing inspected every 6 months
S26		Bore Safety inspection	6 monthly	100% Bore Safety Inspection completed
S27		Fire Unit inspection- May - November	Weekly	100% Fire Slip On Unit inspection completed
S28		Fire Unit inspection- December - April	Monthly	100% Fire Slip On Unit inspection completed
S29		Fire Extinguisher Inspection	6 monthly	100% Fire Extinguisher Inspection completed
S30		Electrical equipment inspection	as per table 10 Inspection and Monitoring Procedure	Number of inspections conducted
S31		RCD inspection- push button test	as per table 11 Inspection and Monitoring Procedure	Number of inspections conducted
S32		RCD inspection- operating time test	as per table 12 Inspection and Monitoring Procedure	Number of inspections conducted

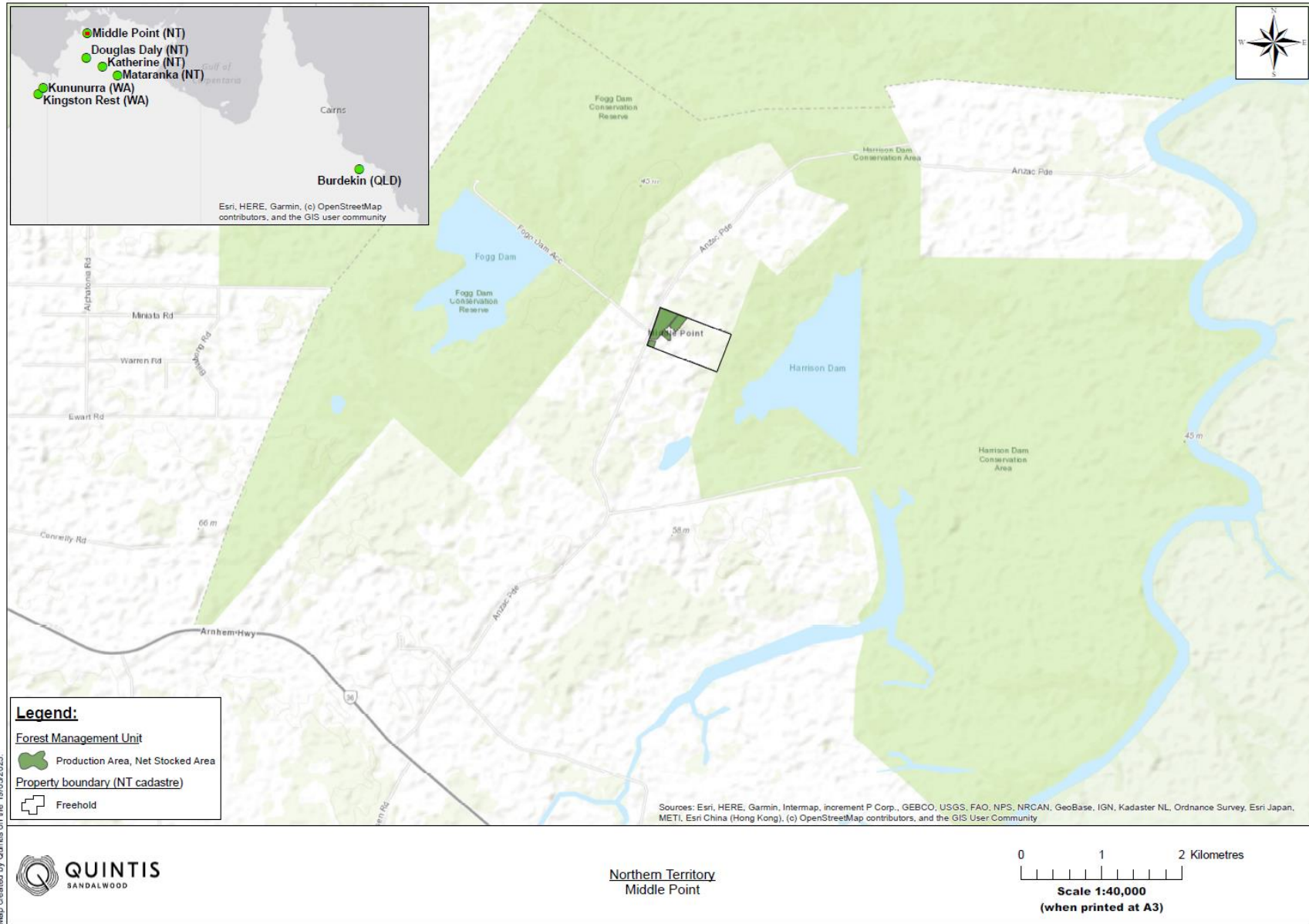


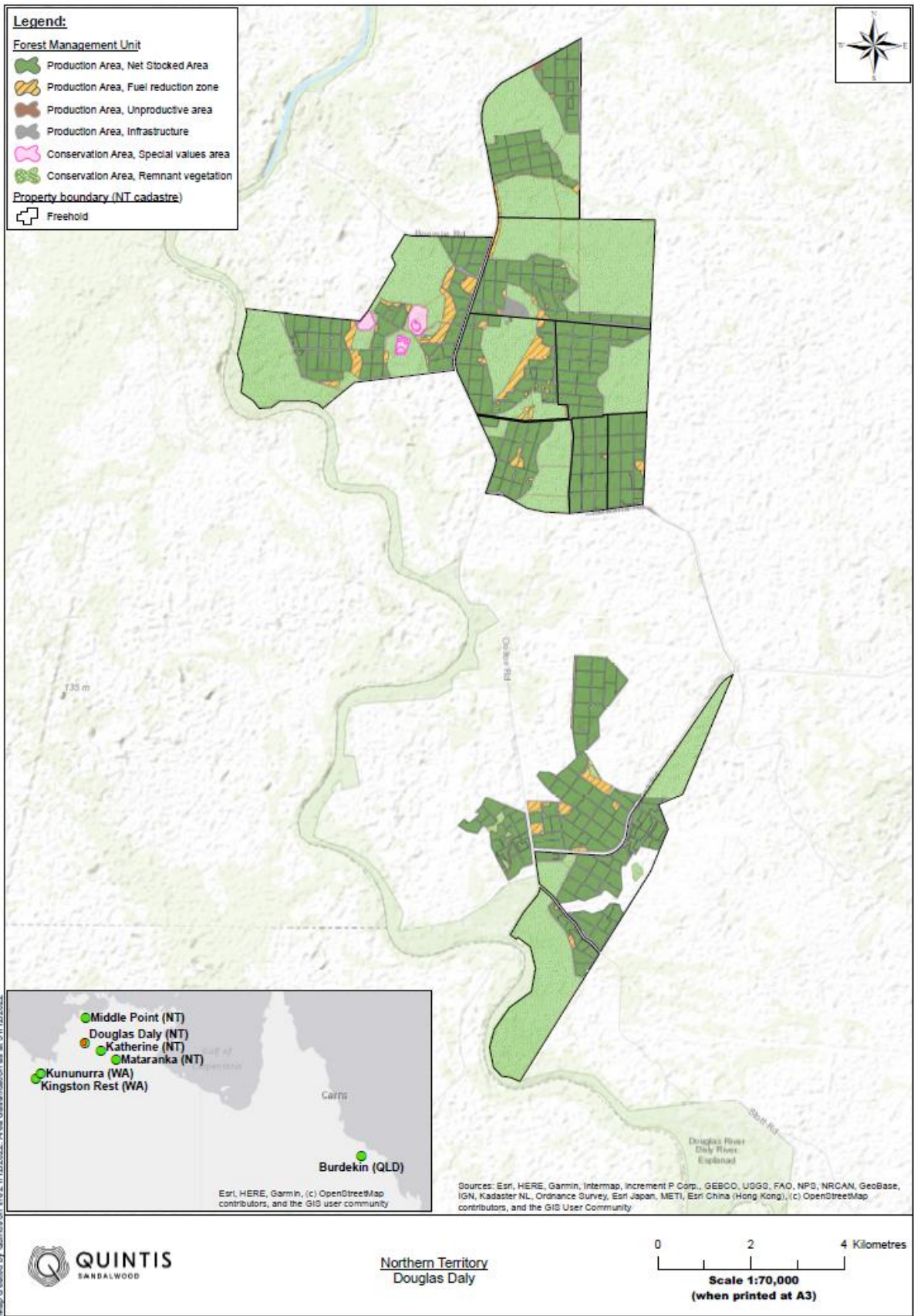
Code	Aspect	Objective	Frequency	Target
S33		Chemical Stocktake	Monthly	100% Chemical stocktakes completed
S34	Training	Number of personnel undertaken accredited training	Annual	Number trained
S35		Number of personnel undertaken VOC	Annual	Number trained
S36		Number of personnel undertaken professional development	Annual	Number trained
S37	Community engagement	Donate unused hardware (such as computers or electronics, machinery and tools) annually to not-for-profit organisations to ensure a sustainable pattern of use and to assist in community growth.	Annual	Establish donation program by June 2022.
S38		Engage in local community initiatives that support vulnerable or disadvantaged people.	Annual	Support the Kununurra Community Kitchen which provides community members with meals, some of which are home delivered.
S39		Sponsor organisations and events that support local communities	Annual	Number of organisations and events supported
S40	Local content	Local employment where required skills exist locally	Annual	% of local employees
S41		Source products and services from local businesses where viable and practicable	Annual	% of local contractors and suppliers
S43	Local authority goals	Develop local authority support plan	Annual	Within one year of accreditation
S44	Support local emergency response	Contribute infrastructure for use, attend community emergency training	Annual	Number of contributions and training sessions attended
S45	Research cooperation and participation	Opportunities to undertake joint research with universities, private research institutes and government research agencies will be pursued and assessed on a case by case basis.	Annual	Number of joint ventures and research projects undertaken

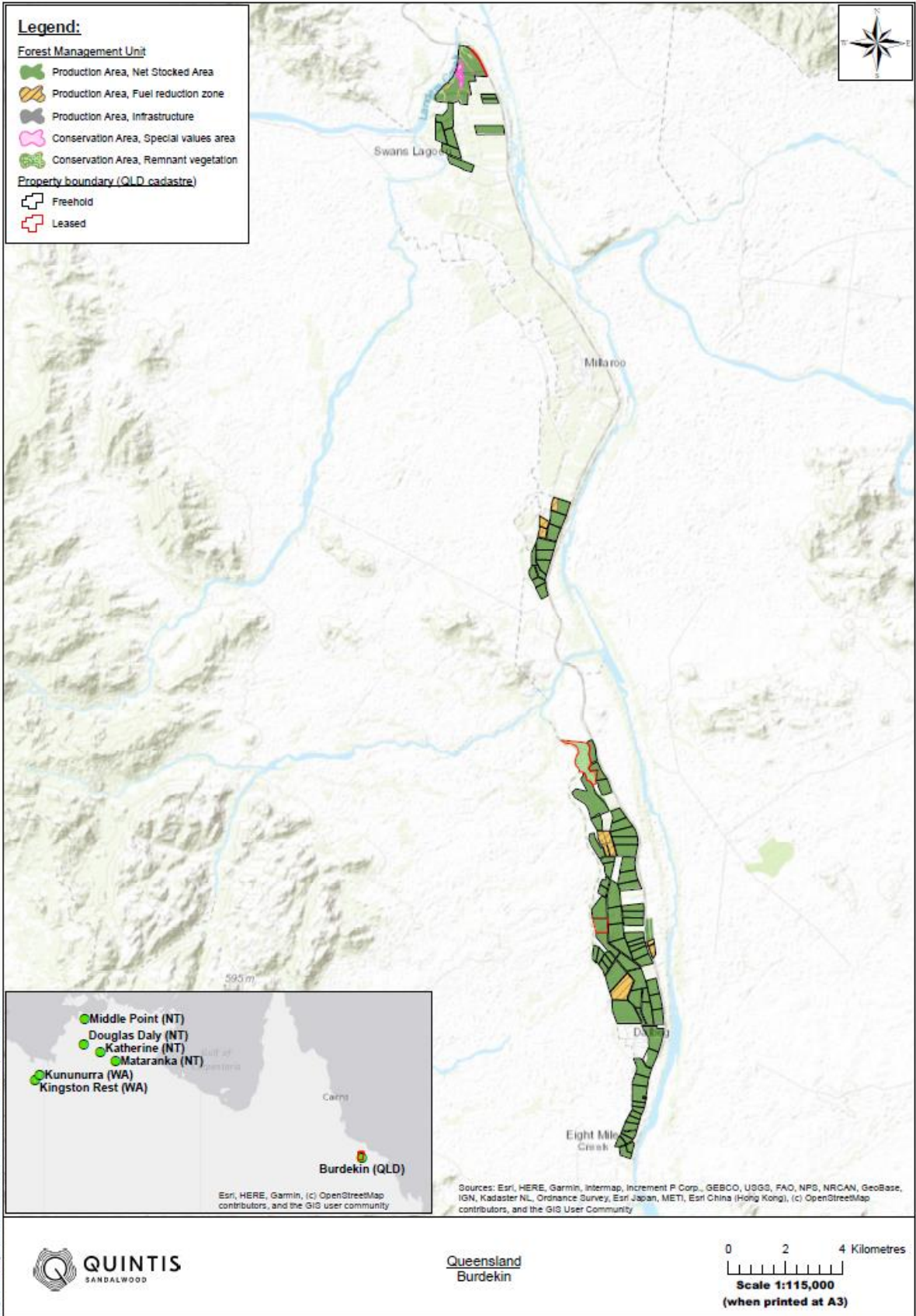


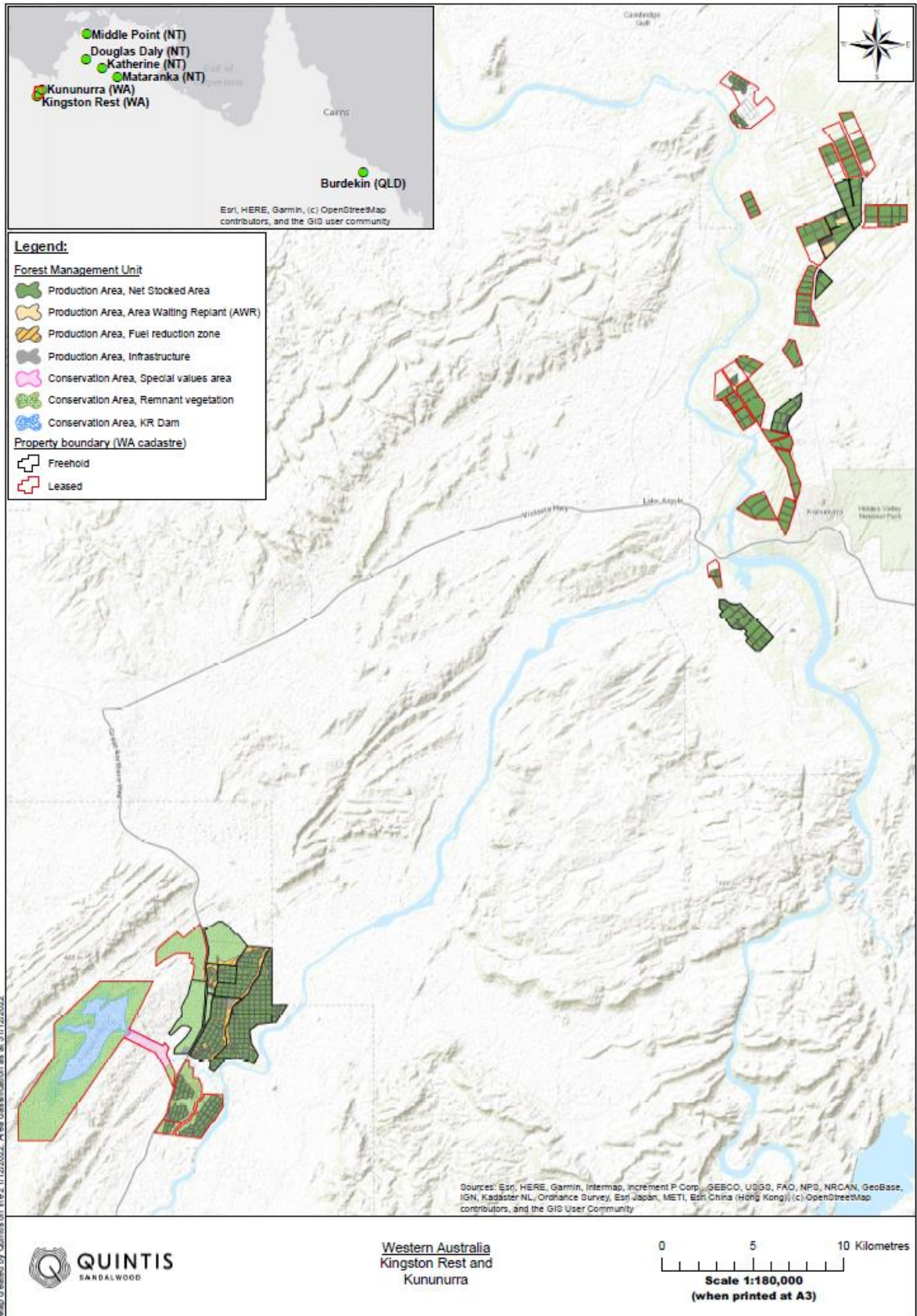
26. APPENDIX 2 – FMU/DFA MAPS













27. APPENDIX 3 – THREATENED SPECIES ‘LIKELIHOOD OF OCCURRENCE’ ASSESSMENT

27.1 THREATENED NON-MIGRATORY SPECIES - KATHERINE NT

Common name	Scientific name	Class	Status		Habitat	Likely to be present in region	
			TPWC	EPBC		KW	KE
Crested Shrike-tit (northern)	<i>Falcunculus frontatus whitei</i>	Birds	-	VU	Savanna woodland, localised occurrences	M	-
Gouldian Finch	<i>Erythrura gouldiae</i>		VU	EN	Savanna woodland, breeding on slopes with <i>Eucalyptus tintinnans</i>	H	-
Partridge Pigeon (eastern)	<i>Geophaps smithii</i>		VU	VU	Savanna woodland	H	-
Red Goshawk	<i>Erythrotriorchis radiatus</i>		VU	VU	Woodland, nesting in tall trees along large rivers	M	-
Victoria River Squat Snail	<i>Trachiopsis victoriana</i>	Invertebrates	VU	-	Uncertain, but possibly associated with limestone sinkholes	H	M
Black-footed Tree-rat (Kimberley and mainland Northern Territory)	<i>Mesembriomys gouldii</i>	Mammals	VU	EN	Savanna woodland, especially with an established mid-storey	M	-
Ghost Bat	<i>Macroderma gigas</i>		NT	VU	Savanna woodland, roosting in caves and adits	M	-
Northern Leaf-nosed Bat	<i>Hipposideros stenotis</i>		VU	-	Savanna woodland, roosting in	M	-



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region	
			TPWC	EPBC		KW	KE
					caves and adits		
Pale Field-rat	<i>Rattus tunneyi</i>		VU	-	Riparian vegetation	M	-
Mertens' Water Monitor	<i>Varanus mertensi</i>	Reptiles	VU	-	Riparian vegetation	M	-
Mitchell's Water Monitor	<i>Varanus mitchelli</i>		VU	-	Riparian vegetation	M	-
Yellow-spotted Monitor	<i>Varanus panoptes</i>		VU	-	Woodland and floodplains	M	-

27.2 THREATENED NON-MIGRATORY SPECIES - DOUGLAS DALY (NT)

Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			TPWC	EPBC		
Gouldian Finch	<i>Erythrura gouldiae</i>	Birds	VU	EN	Savanna woodland, breeding on slopes with <i>Eucalyptus tintinnans</i>	M
Partridge Pigeon (eastern)	<i>Geophaps smithii</i>		VU	VU	Savanna woodland	H
Red Goshawk	<i>Erythrotriorchis radiatus</i>		VU	VU	Woodland, nesting in tall trees along large rivers	M
Largetooth Sawfish	<i>Pristis</i>	Fish	VU	VU	Large rivers and estuaries	H
Victoria River Squat Snail	<i>Trachioopsis victoriana</i>	Invertebrates	VU	-	Uncertain, but possibly associated with limestone sinkholes	H
Black-footed Tree-rat (Kimberley and	<i>Mesembriomys gouldii</i>	Mammals	VU	EN	Savanna woodland, especially	H



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			TPWC	EPBC		
mainland Northern Territory)					with an established mid-storey	
Ghost Bat	<i>Macroderma gigas</i>		NT	VU	Savanna woodland, roosting in caves and adits	M
Northern Leaf-nosed Bat	<i>Hipposideros stenotis</i>		VU	-	Savanna woodland, roosting in caves and adits	M
Pale Field-rat	<i>Rattus tunneyi</i>		VU	-	Riparian vegetation	M
Mertens' Water Monitor	<i>Varanus mertensi</i>	Reptiles	VU	-	Riparian vegetation	H
Mitchell's Water Monitor	<i>Varanus mitchelli</i>		VU	-	Riparian vegetation	H
Yellow-spotted Monitor	<i>Varanus panoptes</i>		VU	-	Woodland and floodplains	M

27.3 THREATENED NON-MIGRATORY SPECIES - ROPER PLAINS (NT)

Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			TPWC	EPBC		
Australian Painted-snipe	<i>Rostratula australis</i>	Birds	VU	EN	Wetlands; rare visitor to the NT	M
Crested Shrike-tit (northern)	<i>Falcunculus frontatus whitei</i>		-	VU	Savanna woodland, localised occurrences	M
Gouldian Finch	<i>Erythrura gouldiae</i>		VU	EN	Savanna woodland, breeding on slopes with <i>Eucalyptus tintinnans</i>	H



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			TPWC	EPBC		
Red Goshawk	<i>Erythrotriorchis radiatus</i>		VU	VU	Woodland, nesting in tall trees along large rivers	H
Mertens' Water Monitor	<i>Varanus mertensi</i>	Reptiles	VU	-	Riparian vegetation	M
Mitchell's Water Monitor	<i>Varanus mitchelli</i>		VU	-	Riparian vegetation	M
Yellow-spotted Monitor	<i>Varanus panoptes</i>		VU	-	Woodland and floodplains	M

27.4 THREATENED NON-MIGRATORY SPECIES - KINGSTON REST

Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			NC	EPBC		
Curlew Sandpiper	<i>Calidris melanotos</i>	Birds	CR	CR	Savanna woodland, breeding on slopes with Eucalyptus tintinnans	M
Australian Painted Snipe	<i>Rostratula australis</i>		EN	EN	Shallow terrestrial freshwater wetlands, including temporary and permanent lakes, swamps and claypans	M
Letter-winged Kite	<i>Elanus scriptus</i>		P4	-	Arid and semi-arid open, shrubby or grassy country	M
Gouldian Finch	<i>Erythrura gouldiae</i>		P4	EN	Savanna woodland, breeding on slopes with Eucalyptus tintinnans	H



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			NC	EPBC		
Red Goshawk	<i>Erythrotriorchis radiatus</i>		VU	VU	Woodland, nesting in tall trees along large rivers	H
Peregrine Falcon	<i>Falco peregrinus</i>		OS	-	Coastal and inland cliffs or open woodlands near water	H
Scaly-tailed Possum	<i>Wyulda squamicaudata</i>	Mammal	P4	-	Rocky landscapes, deep rock crevices or piles, open woodland, closed forest and rainforest pockets	M

27.5 THREATENED NON-MIGRATORY SPECIES - QUEENSLAND PLANTATIONS (QLD)

Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			EPBC	NC		
Curlew Sandpiper	<i>Calidris ferruginea</i>	Birds	CE	CR	Wetlands and coastal mudflats	Low
Red Goshawk	<i>Erythrotriorchis radiatus</i>		V	E	Woodland, nesting in tall trees along large rivers	Medium – riparian vegetation along Burdekin River
Grey Falcon	<i>Falco hypoleucos</i>		V	V	Arid to semi-arid woodlands	Low
Star Finch (eastern)	<i>Neochmia ruficauda ruficauda</i>		E	E	Grasslands and grassy woodlands close to water	High – surrounding remnant vegetation
Eastern Curlew	<i>Numenius madagacariensis</i>		CE	E	Wetlands and coastal mudflats	Low



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			EPBC	NC		
Southern Black-throated Finch	<i>Poephila cincta cincta</i>		E	E	Grassy woodlands and forests dominated by Eucalypts	High – surrounding remnant vegetation
Australian Painted Snipe	<i>Rostratula australis</i>		E	E	Seasonal and permanent wetlands	Low
Buff-breasted Button-quail	<i>Turnix olivii</i>		E	E	Short and sparse grassland, on a terrain of small stones	Low
Masked Owl (northern)	<i>Tyto novaehollandiae kimberli</i>		V	V	Savanna woodland, particularly forest	Medium - Surrounding remnant vegetation
Freshwater Sawfish	<i>Pristis pristis</i>	Fish	V	LC	Large rivers and estuaries	Medium - Burdekin River
Northern Quoll	<i>Dasyurus hallucatus</i>	Mammals	E	E	Woodland and forest, rocky areas for denning	Low
Ghost Bat	<i>Macroderma gigas</i>		V	E	Woodland, roosting in caves and adits	Low
Koala	<i>Phascolarctos cinereus</i>		V	V	Woodland and forest with suitable habitat trees	High – surrounding remnant vegetation
Large-eared Horseshoe Bat	<i>Rhinolophus robertsi</i>		V	VE	Woodland and forest	Low
Bare-rumped Sheath-tailed Bat	<i>Saccolaimus saccolaimus nudicluniatus</i>		V	V	Woodland, forest and open areas	High – surrounding remnant vegetation
Ornamental Snake	<i>Denisonia maculata</i>		Reptiles	V	V	Woodland and cleared areas with fallen timber and gilgai
Yakka Skink	<i>Egernia rugosa</i>	V		V	Open dry sclerophyll forest, woodland and scrub	High – surrounding remnant vegetation



Common name	Scientific name	Class	Status		Habitat	Likely to be present in region
			EPBC	NC		
Mount Cooper Striped Skink	Lerista vittata		V	V	Woodland and forest	Medium – surrounding remnant vegetation

27.6 THREATENED MIGRATORY SPECIES – KATHERINE, NT

Common name	Scientific name	Class	Status	Likely to be present in region
Fork-tailed Swift	Apus pacificus	Migratory Marine Birds	Threatened	Low
Salt-water Crocodile, Estuarine Crocodile	Crocodylus porosus	Migratory Marine Species	Threatened	Low
Freshwater Sawfish, Largetooth Sawfish, River Sawfish, Leichhardt's Sawfish, Northern Sawfish Katherine (west)	Pristis		Vulnerable	Low
Red-rumped Swallow	Cecropis daurica	Migratory Terrestrial Species	Threatened	Low
Oriental Cuckoo, Horsfield's Cuckoo	Cuculus optatus		Threatened	Low
Barn Swallow	Hirundo rustica		Threatened	Low
Grey Wagtail	Motacilla cinerea		Threatened	Low
Yellow Wagtail	Motacilla flava		Threatened	Low
Rufous Fantail Kathrine (east)	Rhipidura rufifrons		Threatened	Low
Oriental Reed-Warbler	Acrocephalus orientalis	Migratory Wetlands Species	Threatened	Low
Common Sandpiper	Actitis hypoleucos		Threatened	Low
Sharp-tailed Sandpiper	Calidris acuminata		Threatened	Low
Curlew Sandpiper	Calidris melanotos		Critically Endangered	Low
Pectoral Sandpiper	Calidris melanotos		Threatened	Low
Oriental Plover, Oriental Dotterel	Charadrius veredus		Threatened	Low
Oriental Pratincole	Glareola maldivarum		Threatened	Low
Osprey	Pandion haliaetus		Threatened	Low



27.7 THREATENED MIGRATORY SPECIES – DOUGLAS DALY, NT

Common name	Scientific name	Class	Status	Likely to be present in region
Fork-tailed Swift	<i>Apus pacificus</i>	Migratory Marine Birds	Threatened	Low
Salt-water Crocodile, Estuarine Crocodile	<i>Crocodylus porosus</i>	Migratory Marine Species	Threatened	Low
Freshwater Sawfish, Largetooth Sawfish, River Sawfish, Leichhardt's Sawfish, Northern Sawfish	<i>Pristis</i>		Vulnerable	Low
Red-rumped Swallow	<i>Cecropis daurica</i>	Migratory Terrestrial Species	Threatened	Low
Oriental Cuckoo, Horsfield's Cuckoo	<i>Cuculus optatus</i>		Threatened	Low
Barn Swallow	<i>Hirundo rustica</i>		Threatened	Low
Grey Wagtail	<i>Motacilla cinerea</i>		Threatened	Low
Yellow Wagtail	<i>Motacilla flava</i>		Threatened	Low
Rufous Fantail	<i>Rhipidura rufifrons</i>		Threatened	Low
Common Sandpiper	<i>Actitis hypoleucos</i>		Migratory Wetlands Species	Threatened
Sharp-tailed Sandpiper	<i>Calidris acuminata</i>	Threatened		Low
Curlew Sandpiper	<i>Calidris melanotos</i>	Critically Endangered		Low
Pectoral Sandpiper	<i>Calidris melanotos</i>	Threatened		Low
Oriental Plover, Oriental Dotterel	<i>Charadrius veredus</i>	Threatened		Low
Oriental Pratincole	<i>Glareola maldivarum</i>	Threatened		Low
Osprey	<i>Pandion haliaetus</i>	Threatened		Low

27.8 THREATENED MIGRATORY SPECIES – KINGSTON REST (WA)

Common name	Scientific name	Class	Status
Red-rumped Swallow	<i>Cecropis daurica</i>	Migratory Terrestrial Species	Threatened
Barn Swallow	<i>Hirundo rustica</i>		Threatened
Grey Wagtail	<i>Motacilla cinerea</i>		Threatened
Yellow Wagtail	<i>Motacilla flava</i>		Threatened
Common Sandpiper	<i>Actitis hypoleucos</i>	Migratory Wetlands Species	Threatened
Sharp-tailed Sandpiper	<i>Calidris acuminata</i>		Threatened
Curlew Sandpiper	<i>Calidris melanotos</i>		Critically Endangered
Eastern Curlew, Far Eastern Curlew	<i>Numenius madagascariensis</i>		Critically Endangered
Oriental Pratincole	<i>Glareola maldivarum</i>		Threatened
Common Greenshank, Greenshank	<i>Tringa nebularia</i>		Threatened



Salt-water Crocodile, Estuarine Crocodile	Crocodylus porosus	Migratory Marine Species	Threatened
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27.9 THREATENED MIGRATORY SPECIES – QUEENSLAND PLANTATIONS (QLD)

Common name	Scientific name	Class	Status	Likely to be present in region
Fork-tailed Swift	Apus pacificus	Migratory Marine Birds	Threatened	Low
Salt-water Crocodile, Estuarine Crocodile	Crocodylus porosus	Migratory Marine Species	Threatened	Low
Freshwater Sawfish, Largetooth Sawfish, River Sawfish, Leichhardt's Sawfish, Northern Sawfish	Pristis pristis		Vulnerable	Low
Oriental Cuckoo, Horsfield's Cuckoo	Cuculus optatus	Migratory Terrestrial Species	Threatened	Low
Black-faced Monarch	Monarcha melanopsis		Threatened	Low
Spectacled Monarch	Monarcha trivirgatus		Threatened	Low
Yellow Wagtail	Motacilla flava		Threatened	Low
Satin Flycatcher	Myiagra cyanoleuca		Threatened	Low
Rufous Fantai	Rhipidura rufifrons		Threatened	Low
Common Sandpiper	Actitis hypoleucos	Migratory Wetlands Species	Threatened	Low
Sharp-tailed Sandpiper	Calidris acuminata		Threatened	Low
Curlew Sandpiper	Calidris melanotos		Critically Endangered	Low
Pectoral Sandpiper	Calidris melanotos		Threatened	Low
Latham's Snipe, Japanese Snipe	Gallinago hardwickii		Threatened	Low
Eastern Curlew, Far Eastern Curlew	Numenius madagascariensis		Critically Endangered	Low
Osprey	Pandion haliaetus		Threatened	Low
Common Greenshank, Greenshank	Tringa nebularia		Threatened	Low

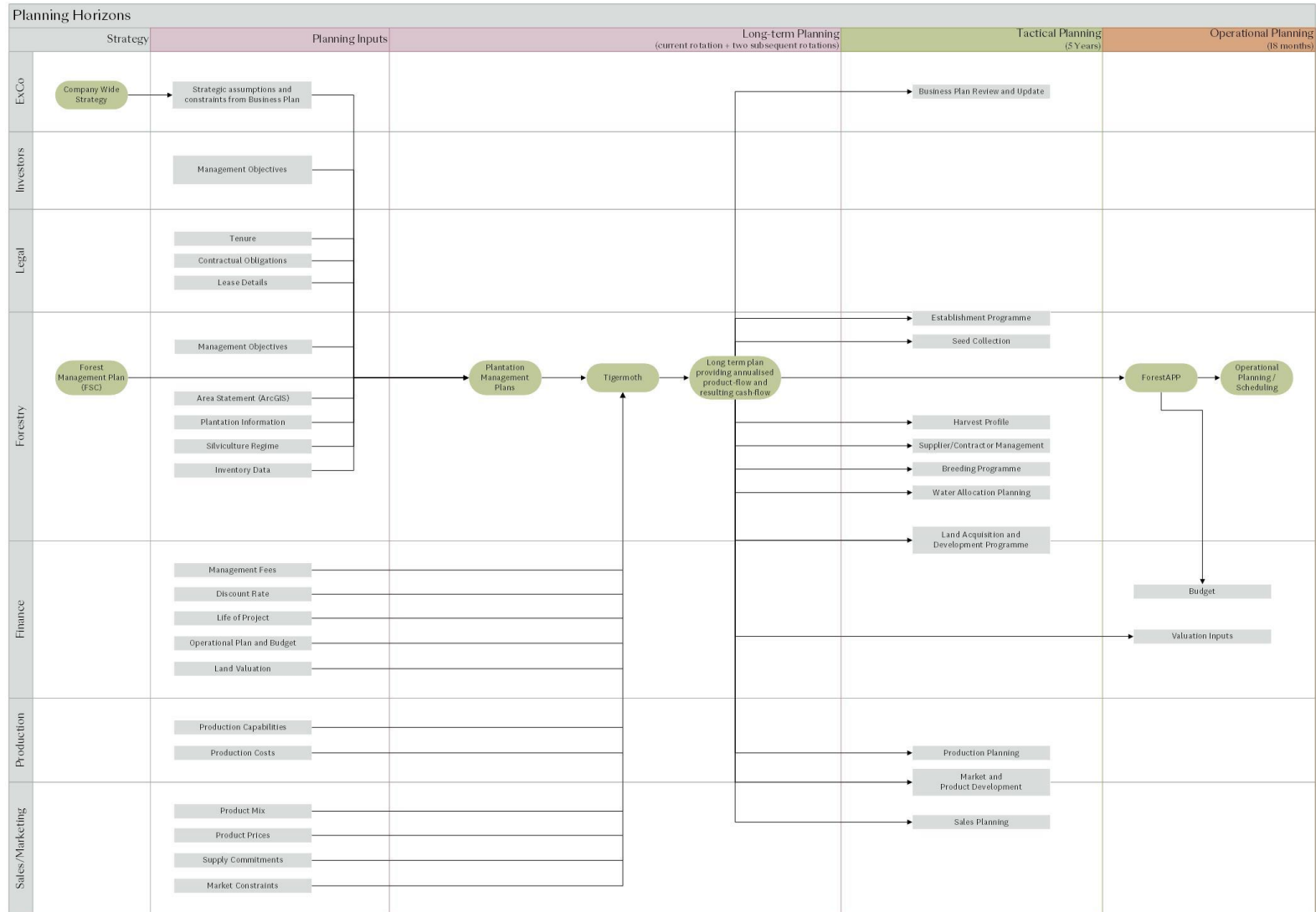


27.10 THREATENED ECOLOGICAL COMMUNITIES – QUEENSLAND PLANTATIONS (QLD)

Threatened Ecological Communities	EPBC listing status	Presence in Plantations	Likely to be present in Plantation
Brigalow (Acacia harpophylla dominant and co-dominant)	Endangered	Not identified in Plantations.	Low
Poplar grassy woodland on alluvial plains	Endangered	Not identified in Plantations.	Low
Semi-evergreen vine thickets of the Brigalow Belt (North and South) and Nandewar Bioregions	Endangered	Not identified in Plantations.	Low



28. APPENDIX 4 – PLANNING HORIZONS FLOWCHART





29. APPENDIX 5 – QUINTIS GROUP CORPORATE ORGANISATIONAL STRUCTURE

