

ONE

OneFortyOne

Annual Review

2021

An aerial photograph of a vast, flat green field, likely a cornfield, stretching to the horizon. The sky is a clear, pale blue. The text is overlaid on the image in white.

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OneFortyOne acknowledges the Traditional Custodians of Country throughout Australia and their deep connections to land, water, and community. We pay our respect to Elders past and present and extend that respect to all First Nations people today.

Reconciliation is an ongoing journey for OneFortyOne and we recognise that meaningful change takes consistent effort. We are committed to strengthening our relationships with First Nations people and being guided by their knowledge of and connection to the land on which we live, work, and learn.

In Aotearoa New Zealand, Māori communities have a strong spiritual connection between people and the land – the wellbeing of one sustains the wellbeing of the other. We strive to build meaningful relationships with iwi as tangata whenua (people of the land/region), to be responsible intergenerational kaitiaki (stewards/guardians) of the land where our forests grow.



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We're part of everyday life for
Australians and New Zealanders.

ONE PURPOSE.

We work with wood fibre in many forms, and through this we play a part in the lives of many Australians and New Zealanders. Our timber products help build and renovate their homes, construct their fences, and support the landscaping in their gardens and farms.

They depend on us to produce reliable, quality products and we take this responsibility seriously. We manage 160,000 hectares of land, and plant approximately six million trees every year. We work with domestic processors and manufacturers to ensure that customers are able to use as much as possible of each tree.

We are a community

OneFortyOne operates throughout the Green Triangle region of Australia and the Nelson, Tasman and Marlborough regions of New Zealand (Top of the South). We employ more than 500 people directly and over 3,000 indirectly as contractors. Our aim is to be the company that people think about first when they are considering a career in forestry.

We do this by focusing on what matters to our people – their ongoing health and wellbeing, employment conditions and opportunities for professional development. We strive to create a positive culture where everyone's contribution is recognised and appreciated.

Forestry is critical to regional development and we value and nurture our relationships with local communities. We are major employers in the regions where we work and we're proud to invest in local environments and local people via our Community Grants program.

We are innovators

It's not enough to be good – we strive to be the best in our industry, and we know that means being prepared to invest and adapt. Our innovation philosophy applies to both the way we operate and the impact our operations have on the world around us.

It starts with tree quality. On both sides of the Tasman one of our research priorities is tree breeding and genetics and we plant the trees that are most suited to each site. By mapping the genomes of our best specimens we continue to improve our plantations.

We are also exploring pine tree adaptation to climate change and co-investing in programs that protect our crops from pests and diseases. We are working on ways to more sustainably manage our estates, and understand (and reduce) the impact our operations have on the natural environment by supporting research on improving water quality, reducing sedimentation, and improving fire detection and response.

Our mills are constantly looking to innovate. Major capital investments in new, modern equipment mean that our sawmills are embracing new technology, upgrading tools and creating efficiencies.

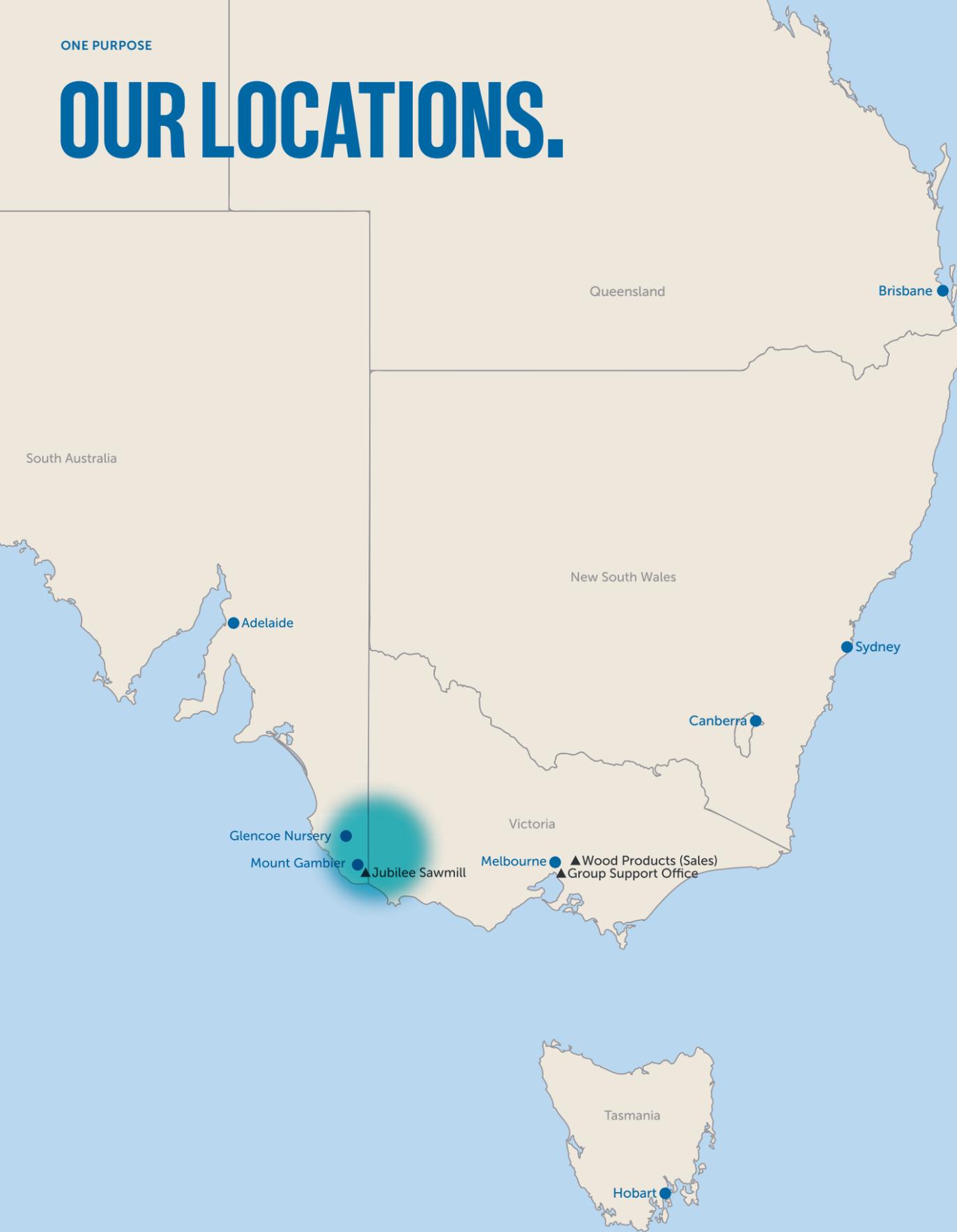
We respect our past and look to the future

OneFortyOne began with just five employees and we expanded rapidly across multiple locations, each bringing its own legacy, history and culture into the company. Our history and traditions are important to us as the foundations for our current and future operations.

In a constantly changing world, the attributes that made us successful in the past will serve us in the future – a deep and developing understanding of our product; hard work and teamwork; care for our people, our communities, and our environment; and a commitment to excellence at all levels.

We consider ourselves active and involved custodians of an ancient yet still essential material that will continue to play a key role in people's lives, and we are committed to growing a better tomorrow.

OUR LOCATIONS.



Australia New Zealand

OneFortyOne Forests ●
Map not to scale



ONE YEAR.

The OneFortyOne Annual Review summarises and reflects on our operational, environmental and community activities throughout 2021. We also take the opportunity to look ahead and consider ways of boosting our impact and working with others to grow a better tomorrow.

2021

John Gilleland

FROM THE CHAIRMAN.



It's difficult to imagine there will be a single business around the world that does not reflect on the pandemic when it looks back at the year that was. Entering 2021, the outlook was for another year of uncertainty and change. For many reasons, and with hard work, OneFortyOne made meaningful accomplishments and experienced growth during this time of dramatic disruption.

With all that took place over the year, including lockdowns, worry, and border restrictions, OneFortyOne focused on the wellbeing of its people, contractors and partners, on delivering strong results for our shareholders and stakeholders, and on increasing positive relationships with our communities. Safety, growing and producing sustainable products, and valuing our people remained at the core of our culture. We hope you enjoy our 2021 Annual Review as we share highlights of our year and work.

Wellbeing is the priority

The health and safety of people is at the forefront of how OneFortyOne operates and is crucial to the sustainability of our business. It is embedded in our culture. 'Home Safe and Well' is a commitment that unites everybody, and we seek to always improve.

With focus, health and safety outcomes for the year improved over 2021. The Total Recordable Injury Rate reduced from over 18 to 12.4. This is a good outcome and notable in that people worked incredibly hard to adjust to COVID-19 requirements and increasing demand for our products. While the reduction in injuries is a fantastic result, we continue to support all our people through the organisation-wide focus on wellbeing. We relentlessly strive for zero injury and harm for all who interact with OneFortyOne.

Our performance

In June 2020, the FY21 budget was based on the assumption that markets would be challenged, and volumes and prices could be negatively impacted. We are grateful that our work and the markets proved to be much more positive. Construction activity increased and home building and renovations reached record levels in Australia and New Zealand. The annual financial results were strong, and I attribute that to several factors.

Responsible forest management

Investment in high-quality productive forestlands and the constant nurture and care for every aspect of our forests underpins our business.

Investment in our business today and for the future

Investments in the Glencoe Nursery, and the Kaituna and Jubilee Sawmills reflects our drive to improve safety, modernise and create value. We replant, improve and protect our incredible forestlands to generate sustained, quality logs and fibre into the future.

Support from decision makers

The pandemic really did highlight how critical wood fibre products are to our everyday lives. Our industry was supported by decision makers who understood the essential role the sector plays. This support helped us keep our forests healthy, and people working, which allowed us to retain critical skills. It also ensured that society continued to receive the daily products it needs.

Rapidly changing markets and our relentless customer focus

OneFortyOne worked with customers to ensure the business could satisfy their requirements when demand for timber and wood products far exceeded supply. While domestic markets were strong, changes to export markets were unexpected but the Green Triangle team found a viable solution for the pulp log in the short to medium-term.

Drive for results, operational excellence, and recognising it is our people who make it all happen

It was impressive to see how people responded to the shift in market demands with overtime and double shifts at Jubilee and Kaituna as we strove to keep up with the market. At the same time, the New Zealand team focused on operational costs across all aspects of the supply chain, which led to a multi-year improvement plan.

I want to recognise and thank our people across OneFortyOne who all demonstrated tremendous professionalism, flexibility and kindness in the face of challenging circumstances. This includes the Leadership Team, who navigated the year with a focus not only on performance, but with a determination to lead with purpose and operate with integrity. I have refrained from proudly writing more about just how committed OneFortyOne is to the people and environments where it operates because this Annual Review tells that story.

My fellow Directors and I congratulate the people at OneFortyOne for their achievements during 2021. We look forward to another year that sees us safe, growing, producing and delivering wood products as a preferred grower and supplier, and creating a more sustainable future for people and the planet with the forests we nurture and the products we produce.

Sincerely,

John Gilleland
Chairman
March 2022

FROM THE CEO

Andy Giles Knopp



OneFortyOne began with an entrepreneurial idea that forestry could be done differently. The organisation was established with the intent to grow and disrupt.

In 2022, we celebrate our 10-year anniversary and over the past decade we have indeed grown, and our entrepreneurial spirit has not wavered. It has helped us respond to local and global challenges in our operating environment and adapt to changes to the way we work. It has also helped us continually strive to be better.

Reflecting on 2021

The OneFortyOne Annual Review highlights how we made a positive impact on our world, and areas in which we continued to improve. We live in different places, we work across multiple sites, but, ultimately, we are united in our desire to contribute to a more sustainable future for our people, our communities, and our planet.

We adopted three simple but compelling objectives in 2021: Use time wisely, focus on the business, and work together to grow a better tomorrow. This led us to reaffirm our commitment to our people, communities, environment and businesses, and explore our business culture to define a company purpose that reflects our history and speaks to our tomorrow.

Home Safe and Well remained our most important commitment. Working with our contractors and partners, we made great progress but have not yet achieved our goal of reaching the industry top-quartile benchmark or our aspiration of zero harm. The work continues.

Fire prevention, detection and suppression are also top priorities for a forestry business. In 2021, we completed an external review of our Green Triangle Forests fire program, and in 2022 we will implement the recommendations. Every year, along with our industry colleagues and official firefighting services, we protect communities, the environment, and plantations. As you will read later in this Annual Review (page 62), fire prevention activities are a year-round undertaking, with training and equipment upgrades forming a crucial part of our preparation for each fire season.

We are inextricably linked to the landscape, which includes our communities and natural environments. We value our long-term partnerships and continue to nurture them as we grow. We were delighted to launch the OneFortyOne Community Grants Program in 2021, and we're looking forward to supporting many local projects in the communities in which we work (page 72).

We believe that when it comes to sustainability, we are more than trees. We know that precious resources like soil and water are essential to a better future and undertaking projects such as the Donald Creek Paired Catchment Study (page 52) helps us protect those resources and the biodiversity in and around our forests. We are proud that the resource we grow is renewable and sustainable, but that is not enough, we need to reduce our emissions and, ultimately, decarbonise our business. To that end, in 2021, we finalised our sustainability framework and our plan in 2022 is to set bold targets.

We continued to invest in our business and the future of our industry, with over AUD 16 million dollars injected into capital projects throughout the course of the calendar year (page 80). We're building a strong, efficient business that delivers for shareholders, enhances the value of our forests, and produces high-quality products.

We cannot forget that through the course of the year we saw several key industry advocates leave the sector in the Green Triangle to move onto the next phase of their lives. Their decades-long contribution has been critical to the region and the Australian national forestry industry.

Looking Ahead

Later in this report, you will read about the newly developed OneFortyOne Purpose, Strategy and Values (page 112). Together, they define our strategic priorities and outline a clear path for us to follow for the next five years. Through this work, we have unified our team and helped all of our people understand not only how they contribute but that they can set bold and ambitious plans for their futures.

Our success in 2021 didn't materialise by chance but because of the dedication and effort of our people. I am enormously grateful to every single person at OneFortyOne, as well as to our partners. Thank you for your focus, adaptability, support and commitment during what was a challenging year on many fronts.

I am excited about what we achieved in 2021, but I am even more optimistic about what's ahead in 2022. Clarity and commitment to a common purpose will enable us to unlock our full potential.

We are one company, working together, growing a better tomorrow.

Andy Giles Knopp
Chief Executive Officer
March 2022

**ONE
TEAM.**

TENDING OUR MOST VALUABLE ASSET: OUR PEOPLE.

Creating a safe and healthy environment
by caring for wellbeing.

Over the past two years, COVID-19 has placed an extra layer of complexity upon our Home Safe and Well commitment but overall we saw a pleasing improvement in our safety results in 2021.

Our ongoing focus on health and safety led to 15 fewer employees and forest contractors being seriously injured compared to 2020. This reduced the Total Recordable Injury Frequency Rate from over 18 to 12.4. This is a positive outcome, demonstrating that our pledge is having the desired effect of focusing our awareness on what we do and how this can create health and safety risks.

Delwin Rohrlach, Manager, Health Safety and Risk, Green Triangle Forests, has been working on a number of facets of safety that will bear fruit in the next twelve months. "Throughout the year, we reviewed a range of safety measures and improved drug and alcohol testing, worked in the areas of risk perception and management, and developed new induction processes and safety manuals," he says. "A lot of what we've been working on will be implemented in the coming 12 months."

Forest contractor safety

We continue to work collaboratively with forest and haulage contractors to achieve greater levels of safety across all of our forest operations.

A great example of this shared focus on safety was demonstrated by one of our contractors, Mark Widdison. When the harvesting teams were working on a site that, unusually, had an overhead powerline running through it, Mark went above and beyond to ensure everyone was well aware of the risk. He improved safety for crews working alongside live powerline infrastructure by installing Conduct X markers, orange bunting and reflective tape along the entire 2.5km powerline. This increased visibility for operators of harvesting equipment and haulage trucks that entered the site.

"Machinery operators were picking up logs, cutting down trees and doing thousands of moves an hour and Mark's effort made it much safer for those workers to be around the live powerlines," says Delwin.

Wellbeing

In 2021, we increased our focus on mental and emotional health. We're now focusing on how to better identify and manage workplace factors that may impact the mental health of our employees.

"The most important work outcome is the wellbeing of our people."

– Peter Brydon,
Chief People Officer

During the year, a number of programs were developed with input from specialist partners, and we started rolling them out. Our ultimate aim is to develop a suite of responses to suit different areas of the business.

COVID-19

Operational COVID-19 response teams drove the implementation of workplace risk controls and responded to public health directions with excellent results – during 2021 there were no onsite COVID-19 cases.

Our workforce was encouraged and supported to get vaccinated, which resulted in very high vaccination rates across the organisation.

COVID-19 vaccination bus at Jubilee Sawmill

The mobile vaccination unit was made available to our entire Green Triangle workforce, contractors and their families. We had four clinics overall and 200 people were vaccinated.

Two further clinics are planned for booster vaccines in early 2022.

2021 Total Recordable Injury Rate
Recordable injuries per million hours





THE RIGHT PEOPLE TO HELP US GROW A BETTER TOMORROW.

Our goals are in sight as we build the best team in the business.

516 direct employees across Australia and New Zealand

Growing a better tomorrow: It's OneFortyOne's purpose. But that purpose is simply words on a page unless we gather the right team around us to bring it to life; right team around us to bring it to life; to make it real; to drive us to where we want to be and what we want to achieve. We want to employ the best team possible – the people who have the skills to fuel the organisation now and into the future.

While we are continually looking to bring in fresh ideas and new perspectives, it's also important that we support the people who already work with us. We're about helping our people grow, evolve and develop the skills to rise to today's challenges and those that tomorrow may bring.

This means finding and retaining employees and contractors who align with our values and look to the future and how we can make it better together. We believe in having the right people in the right roles, supported by constructive leadership and collaborative support to help them thrive and excel.

We are building the best team by:

- Empowering our people
- Unlocking our individual and collective potential
- Developing the workforce of the future

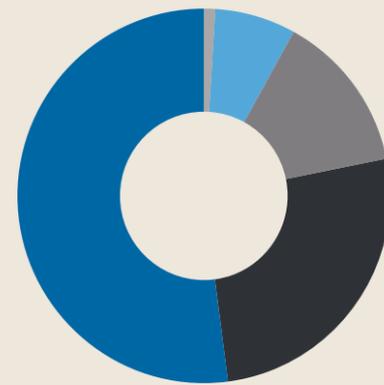
Nurturing our culture

We want OneFortyOne to be known as a great place to work, where individuals can realise their professional potential while also being true to who they are. We want to be an employer people actively seek to work with. Not just in our industry, but across every sector in Australia and New Zealand.

In 2021, we undertook a comprehensive review of the OneFortyOne culture to establish a starting point for our work on developing OneFortyOne's Purpose, Strategy and Values. Understanding our history is important. We were four different businesses that came together quickly, so establishing a common purpose is important to connect us and allow us to work together on things that matter for the future.

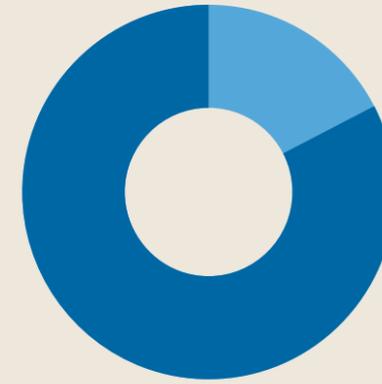
We heard the views of 250 people through one-on-one interviews, focus groups and a survey.

Through the feedback process we learnt a lot about what we do well and the areas in which we need to improve. What really shone through was the overwhelming passion and pride we all have for this business. This is so important and gives us a great foundation for growing a better tomorrow and a bright future for the company. The next step is to build on that foundation by implementing our Purpose, Strategy and Values and unifying our team.



“The collateral beauty of the situation is the way we all worked together to connect and support people.”

– Mae Steele, Human Resources Advisor, referring to the COVID-19 operations response in the Green Triangle



82.5% Male
17.5% Female

Women make up 17.5% of our workforce. The majority of our workforce are male production employees. We are constantly reviewing our working conditions, wages and salaries. At this point in time, on average, fixed pay excluding allowances and overtime, across mills, forests and offices combined, is in favour of women by 11% in Australia and by 12.5% in New Zealand.

“People have been genuinely curious about this project and willing to be involved in making a change in our working environment.”

– Candice Fennell, Head of Human Resources

Career revive

To strengthen our culture-building work, we took part in the Career Revive program – an Australian Government initiative that addresses systemic barriers that prevent women in regional Australia from rejoining the workforce. These barriers include access to childcare, transport, training and development.

OneFortyOne was among 30 businesses that participated in the Career Revive Pilot, which focused specifically on women with existing work experience who were returning to work after an extended period of time – typically two years or more.

This work highlighted a range of areas in which we can support the recruitment, retention and promotion of women. They include providing opportunities for family-friendly work, increasing awareness about the timber and forestry industry and the range of jobs available at OneFortyOne, and positioning OneFortyOne as a contemporary, inclusive and dynamic organisation. We know that when the economic security of women is improved the benefits flow through to their families, communities, local businesses and regional economies, so we're looking forward to implementing these initiatives in 2022.

Responding to COVID-19

The global pandemic has pushed us all to draw on reserves of resilience we didn't know we had, and quickly adapt to relentless challenges, some of which we anticipated and others we didn't. We needed to prepare our people and the organisation to adapt to changes quickly so we could effectively respond to whatever circumstances came our way.

Peter Brydon, OneFortyOne's Chief People Officer, says, “The past two years have required us to be especially considerate. To take care of ourselves and our colleagues in many ways, including practising patience and kindness, recognising achievements – no matter the size – and adjusting our expectations of ourselves and our teams.”

“Teams spread across Melbourne, Mount Gambier, Adelaide and New Zealand all had different experiences of the pandemic over the past year, but what we know is that the value of any business, our business, is the people that work in it. People plant, grow, harvest, process, and move the trees and timber. Our business can't work without people.”

So this is what we did:

- Wherever possible, we offered flexible work arrangements to our people experiencing restrictions and extended lockdowns. The Technology Team came to the rescue and made sure everyone had access to the systems and support they needed.
- We let our people know that we expected family needs, like schooling and care, to come first for them, and we truly understood the difficulties of working, from home or onsite, during a pandemic. We were also aware that for some people it was difficult to feel safe coming back to the office. We reset expectations, respected people who put their personal lives first, and did what we could to help.
- We are the largest private employer in Mount Gambier, so a COVID-19 outbreak at the mill could have an enormous impact on the local community. Vaccination was encouraged and people were given time off work to attend an appointment. We collaborated with South Australia Health to set up onsite vaccination clinics for our employees, contractors and their families.
- The Green Triangle Timber Industry came together to keep contributing to the regional economy and ensure we were a COVID-safe industry through the entire supply chain. This was vitally important, given the timber shortage in 2021.
- In New Zealand, the team's focus was on ensuring employees felt well supported, especially during lockdowns, and were kept well informed with regular communications and check ins from managers.

Keeping processes running smoothly is all in a day's work at Kaituna Sawmill.

INTRODUCING RYAN GIBBS.





01

Ryan looks after equipment control systems and automation.

Near Blenheim, in a part of New Zealand that is referred to as the Top of the South, Ryan Gibbs is keeping things flowing smoothly at the Kaituna Sawmill.

Ryan is an Automation and Optimisation Engineer, a title that until recent decades was unheard of in sawmilling. He joined OneFortyOne in early 2021 with a Bachelor of Engineering Technology and has found that his job is a great way to expand his thinking.

"I'm responsible for the computers and electronic controllers that run the machines at the sawmill," Ryan says. Working in a sawmill still requires some hands-on labour, but these days it also involves a lot of computer-based work.

"I'm usually based in the office, but I'll go out into the mill to check the machines if issues come up. I adjust the programs that control the machines and help make things run smoothly."

His work is wide-ranging – one week he's planning modifications to control systems, the next he's developing health and safety measures to ensure operators and engineers have safe access to machines. He also helps identify improvements, which may mean adding new sensors or altering software to improve the flow of wood through the mill or reduce wear on machines.

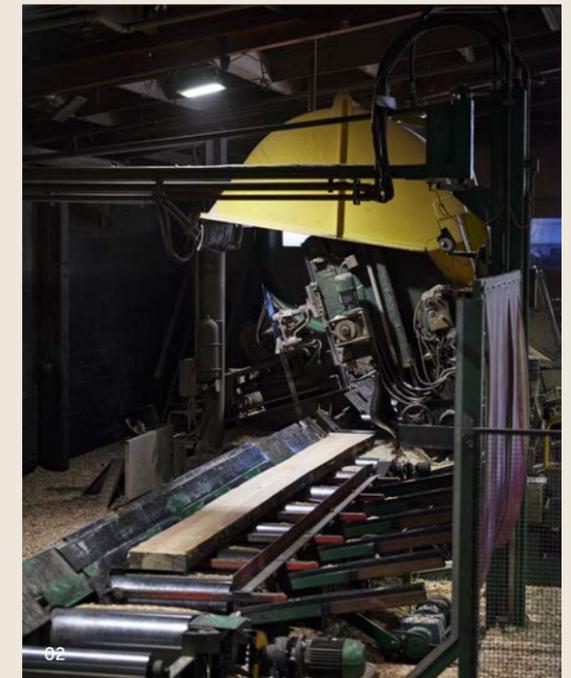
Then there's the troubleshooting – diagnosing and fixing mechanical breakdowns or performance issues when a machine is not working correctly.

"The problem-solving side of this job is great. I've always liked building and designing things, so it's enjoyable being able to dive into how these machines work and figure out which piece isn't working quite right. It's incredibly rewarding," he says.

Right now, he's working on a safety upgrade for the mill's headrig saw, which is the main saw the logs come to. Currently, when people need to enter the fenced area where the saw resides, there are a number of steps they need to work through to turn off the hazards in the area they're accessing. Ryan's team plans to install a single switch to turn off all the hazards at once if there's a breakdown or jam, making the whole process simpler and safer.

"When I came to OneFortyOne, I was looking to expand my skills and knowledge and this role has given me the opportunity to do that."

"OneFortyOne encourages innovation. They create the space and support people thinking about systems and processes and trying to come up with better ways of doing things."



02

Image captions

- 01 Harvested logs, Kaituna Sawmill
- 02 Slanted Headrig Saw



“OneFortyOne encourages innovation. They support people thinking about systems and processes and trying to come up with better ways of doing things.”
– Ryan Gibbs



Image captions
01 Dispatch area overview
02 Filleted Timber Ready For Kiln Drying
03 Fillet Placer At The Stacker
04 Stacked Timber Packs Ahead Of Kiln Drying
05 Wrapped Timber Packs Ready For Shipping

INTRODUCING JOHN CANNON.

With a swipe of the screen,
job tracking gets an update.



**A LOVE OF PROBLEM SOLVING LED TO AN
AWARD-WINNING TECH INNOVATION THAT
SIMPLIFIED THE WAY WE TRACK TASKS.**





“I love the fact that innovation can come from anywhere. You don’t need to be an expert to innovate, you just need to recognise that something can be done a different way and go from there.”



John Cannon has been the Harvest Scheduler for our Green Triangle Forests for the past two years, but that’s only part of his story. An interest in working with people to find new and interesting ways to solve problems led him to develop an innovative app.

“As Harvest Scheduler, my main focus is ensuring that the harvest schedule and sales and operations plans are available every month for the Green Triangle Forests’ harvesting, haulage and customer teams to incorporate into their planning cycles,” John explains. “I manage and run a computer model that analyses and assesses all the complex factors that help answer the question: what is the best way to cut the forest over the next 12 to 18 months?”

Alongside this role, John enjoys working with others to solve problems. This may mean helping to resolve small day-to-day frustrations or designing and implementing major technical innovations. “I really like it when there’s a problem that needs to be solved,” he says. “I like to explore and develop ideas and find new ways of doing things.”

After speaking with colleagues out in the field, John spotted the need for a more streamlined approach to allocating jobs and developed an app that changed the way field workers track their day-to-day tasks.

“Previously, jobs were assigned and described by hand, often by writing on a map,” he explains. “With the app, a supervisor sets the job, adds information about what’s required, and it appears as a symbol on an interactive map. The map shows what needs to be done and where. Users tap on the symbol to find more information about each job.”

The app earned John a OneFortyOne Innovation Award and a nomination at the Green Triangle Forest Industry Awards. “It’s fantastic to know that the app is so useful and is helping people do their jobs,” he says. Referring to his passion for working with others, he says, “It was so powerful, me coming from the tech side and combining with operations – that partnership was great.”

Image captions
 01 John Cannon
 02 Harvester, Green Triangle Forests
 03 Jubilee Sawmill



INTRODUCING BELINDA WILLIAMSON.

Forestry in harmony
with the environment.

“Over the years, we’ve refined our processes and there’s new tech and robotics that are coming into the mill.”
– Belinda Williamson



01

Image captions
01 Timber off-cuts
02 Cultural site

Armed with a Bachelor of Engineering Technology in Manufacturing, Belinda Williamson arrived at the Jubilee Sawmill in 1995 intending to stay for six months. The Mildura native loved Mount Gambier so much that she never left.

Belinda is a problem solver who is passionate about the environment, and her work as an Environmental Engineer at Jubilee is crucial. “Day-to-day I do a lot of compliance work. I report on and monitor things like air and storm water quality, and trade waste,” she says.

Belinda says she was always interested in working in the environmental field and after arriving in Mount Gambier she completed a Masters in Technology, Engineering and Management with an environmental focus.

Belinda is usually found at the sawmill, but one day a week she works at plantations, working with the Planning and Compliance Team to ensure that pockets of native trees (inliers) within the plantations are protected.

Belinda also arranges cultural awareness training through the Burrendies Aboriginal Corporation. “There are heritage areas in the plantations that need to be looked after and the training builds awareness so operators recognise and notify us of areas that may be of cultural significance,” she says.

Recycling is close to Belinda’s heart, and she has implemented a range of initiatives to increase recycling across the organisation. “Just recently, we started a Waste Recycling Focus Group and people are now able to bring things like bottle tops, batteries, aerosol cans and e-waste to site for disposal.”



02

What makes Belinda excited about working with OneFortyOne? “Over the years, we’ve refined our processes and there’s new tech and robotics that are coming into the mill,” she says. “There’s always an environmental aspect to any projects and new technology is helping us reduce environmental impacts like dust and noise, which helps us live in harmony with our neighbours.”

There is also the opportunity to work on broader issues, such as the company’s carbon footprint. “We do carbon footprint reporting – for example, we look at the wood waste we burn, and alternative energy sources. In the last four or five years, there have been some huge changes,” she says.

In Belinda’s view, it’s good to have a long-term perspective and focus on forward motion when it comes to change, and she feels the company has certainly moved in the right direction. “I’ve been here for so long that I’ve seen a lot of change,” she says. “I think back to when I started and realise how far we’ve come.”

Managing the environmental aspects of sawmilling requires a delicate balance of passion and pragmatism.



**“NEW TECHNOLOGY IS HELPING US REDUCE ENVIRONMENTAL IMPACTS LIKE DUST AND NOISE, WHICH HELPS US LIVE IN HARMONY WITH OUR NEIGHBOURS.”
– BELINDA WILLIAMSON**

INTRODUCING FLYNN GREEN.

Forestry runs through four generations of Flynn's family tree.





01

The OneFortyOne Scholarship Program aims to introduce young high achievers to the potential of the industry, build a skilled workforce and develop future leaders.

Flynn Green thrives on being outdoors. Hailing from Nelson, New Zealand, he's a huge fan of diving, fishing, hunting, surfing and camping. Not surprisingly, he's also passionate about environmental issues, and he's confident that this syncs perfectly with his interest in forestry science.

"My grandfather was a logger, and so are my dad and his cousin, so I've always wanted to get into logging or harvesting," he says. "I love being outdoors and I'm interested in finding ways that forestry can have a positive impact on the environment."

Flynn successfully applied to join the OneFortyOne Scholarship Program when he was in his final year of high school. "I really wanted the scholarship, so I applied early and spoke with the student who held the scholarship at the time to find out more about it."

The OneFortyOne Scholarship Program aims to introduce young high achievers to the potential of the industry, build a skilled workforce and develop future leaders. Each year, students local to the Green Triangle Region of Australia or Nelson-Marlborough Region of New Zealand have the opportunity to kickstart a career in the ultimate renewable industry of forestry and milling.

Scholarships are offered to students commencing study in fields including Science (Forestry), Forest Engineering, Environmental Science, Resource Management, Mechanical or Environmental Engineering and Sustainable Agriculture.



02

Image captions
01 New Zealand forest harvesting
02 Loading harvested logs

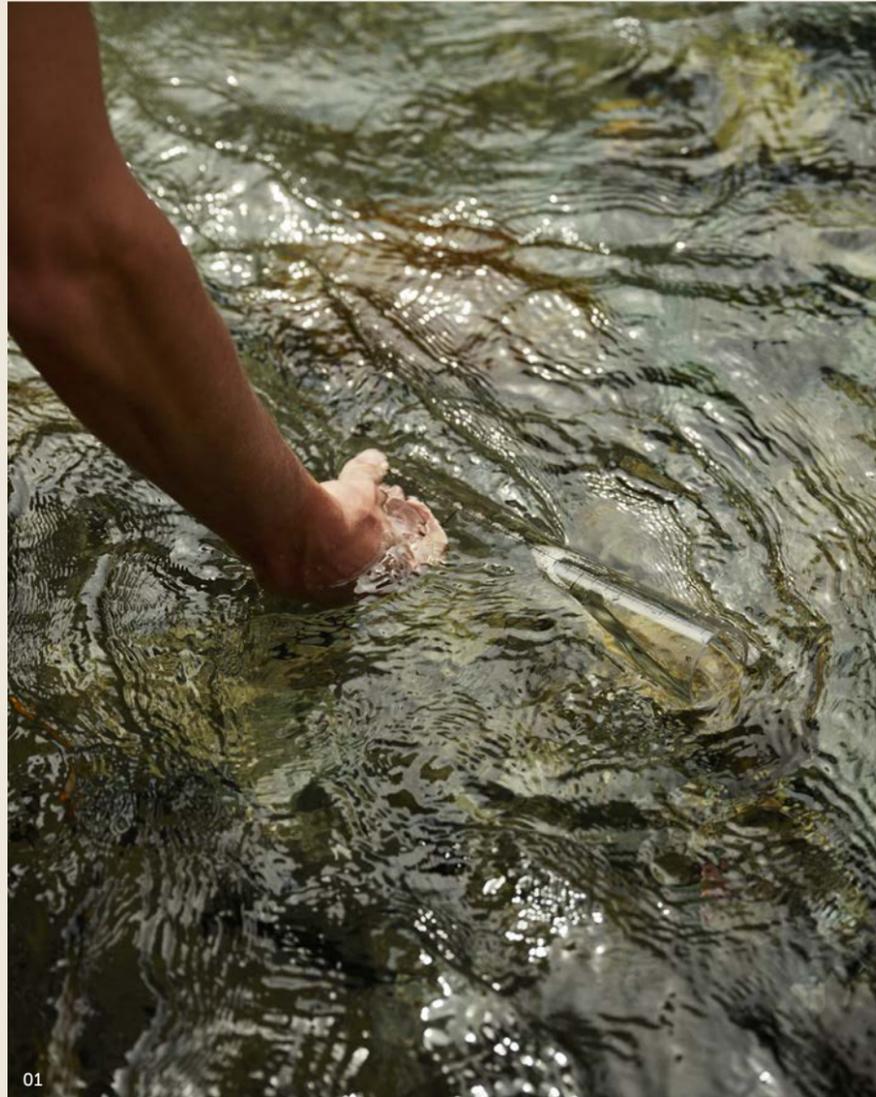
“We monitor stream health, water quality, fish diversity, bank vegetation and erosion. The information provides an annual gauge of whether forestry is having an impact on waterways.” — Flynn Green

Flynn is now heading into his fourth year of a Bachelor of Forestry Science at the University of Canterbury in Christchurch but for the past three summers he has returned to Nelson to work as a casual employee with OneFortyOne. The scholarship provides funding towards living and university costs but Flynn says the work experience and exposure to so many parts of the organisation have been equally valuable.

"It's been awesome," he says. "I'd never been inside a forestry organisation before this experience and I now understand how many moving parts there are. It's so exciting. The work here makes everything I'm studying click."

In his casual role, Flynn conducts stream monitoring at OneFortyOne forest sites. "We monitor stream health, water quality, fish diversity, bank vegetation and erosion. The information is entered into a database, which provides an annual gauge of whether forestry is having an impact on waterways," he says.

"So many exciting things are happening in the industry. I'm definitely lucky to have the scholarship so I can get an overview of the industry. The scholarship and my work experience have showed me how many different paths are possible."



01

Image captions
01 Stream monitoring.
02 Marlborough region, New Zealand



02

ONE
FUTURE.

GOING WITH

THE FLOW

TO SETTLE

THE SEDIMENT QUESTION.

A seven-year, \$3.6 million forestry study is exploring ways to control the amount of sediment that runs into waterways during harvest.



The innovative Paired Catchment Study aims to quantify the benefits and effectiveness of different types of erosion and sediment control on nearby waterways.

The study is monitoring three adjoining forest areas, or 'paired catchments', across seven years (2020-2027). The paired catchments are of similar size, geology, and topography, and are planted in *Pinus radiata*.

OneFortyOne Environmental Planner Jo Field explains, "One of the forest catchments is a Control Area, which won't be harvested until after the study ends in 2027. The others are Treatment Area 1, which we're currently harvesting, and Treatment Area 2, which will be harvested in 2025-2026. The amount of sediment run-off from Treatment Areas 1 and 2 will be measured against the run-off from the Control Area to find out if harvesting impacts the nearby waterways."

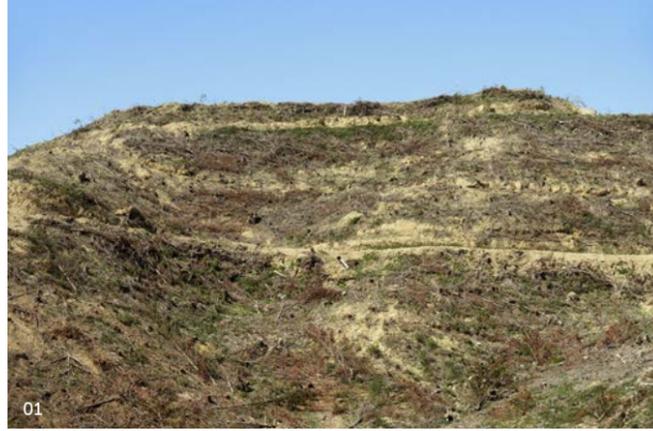
While harvesting methods will be the same in Treatment Areas 1 and 2, different sediment control measures will be trialled in Treatment Area 2. "Before we harvest Treatment Area 2, we're building a large sediment retention pond to trap flood flows and capture sediment. Our assessments of the health of the Tadmor River will show if there is any difference between the approaches to harvesting and whether our controls reduced the amount of sediment that ended up in the water. It'll be really exciting to see what the outcomes are," Jo says.

Karen Shearer, a Freshwater Scientist with project partner Cawthron Institute, is involved with the ecological monitoring of the stream. She says, "I capture information about the stream's current condition and how it changes throughout harvesting and beyond. During logging, sediment is released and rainfall carries it to waterways. The data from the Control Area will show how much sediment is ending up in the water naturally, and we'll compare that with the data from Treatment Areas 1 and 2 to determine whether there is a change in stream condition due to forestry activity."

The \$3.6 million project is a collaboration with the Cawthron Institute, Envirolink and Manaaki Whenua - Landcare Research and is jointly funded by OneFortyOne and the Ministry for Primary Industries. Tasman District Council also supports the project, with overarching support from the Consenting and Hydrological sections.

The study will also compare the costs of implementing different measures, with the findings to be made available to the forestry industry, scientific community, tertiary institutions, and regulatory authorities.

Image captions
01 Harvested forest



"Our assessments of the health of the Tadmor River will show if there is any difference between the approaches to harvesting and whether our controls reduced the amount of sediment that ended up in the water." — Jo Field

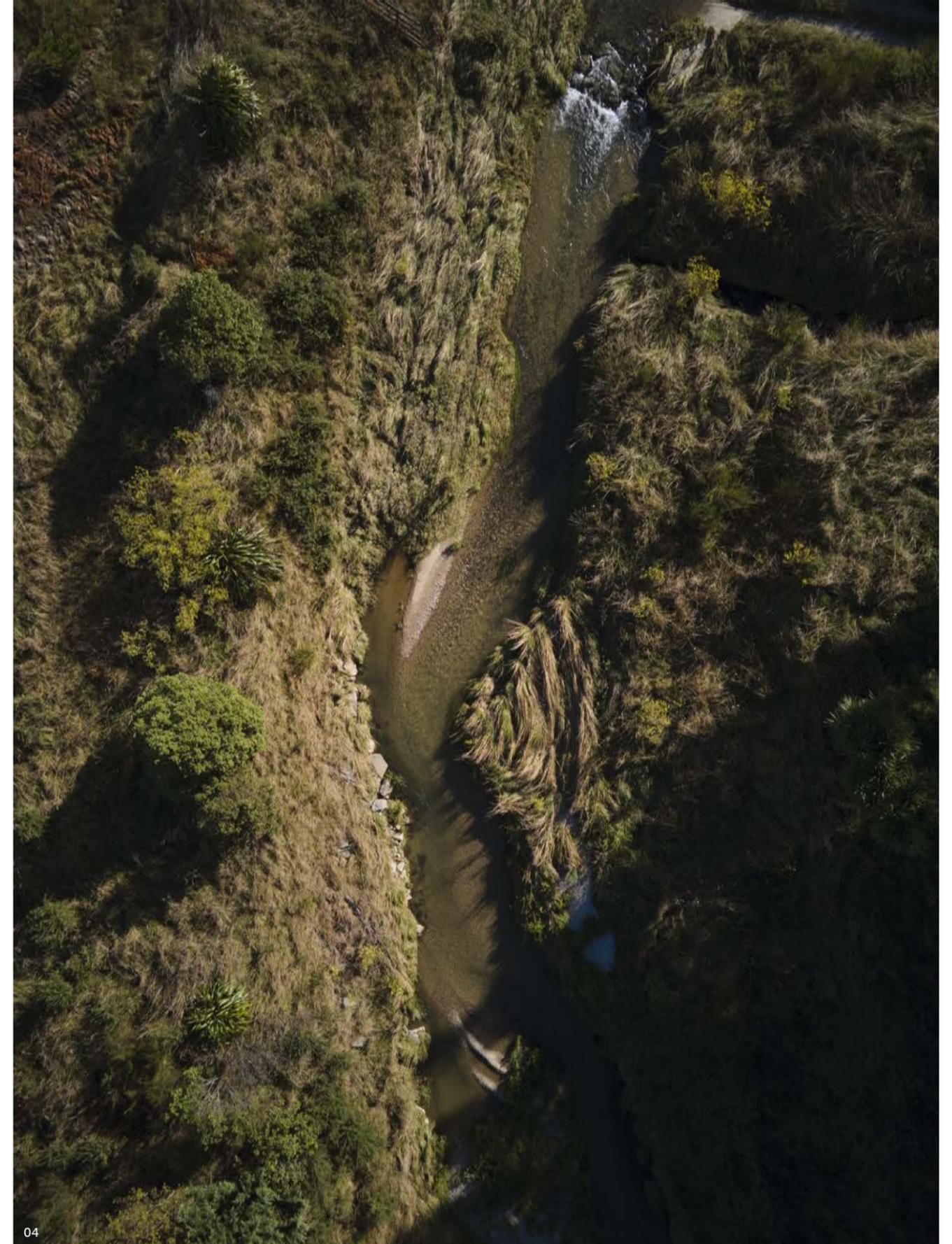


Image captions
01 Treatment Area One
02 Treatment Area Two, Sediment Control
03 Control Area
04 Tadmor River

PLANTING IS THE PLAN

Returning quarry sites to their natural beauty is all part of our commitment to caring for the environment.

FOR OUR DORMANT QUARRIES.



01



02

Stuart and his team work with Nature Glenelg Trust to replant the quarries with trees propagated from areas local to each quarry.

“When it comes to building roads, the major cost is transporting the quarried material to the plantations so most of our quarries are within 10km of where they’re needed,” says Stuart Adam, Roding Forester for our Green Triangle Forests.

Stuart’s job is to keep all of the elements of our roading operations on the right track, so to speak. “Roading is integral to providing year-round transport. We deliver 40,000 tonnes of logs a week over the roads, and we maintain more than 2,400km of roads across the Green Triangle,” he says.

It stands to reason then that our quarries are essential infrastructure for keeping our forestry operations rolling.

OneFortyOne has 42 quarries in the Green Triangle, 28 of which are active. Stuart explains, “The quarries are important for meeting our operational needs. The majority are used regularly and others are only used when we’re building roads close by.”

But what happens to the quarries when they’re not needed? There’s no denying they can be a jarring presence in the landscape and put to better use, so OneFortyOne is working to reintegrate quarry sites with their natural environment after the plantations around them are clear felled.

“We’ve been doing some rehabilitation work at our quarry sites over the past couple of years, which involves reinstating the topsoil and working with our partner, environmental NGO Nature Glenelg Trust, to revegetate with native plants,” says Stuart.

“When you quarry you strip the topsoil, then there’s ‘over burden’ (a layer of rock) and then pure rock. We remove and place the overburden and topsoil separately and when the quarry is exhausted we reinstate both to about half a metre thick.”

Stuart and his team work with Nature Glenelg Trust to replant the quarries with trees propagated from areas local to each quarry. Using indigenous trees supports the local ecosystems and improves the survival rates of the seedlings.

Rehabilitated quarries lush with new vegetation may be hard to spot, but they are not forgotten. Drone technology is enabling OneFortyOne to conduct 3D modelling of the quarries to capture activity in the area over time. That information goes into our GIS system and ensures we have an accurate picture of where we have dug previously and what we might find there if we revisit the site for materials in the future.

Image captions
01 Quarry, Green Triangle
02 Rehabilitated quarry, Green Triangle

"OneFortyOne is working to reintegrate quarry sites with their natural environment."
— Stuart Adam

Image captions
01 Rehabilitated quarry,
Green Triangle
02 Native seedling



PLANTING

THE SEEDS

**OF EFFECTIVE
FIRE MANAGEMENT**

IN THE

**GREEN
TRIANGLE.**

Fire prevention is a year-round, multifaceted program designed to prepare our people and our forests from fire risks in a rapidly changing climate.

Australians know from experience how destructive and unpredictable fire seasons can be. Our number one priority is to prevent fire impacting our forests and communities in the first place. If that's not possible, we must ensure our response is swift and effective.

To do this, we work on fire prevention year-round. We run training programs, upgrade our equipment, and strive to prepare our people and our forests as best we can.

Fire management begins when we design the layout of a forest – well before we start planting seedlings. We follow guidelines designed for fire protection and suppression and every forest is planted with strategic breaks and setbacks from boundaries and structures.

The Australian fire season typically runs from November until March, although it varies every year depending on weather and landscape conditions. We train our forest staff in fire management and suppression techniques in the lead up to and throughout the fire season. In the 2020/21 fire season, we completed 2,300 hours of fire training.

Working hand-in-hand with the fire and forestry communities

We work closely with the two local firefighting agencies: the South Australian Country Fire Service (CFS), and the Victorian Country Fire Authority (CFA). Cooperation also extends between forestry businesses in the Green Triangle Region. OneFortyOne is a member of the Forest Owners Conference (FOC), an industry group of 15 Plantation Managers and three Fire Authorities. FOC members help each other in the event of major fires and are an integral part of community fire resources. We are also a member of the Green Triangle Fire Alliance, which aims to improve the efficiency and effectiveness of fire suppression, detection and prevention activities by forest owners/managers within the Green Triangle.

Keeping our fire trucks rolling and our firefighters safe

Our fire trucks provide ground-level response, and we have access to planes for fighting fires from the air. A combination of spotter planes and tower networks help detect fires early.

Justin Cook, Fire Manager for our Green Triangle Forests, says, "We have seven fire trucks, called FireKings, and they are specifically designed for plantation firefighting. They have a high level of safety for firefighters and if the truck is under threat of being burnt over, the lights and sirens start, a continuous halo of water is dispersed from the roof, and the air-conditioning comes on."

OneFortyOne's 3,000-litre capacity 34Bravo FireKing was refurbished during the year. "We updated the control mechanism, replaced the aircon, simplified the functionality of the truck and improved its reliability, all of which increases safety and reduces maintenance costs," Justin says. "We also fitted a new radio and a mobile phone booster to improve phone coverage out in the field." Central Tyre Inflation was also added. "The tyres deflate and pump up automatically, which means you can get more grip. It stops the truck getting bogged on our sandy soils," Justin explains.

The refurbished truck was ready to go for the beginning of the 2021/22 fire season and Justin was impressed with its early performance. "It's already proven more reliable in its first three months of operation, and we're aiming to refurbish another two trucks very soon," he says.

Image captions

- 01 FireKing truck and crew, Green Triangle
- 02 Extinguishing fire, Green Triangle



**PROTECTING THE ESTATE FROM
FIRE IS ONE OF THE MOST IMPORTANT
THINGS WE DO.**



2020/21 FIRE SEASON

The 2020/21 fire season ran from 1 November 2020 to 30 April 2021. We had 15 summer crews on hand with five people supplementing the crew at our three main depots. On days of very high fire danger, we sent people out to additional depots at Noolook and Comaum, and we had a crew of contract firefighters on standby every day at our Glencoe Nursery.

FIRES

There were 12 fires either on OneFortyOne land and/or attended by OneFortyOne crews. Seven of the fires were on OneFortyOne land and five were on private land. Less than 0.5ha of OneFortyOne plantation was burnt in 2020/21.

OUR TEAM

Our team of 110 includes 18 women: 11 are active firefighters and 7 provide logistical support. We employed 99 firefighters: 88 men and 11 women.

FIRE TRAINING

Over 2,300 hours invested in the 2020/21 fire season.

EQUIPMENT UPGRADES

Heat reflective blinds installed in Bulk Water Carriers and QRVs.

Defibrillation machines installed in all fire trucks.

Handrails and drawers installed in Bulk Water Carriers.

Major upgrades to Noolook and Comaum Depots.

Fire Training

Over 2,300 hours invested in the 2020/21 fire season.

2,300hrs

Number of Fires

12 fires either on OneFortyOne land and/or attended by OneFortyOne crews.

12

Affected Area

Less than 0.5ha of OneFortyOne plantation was burnt in the 2020/21 fire season.

0.5ha

Our Team

Our team of 110 includes 18 women: 11 are active firefighters and 7 provide logistical support. We employed 99 firefighters: 88 men and 11 women.

110

ONE COMMUNITY.

PINE helps grow better futures for our communities.

We are strongly tied to where we live and work, and we're serious about supporting vibrant communities and protecting our environment. To that end, in July 2021 we launched the OneFortyOne Community Grants online portal. The Community Grants program provides funding of up to \$5,000 to local community groups in Australia's Green Triangle region and the Nelson, Tasman and Marlborough regions at the top of New Zealand's South Island.

Community Grants are allocated according to our PINE philosophy. We're particularly keen to support projects that relate to People, Ideas, Nature and Education (PINE). We assess the applications, giving consideration to our objectives and impact – this ensures the process is fair – but otherwise we leave it to applicants to let us know what they need most.

During the year, some wonderful ideas came to us, and you'll read about some of them in the next few pages. Since we launched in July, we have supported 17 community projects in Australia and New Zealand, contributing over \$40,000 in funding and building materials through the Community Grants program alone.

What's next?

To date, most of the projects we've funded have been People activities that promote community wellbeing and safety activities. We love supporting those projects but, as you can see from the table below, like to provide more support to projects relating to Ideas, Nature and Education. We want to hear from groups that are taking action on meaningful projects that will help their communities and beyond.

Long-term partnerships

As well as our community grants, we also have long-term partnerships with organisations that share our values. In Australia, we have partnerships with Nature Glenelg Trust, Stand Like Stone, Pioneers Basketball and LifeChanger. In New Zealand, we love and support the work of the Young Enterprise Scheme for the Top of the South, and the Nelson Marlborough Rescue Helicopter Trust.

Types of projects supported in 2021

Category	Total Funding	% of Total Funding
People	\$221,859	69
Ideas	\$31,726	10
Nature	\$50,000	15
Education	\$18,442	6
Total	\$322,027	100



Getting in the Zones at Mulga Street Primary.

A OneFortyOne Community Grant is helping kids handle their emotions at Mulga Street Primary School.

The classrooms at Mulga Street Primary School in Mount Gambier have been updated with splashes of colour since the school received a OneFortyOne Community Grant in mid-2021.

Keston Green, Mulga Street Primary School Student Wellbeing Leader, spearheaded the adoption of the Zones of Regulation program, which teaches children how to recognise and manage their emotions by using four colours to describe how they're feeling.

"The Program enables kids to independently recognise and regulate their emotions and then use a strategy or skill to manage their feelings," Keston says. "If we are able to get the students to recognise when they are becoming stressed or anxious, we can help them manage their feelings and get themselves to a healthy place – one where all emotions are ok but particular behaviours are not."

The aim is to help students develop skills of attention, self-regulation, self-awareness and resilience – all essential skills for coping with a rapidly changing world and for a confident entry to adulthood.

The grant was used to train teachers and purchase books, card sets and other resources to get the program up and running quickly. Keston says, "We bought enough resources to enable us to run the program for eight classes and we've seen a huge difference in kids' ability to self-regulate. This might involve going to our Wellbeing Space, or doing some breathing techniques, stretching, or a mindfulness exercise at their desk. Kids want to learn it and want to know why they feel like they do."

OneFortyOne also donated building materials for the school's new Wellbeing Space, where students learn mindfulness and can relax in bean bags while they're calming their emotions. "Children are learning to use the space to reset and get ready for learning if they're experiencing 'hard to have' feelings," Keston says.

In 2022, the school plans to run the program for every class and then advocate for the program to be used more broadly, believing that having a whole-school approach to regulation and mindfulness will impact positively across the whole school community.

"Once it's in place and we're all communicating with the same language it'll be very powerful," Keston says. "Then, ideally, we'd like to include it more in newsletters, talk to parents about the program and get a consistent language going between school and home."

"We wouldn't be where we're at without help from OneFortyOne. We wouldn't have been able to afford to get all the materials straight away and wouldn't be rolling the program out across the whole school without the grant. It's been fantastic."

Solar System Makes a World of Difference.

A \$10,000 Community Grant funded the installation of solar panels at the Naracoorte District Men's Shed.

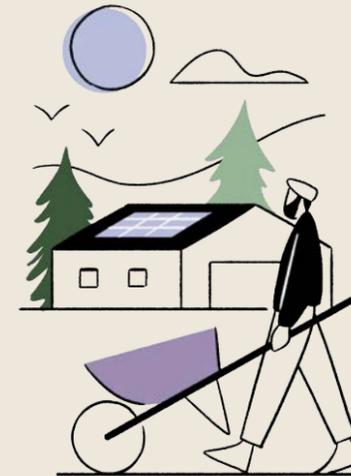
On any given Wednesday in Naracoorte, South Australia, up to 50 men gather at the Men's Shed to work on projects that benefit the local community.

"We've made beehives, birdfeeders, benches and garden seats for the local council, local service clubs and schools," says David Law, Club Secretary. "We also made a 'mud kitchen' for the local kindergarten. It's an outdoor bench with a sink in the middle that's perfect for making mud pies. The kids love it."

The Naracoorte District Men's Shed is a community-based, non-profit organisation that's been supporting the wellbeing of local men since 2013. The Shed offers a safe, friendly environment where men work on meaningful projects at their own pace, in their own time, in the company of other men.

"We're open three days a week, from Tuesday to Thursday, but most people come along on Wednesdays," says David. "The men can talk freely about anything, it's just mates getting together."

David explains that it's not just older men who come to the Men's Shed. "We're opposite the high school, so we also mentor some of the students. We help them make things for themselves or the school using the Shed's facilities."



The men take on small repair, renovation and construction projects to raise funds for the Shed but found that a lot of the money was going towards electricity bills rather than new projects and equipment. The grant enabled the men to hire a local company to install a solar system, which covers the bills and helps direct the funds to where they are most needed.

"The solar panels brought our electricity cost down from over \$2,500 per year to zero. Ultimately, we'll see credits on our bill but for now we're just happy to be able to put the money we raise into projects at the shed, rather than paying bills. It's been absolutely magic. It's good for us, good for the environment and good for the local community."



Happy Trails for the Kainui Mountain Bike Club.

Kainui Bike Park is being created with our support and hard mahi from local Wakefield volunteers.

Mountain biking (MTB) is a fantastic adventure sport. With the advantages of being family friendly, accessible to all skill levels, and an excellent way to spend time in the great outdoors, it's not hard to see why people are packing their bikes and heading to the trails.

Many MTB parks are built in forests, where they take advantage of the natural features created by the landscape. OneFortyOne loves seeing forests used for recreational sport, which is why we proposed the development of a community asset, a bike park, through Kainui Forest in Wai-iti, near Wakefield in the Tasman region of New Zealand. The Nelson/Tasman region is internationally renowned for its MTB trails, and Kelly McGarry, former professional New Zealand freeride mountain biker and X-Games Athlete, grew up in Wakefield.

Not only will the bike park create a resource with easy and intermediate tracks, it will link to the popular cycling attraction, the Great Taste Trail, one of the Great Rides of New Zealand.

The project is underway and Kate West from the Kainui Bike Park Community Group is thrilled about the way it has progressed from the initial contact with OneFortyOne to the ongoing support we are providing.

"We're aiming to have the first trail completed within the next couple

of months. It's a beginner's trail that's shaping up to be super fun for kids and adults alike. The local Wakefield Community Group is working closely with the Mountain Bike Trails Trust (MBTT) to build family friendly (Grades 2 and 3) bike trails. The MBTT's support has been phenomenal, and it demonstrates how local groups can come together and work so well when there is a shared goal," Kate says.

"We have had amazing support from local businesses who offered their services and products for free or at reduced costs. One example is the adjacent landowner who cleared and fenced some areas for us so we can connect Kainui with the Great Taste Trail. It's community spirit and support at its best," says Kate.

As well as granting access to the forest, OneFortyOne provided \$22,500 to develop trails in both Kainui and at the Tapawera Mountain Bike Park, also in the Tasman region. An additional community grant of \$3,913 funded hi-viz t-shirts, featuring the Kainui Bike Park and OneFortyOne logos, for volunteers. Kate says, "We need hi-viz t-shirts for health and safety reasons but they also help connect and create a sense of kaitiaki, or guardianship, for the kids, teens and adults who will be working on creating the trails."

The Kainui project is a great example of how OneFortyOne's community grants can support communities in their objectives and establish lasting value and connection for those communities.



Lights, Camera, Action!

"The Trust's goals are threefold: to rehabilitate sick and injured kārearea and return them to the wild, to undertake public education and advocacy, and to care for and breed young for release from those kārearea that can't survive on their own in the wild."

Keeping a close eye on the kārearea.

New Zealand's magnificent bird of prey, the kārearea, or New Zealand falcon, is officially 'At Risk' and while once there was a thriving and sustainable wild population across the country, sadly this is not true today.

Enter the Marlborough Falcon Conservation Trust (MFCT), which exists solely to increase the population of kārearea. The Trust is one of only two organisations in New Zealand permitted to hold and breed native falcons; many of which would not survive in the wild due to life-threatening injuries or other issues.

Andy Frost, the Chair of the MFCT says, "The population of kārearea is likely between 5,000-8,000. We want to increase their numbers because ecosystems cannot function naturally without predators present, and the kārearea is the only endemic bird of prey left in New Zealand."

"The Trust's goals are threefold: to rehabilitate sick and injured kārearea and return them to the wild, to undertake public education and advocacy, and to care for and breed young for release from those kārearea that can't survive on their own in the wild."

The birds are partial to a good pine forest, and the MFCT already has a relationship with OneFortyOne through the need to relocate nests, eggs or chicks that are found in the forests, so it made sense that we would play a part in their protection. To help monitor the kārearea in their aviaries, we donated \$3,360 for eight cameras, which allow the MFCT volunteers to keep an eye on what's going on in the nests.

While it might seem a bit intrusive, the aviary cameras allow the MFCT to check that things are going well on the breeding front, and intervene if they're not.

"The cameras OneFortyOne sponsored are positioned so we can see much of the activity that's happening in the pens," says Andy. "The cameras are recording continuously and also capable of recording in low light conditions, so they record overnight."

"This means that we can go back over 5-6 days and see the footage. For example, an egg went missing and it allowed us to investigate what happened," he says.



Andy says the MFCT is keen to grow the relationship with OneFortyOne, "They're working in an area that is of interest to us because the forests will occasionally have kārearea in them. We hope this is a step on the ladder to more collaboration and support."

Helping Teenagers Meet The Challenges Of Today's World.

LifeChanger mentors help young people find pathways to brighter futures.

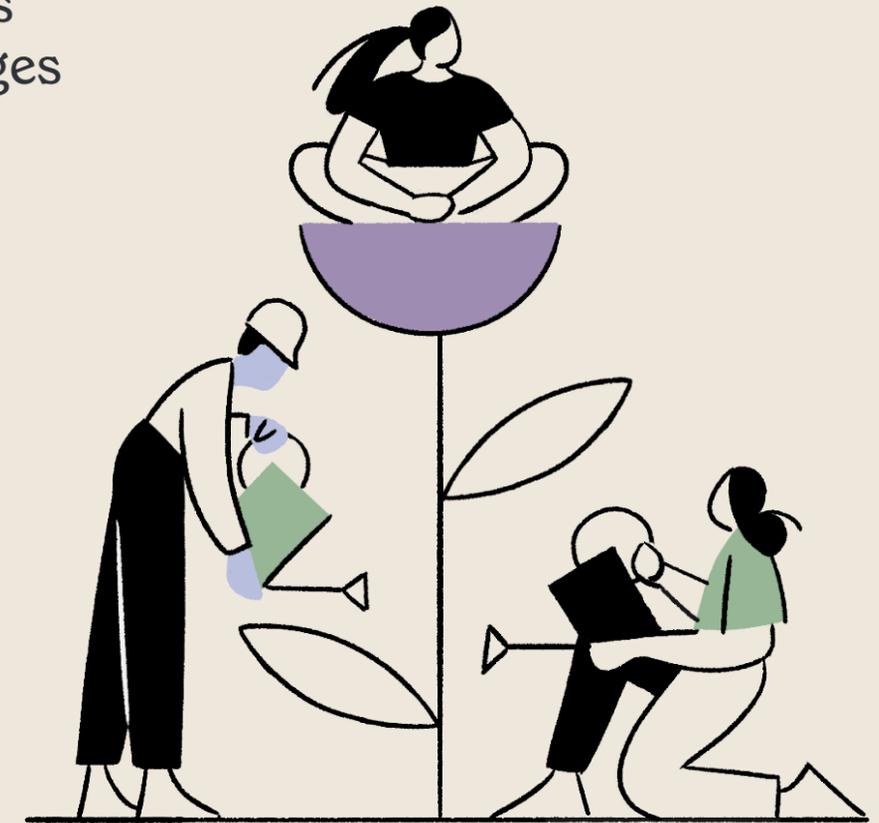
Sometimes, all it takes is for the right person to meet you at the right time to change the course of your life. Perhaps someone listens when you truly need it or offers advice that you really need to hear. The LifeChanger Foundation creates opportunities for those moments to happen and we've teamed up with them to support the wellbeing of teenagers living in Mount Gambier.

LifeChanger is perfectly named because the organisation truly does change lives. They identify and develop inspiring mentors within communities and run self-development workshops for teens. LifeChanger helps to maximise the potential of all young Australians by providing the resources, skills, education and pathway they need to develop a positive self-identity to live their best life. Their work also helps create sustainable, safe and resilient communities.

"Our youth already have what it takes, they just need a hand to see it and a pathway to get there," says Scott Watters, LifeChanger CEO and Founder.

Paul Hartung, Jubilee Sawmill General Manager, heard Scott Watters speak at a local golf day and it changed his perspective and those of other OneFortyOne employees. "When I heard Scott talking about his own background and how one bad decision can affect someone for the rest of their life, it was overwhelming.

We've all made bad decisions at times. I was stunned by the statistics he presented – the youth suicide rate continues to rise year on year.



Drug addiction, alcoholism, domestic violence, cyberbullying and gambling addiction have all increased. I was thinking, 'How can these issues be increasing but our kids are more connected than they've ever been? How are they ending up in youth detention?'"

After that golf day, the OneFortyOne team decided to support LifeChanger and get involved with the organisation in Mount Gambier. Since then, 12 of our people have become mentors who help kids make healthy decisions.

"We're not there to counsel or judge, we're just there to put it into the perspective of 'we've all been there', 'we've all done things when we were young'. It's about being honest," Paul says.

OneFortyOne also provides funding to bring LifeChanger facilitators to Mount Gambier to run workshops. "Supporting our communities by being there for young people is incredibly important and we're really proud of being part of this program and look forward to supporting them again in 2022," Paul says.

**ONE
COMPANY.**

MAJOR INVESTMENT, MAJOR IMPACT.

This year we've invested more than \$16 million in capital projects across our organisation.

We understand the value of wood fibre, and upgrading our machinery and equipment means we can produce more from each tree we harvest.

As one of the largest private employers in the regions where we work, investing in long-term, major projects strengthens our commitment to local communities.

Our capital investment program includes upgrading equipment that has reached end of life, researching and adopting new technologies, and continually looking for ways to streamline our existing systems.

PRODUCING LOCAL TIMBER FOR LOCAL MARKETS.

Increasing production at Kaituna
Sawmill means more timber is headed
for New Zealand's housing market.





01

Image captions
 Previous page: Kaituna Sawmill
 01 Kaituna Sawmill
 02 Kaituna Sawmill, drying kilns
 03 Hamish Donaldson

Over the next three years, we're investing \$11 million in new equipment at the Kaituna Sawmill. The funding will go towards three major projects that will increase the sawmill's kiln drying and treating capacity, maximise productivity and minimise timber waste.

The new equipment will allow us to extract greater value from each log by processing them onsite. Doug Davidson, OneFortyOne Sales and Marketing Manager, says, "Kaituna Sawmill has increased its capacity by 40% over the past two years and 70% of what we produce is sold in New Zealand. By increasing the mill's capacity, we're able to provide more timber to local partners, which supports New Zealand's renovation market as well as residential housing and commercial construction, while storing carbon in timber for many decades."

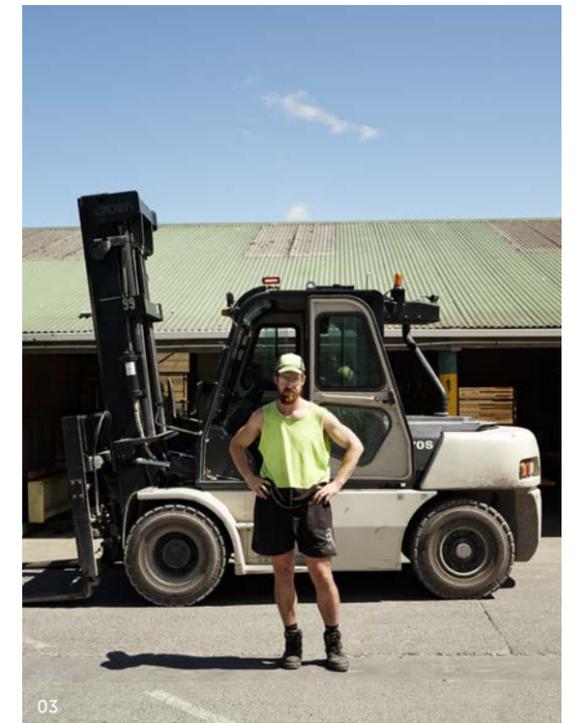
The investment brings significant environmental improvements. Processing the logs onsite means our trucks won't need to make as many trips to external companies. There will be 20 fewer trucks on the road each month, which will cut the amount of CO₂ released into the atmosphere by 265 tonnes a year.

"We'll also minimise waste," Doug says. "Using the latest bio-lumina scanning we can assess the wood onsite and decide whether to further process it ourselves and add value, or the product might be more suited to our partners who are creating certain specialised items like finger-jointed products more efficiently than we can. It's a circular economy and nothing is wasted, which enables scarce resources to be targeted to the most appropriate opportunity."

Kaituna Sawmill processes wood from across 80,000ha of forest estate in Marlborough, Nelson and Golden Bay Tasman. The mill is one of the largest employers in the region, with almost 90 full-time staff, and this investment will add another four local jobs. Creating jobs within our communities and producing more timber for New Zealand's housing market is all part of growing a better tomorrow.



02



03

SMALL TREES, BIG INVESTMENT.

Investing in the future of the industry
and the local community.

A \$7 million upgrade will ensure that our Glencoe Nursery is well set up to nurture pine seedlings, give them the very best start in life and help them reach their growth potential.

Every year, Glencoe Nursery supplies more than 10 million trees for OneFortyOne and other forest growers in the Green Triangle. Craig Torney, Nursery Manager, says, “This investment means the nursery will move away from growing seedlings out in fields and instead we’ll sow the seeds in containers on raised benches.”

The upgrade will bring improvements to safety, labour sustainability and product quality. Craig says, “The process will be less labour intensive and most work will be done under cover, not out in the elements. Instead of needing to bend or crouch down to work at ground level, the benches will be set to a comfortable height, which will help us ensure our employees and contractors are protected from injury.”

Sowing the seeds into containers rather than out in the field means we can better control their growing environment. Out in the field, one tree may do better than another depending on their position or the nutrients in the soil.

“Starting in containers, every seedling should be the same and they’ll be planted with a nice pot of soil around them instead of bare roots, which will boost survival rates in the forest,” Craig says.

A new irrigation system will use less water and fewer chemicals, and an automated seed planting process will increase efficiency at the nursery. “Ultimately, we’ll be producing a better end-product for forest growers and local timber processing customers across the region,” Craig says.

The nursery development is well underway, earthworks are complete, and equipment is being shipped to Glencoe. “We expect to have the seeds sown by September 2022, and we’ll be harvesting in mid-2023,” Craig says.

The investment is a sign of confidence in the future of the industry and a commitment to supporting the local community. “We’re based in a very small town here in Glencoe and the locals are pretty excited about the development,” Craig says. “This project has been a few years in the planning and there’s a lot to do, but it’s exciting.”

Image captions
01 Pine seedling, Glencoe Nursery



A NEW IRRIGATION SYSTEM WILL USE LESS WATER AND FEWER CHEMICALS, AND AN AUTOMATED SEED PLANTING PROCESS WILL INCREASE EFFICIENCY AT THE NURSERY.



"Every year, Glencoe Nursery supplies more than 10 million trees for OneFortyOne and other forest growers in the Green Triangle."
— Craig Torney



Image captions
01 Elevated bench height
02 Glencoe Nursery
03 Craig Torney, Glencoe Nursery
04 Watering system, Glencoe Nursery

MODERNISING JUBILEE.



An \$11 million investment in the future of the Green Triangle.

We take our role as Mount Gambier's largest private employer seriously. We know that everything we do has flow-on effects that go beyond our direct employees to the local community. Investing big in the Jubilee Sawmill is part of our commitment to the future – of our employees, their communities, and the region.

Over the next two years, we will invest more than \$11 million into the Jubilee Drymill. This will bring total investment in the mill to over \$80 million since 2016.

Paul Hartung, Jubilee Sawmill General Manager, says, "We want the sawmill to continue to be one of the most progressive and efficient mills in Australasia. By investing in new technology, we are continuing towards our objective of valuing every strand of wood fibre that we process."

The environmental credentials of the new project are solid. It's estimated that this equipment upgrade will reduce the sawmill's emissions by approximately 268 tonnes of CO₂ every year. These savings will come from lowering electricity consumption.

The \$11 million investment in modern manufacturing is a continuation of the re-investment program that started in 2016. "This most recent commitment will extend to an equipment and technology upgrade for Drymill A, replacing and modernising equipment as it reaches end of life."

The new tech will be impressive. "It's an exciting project for our team here at Jubilee. The innovative technology that will be installed at the mill presents an amazing opportunity to train and upskill our people in robotics and automation," Paul says.

"One of the motivating factors for this project was the chance it provided to shift the Drymill team to a four-day week. This means that both Drymill A and the Greenmill will operate on four-day weeks. We know this has been an important issue and we are really pleased to support our team's wellbeing in this way."

Image captions
01 Stacked timber for drying.
02 Jubilee sawmill kilns



01



02

**IT'S ESTIMATED THAT THIS EQUIPMENT
UPGRADE WILL REDUCE THE SAWMILL'S
EMISSIONS BY APPROXIMATELY
268 TONNES OF CO₂ EVERY YEAR.**

SOLVING KNOTTY PROBLEMS.

Great communication is the secret
to keeping our supply chain on track.

Distributing logs from forests to sawmills and keeping supply flowing (but not overflowing) is not a job for the faint-hearted.

Image captions
 01 New Zealand Forests
 02 Logging truck

Planning the distribution of logs from forests to customers and keeping supply flowing (but not overflowing) is not a job for the faint-hearted. With constant movement of logs and trucks, if something changes it's going to require attention and replanning. But this complexity is handled daily by Fritz Buckendahl, Cartage and Woodflow Coordinator, New Zealand forests.

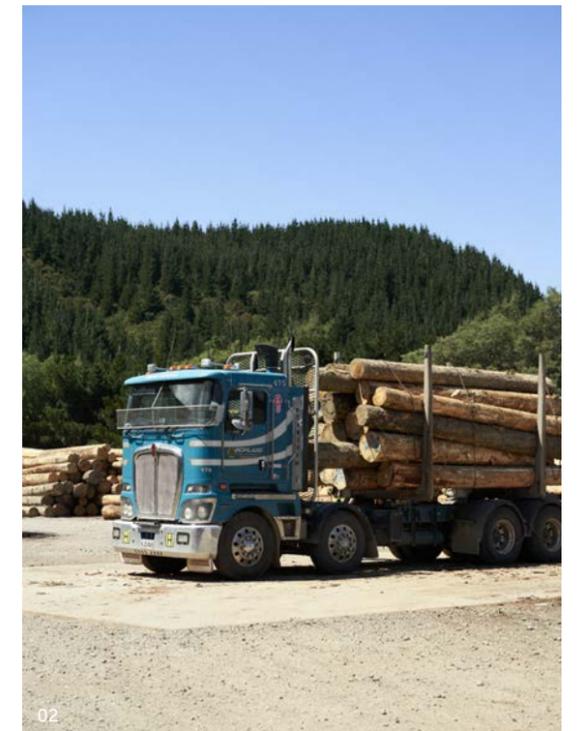
Fritz manages the process of meeting the weekly demand from local and export customers, with minimum waste. He manages allocation, determining where logs for each customer will be cut and by which of the 16 logging crews, and the delivery plan from crew to customer.

OneFortyOne New Zealand cuts down more than a million cubic metres of wood each year, 70% of which goes to the domestic market. Fritz says, "We're constantly busy. It doesn't matter if prices are up or down, we keep on logging because of long-term contracts with our eight key local customers. We look at lead distances – how far it is from forest to customer – to optimise the forest value that is growing out there."

"Transportation is a huge cost, so the aim is to maximise the number of logs loaded onto each truck (within legal requirements) and cart the load the shortest distance possible. We cart 135 loads every 24 hours."

It's a bit like juggling – except Fritz has a lot of multi-tonne balls in the air and he can't let any fall. He's usually based in the office but goes out to the forest most Fridays to speak with the contract loggers and truck drivers.

With six independent sawmills, including Kaituna, and two shipping ports to supply, no two days are the same. Some days a crew might break down, the weather could worsen, or a customer might change their order. "We plan, then execute, and if something changes we rework the plan, so a degree of problem solving is required," says Fritz. "Communication is key, so everyone knows the plan and what is expected. You want everything running smoothly in a supply chain."



02

"We look at lead distances – how far it is from forest to sawmill, trying to maximise the forest value that is growing there."
– Fritz Buckendahl



TIMBER'S GROWING CONTRIBUTION TO A SUSTAINABLE FUTURE.

From houses and helmets to hairspray and tar oil, wood's versatility makes it an essential product for a sustainable future.



Image captions
 01 Moorabbin Timber Yard
 02 Henley Homes, new build site

Wood is one of the most versatile materials in the world. It can be made into printer paper – or underwear! It can be used to build houses and create tar oil, manufacture sports helmets and sausage casings, hairspray and cocoa butter. In fact, on average everyone uses the equivalent of a tree 30 metres tall every year.

One of the most popular uses for wood, though, is for building construction, particularly houses. This versatile, renewable resource is often the most environmentally responsible and cost efficient choice.

When you build a house using wood, carbon is stored in that timber for the lifetime of the home. And while that house is being lived in, forestry companies like OneFortyOne are growing more forests that are also storing carbon.

Moorabbin Timber supplies Australian framing timber to the housing industry. In 2021, they experienced supply challenges, as COVID-19 stimulus spending caused a huge demand for timber in the building industry. Thanks to their relationship with OneFortyOne, Moorabbin Timber was able to confidently supply their customers with a quality product.

“Thank goodness for the relationship we have with OneFortyOne,” says Rebecca Robinson, Senior Manager at Moorabbin Timber. “It’s crucial. We’ve been through different market conditions and we’ve got a commitment to work together. Whatever the market conditions we support each other.”



“There’s never been a time like this while I’ve been in the industry – demand has been unprecedented. Governments around the world introduced stimulus packages as COVID-19 ravaged their economies, so worldwide lumber prices increased and supply tightened, but the result is that we have these really strong relationships. They were already solid but they’re something really special now. We treasure our good suppliers as much as we appreciate our best customers.”

Moorabbin Timber supplies to Henley Homes, one of Australia’s leading home builders with more than 50,000 homes built Australia-wide. Henley Homes is leading the way in sustainable and environmentally friendly houses, and timber plays a huge role in their strategy.

“Timber frames are the most popular because they can be installed easily, while also being easy to maintain and repair, and they are more affordable,” says Simon Gough, General Manager, Procurement, Estimating and Drafting

at Henley Homes. “Being from a renewable source, timber framing is more energy efficient, and as a natural product it retains CO₂, which gives it a smaller carbon footprint.”

“While the material choice of a new home frame is not a visible part of the home, it can play a significant role in affordability and sustainability, which is why at Henley, we continue to primarily choose timber for our framework,” says Simon. “Now, and increasingly into our future, it’s also an opportunity for all homeowners to understand that having a timber-framed home is a powerful way of helping to mitigate climate change, from the cycle of harvesting and replanting trees to the positive carbon storage benefits that every timber frame provides.”

Image caption
01 Framing stage



OUR PURPOSE AND VALUES: GROWING A BETTER TOMORROW.

Growing a Better Tomorrow is about growing, producing and delivering wood products in a responsible way that meets rising demand and helps create a sustainable future for people and the planet.

We are built on the belief that forestry and wood products could be done differently to make a greater contribution. Today our forests and sawmills create a business that begins with a seed and delivers high-quality wood products in a way that delivers secure careers, contributes to positive environmental outcomes, and shares benefits with the communities where we work.

Together we are growing a better tomorrow.

Our Purpose

GROWING A BETTER TOMORROW.

Strategic Priorities

PURSUING OPERATIONAL EXCELLENCE

Committed to everyone going home safe and well
Maximising our return to log
Strengthening relationships with customers and suppliers

BUILDING THE BEST TEAM

Empowering our people
Unlocking our individual and collective potential
Developing the workforce of the future

CREATING VALUE THROUGH INNOVATION

Driving actions through insights gained from data
Transforming our practices through digitisation and automation
Exploring new products and new markets

MAKING A POSITIVE DIFFERENCE

Building meaningful relationships with Australian First Nations people and iwi as tangata whenua
Enhancing the natural environment and supporting climate action

Our Values



RESPECT

We listen to truly understand each other



BETTER TOGETHER

We embrace different perspectives and skills.
When we collaborate we create better outcomes



ACT WITH COURAGE

We explore new ideas, challenge the status quo and stand up for what we believe in



SHOW WE CARE

We approach everything we do with pride and passion

OPERATIONAL HIGHLIGHTS.

Our operational highlights demonstrate a strong and healthy business, a pleasing position given our sites were impacted by shutdowns during the course of 2021.

Valuation (AUD)

\$c.3.0bn

As at 30 June 2021

Ownership distribution

64%

Australian Super and Sovereign Wealth Funds

36%

US Pension and other Offshore Funds

Total revenue (AUD)

\$577m

Total 2021 revenue for OneFortyOne Australia and New Zealand

Volumes

808,414 m³

Volume of fibre sold by Jubilee Sawmill

121,206 m³

Volume of fibre sold by Kaituna Sawmill

1.83m m³

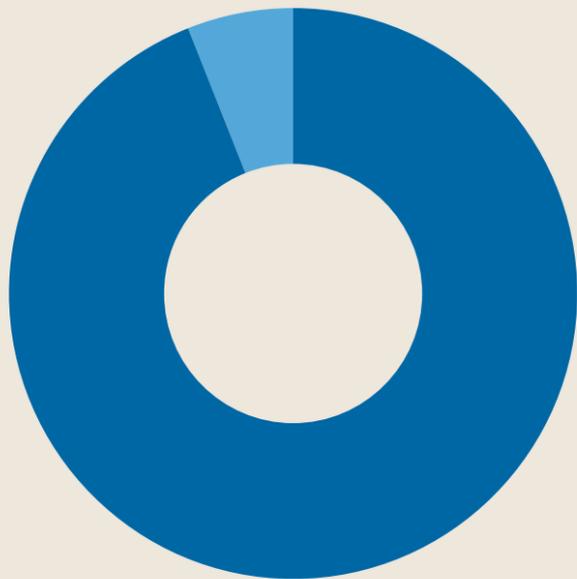
Volume of fibre sold by Green Triangle Forests

1.11m m³

Volume of fibre sold by New Zealand Forests

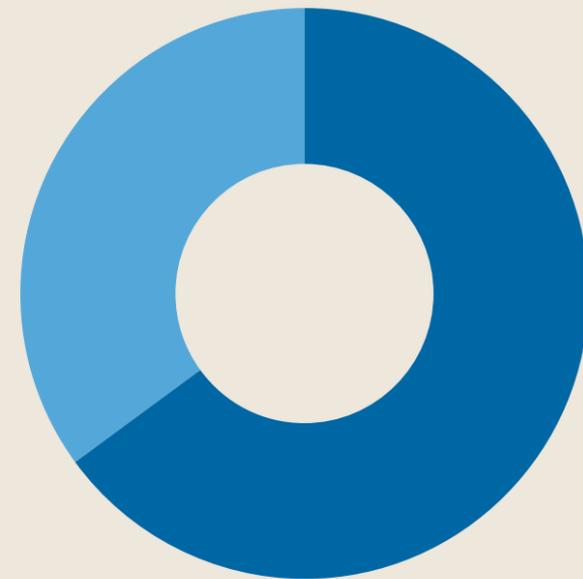
Plantation log domestic and export mix (total volume)

During 2021 there were challenges for both our domestic and export markets. The Australian national timber shortage highlighted the importance of wood to the construction industry.



94% Domestic
6% Export

Green Triangle Forests Market Mix



65% Domestic
35% Export

New Zealand Forests Market Mix

Capital metric spend

> \$16m

We continue to invest in the future of our business. We have committed to capital investments right across OneFortyOne.

Number of employees

516

Number of direct employees across Australia and New Zealand

Forestry statistics

Total area planted

82,505 (ha)

Green Triangle Forests

60,106 (ha)

New Zealand Forests

Total conservation area

3,083 (ha)

Green Triangle Forests

2,712 (ha)

New Zealand Forests

Average clearfell age

32 Years

Green Triangle Forests

27 Years

New Zealand Forests

Carbon footprint

The trees in our forests sequester carbon and timber products store it for generations. We are a sustainable, renewable industry, but our operations also emit carbon and we must do more to decarbonise.

3,964,798 tonnes

Total carbon emissions across OneFortyOne sites (CO₂-e)

4,177,643 tonnes

Total forest sequestration (CO₂-e)

150,075 tonnes

Carbon stored in managed plantations (CO₂-e)

135,473 tonnes

Carbon stored in our processed wood products (CO₂-e)

Our carbon footprint calculations include sequestration by all trees involved in our operations and storage in their derivative products and to present a holistic view of our activities. We own or manage approximately 142,000 hectares of plantation forest, including approximately 82,000 hectares in Australia. Approximately 80,000 hectares of Australian forest is managed subject to lease arrangements under which the South Australian Government owns existing and future carbon rights in the forest vegetation and derivative products. Additionally, approximately 2,000 hectares of other forests that we own are subject to carbon farming arrangements where carbon rights are held by third parties. Forest sequestration and carbon storage in wood products includes forests and products where OneFortyOne manages the plantation but other parties may own any formal carbon rights.

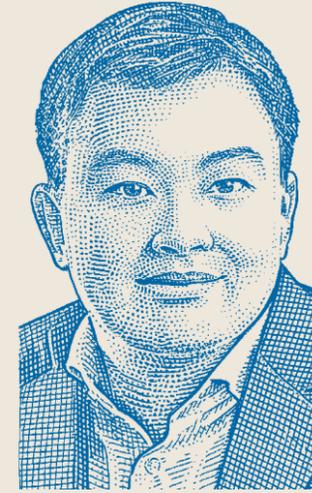
SENIOR LEADERSHIP TEAM.



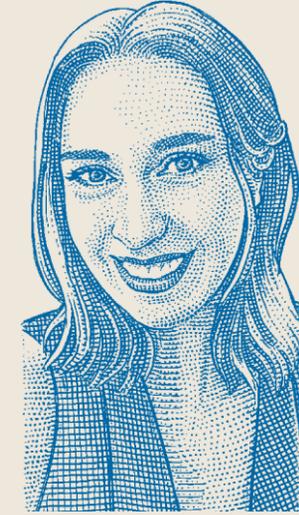
Mike Bloomfield
General Manager Sales and Marketing Wood Products



Peter Brydon
Chief People Officer



Nick Chan
Director Corporate Development and Strategy



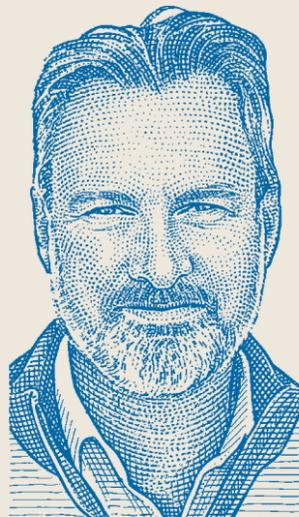
Jessica Douglas
External Affairs Director



Anita Drake
Chief Financial Officer



Andy Giles Knopp
Chief Executive Officer



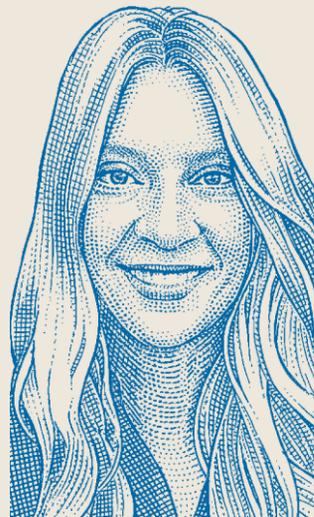
Tracy Goss
General Manager Kaituna Sawmill



Brent Guild
General Manager New Zealand Forests



Paul Hartung
General Manager Jubilee Sawmill



Lynne Jensen
General Counsel and Company Secretary



Cameron MacDonald
Executive General Manager Strategy and Innovation



Glen Rivers
Chief Forester

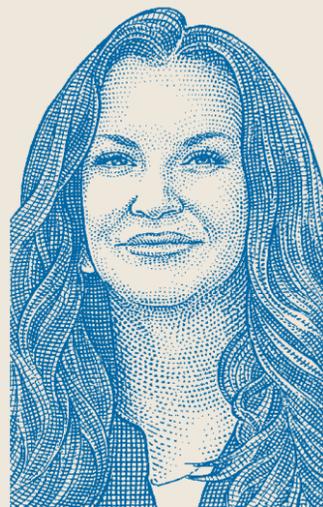


Mick Theobald
General Manager Green Triangle Forests

BOARD OF DIRECTORS.



Sarah Carne
Director



Angie Davis
Director



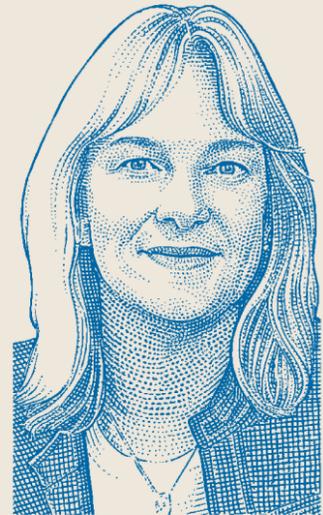
John Gilleland
Chairman of the Board



Stan Renecker
Director



Dave Rumker
Director



Vanessa Stoddart
Director



James White
Director

OUR CORPORATE GOVERNANCE.

OneFortyOne is committed to identifying, managing, minimising and eliminating risk as much as we can. Risk exists at every level and in every business – and every one of us has a role to play in keeping ourselves, our colleagues and our communities safe.

Our Board, Leadership Team and employees take governance very seriously: we operate responsibly, ethically and transparently.

Taking responsibility

OneFortyOne has four Board committees, each chaired by a Director. The tasks and responsibilities of these committees are defined in their charters, which are approved by the Board.

1. Audit and Risk Committee, chaired by Board Director Angie Davis
2. Finance Committee, chaired by Board Director James White
3. Health, Safety and Environment Committee, chaired by Board Director Stan Renecker
4. People Committee, chaired by Board Chairman, John Gilleland.

Audit and Risk Committee

The Audit and Risk Committee assists the Board by:

- Overseeing and monitoring, in greater detail than the full Board, audit processes including the Company's internal control activities and policies of the Company.
- Helping maintain the integrity of the Company's financial reporting.
- Providing support in relation to all risks that may impact the Company (excluding those risks that are expressly included as responsibilities in the Charters of other Board Committees).
- Understanding such risks and impacts arising out of the activities and operations of the Company.
- Ensuring that the Company and officers of the Company effectively discharge their duties in relation to such risks.
- Reviewing and making recommendations in relation to the adequacy of internal and external resources used by the Company to manage key risks.
- Reviewing and monitoring policies, systems and governance structures for the assessment, management and mitigation of such risks that are material to the Company.

The Audit and Risk Committee met seven times during 2021.

Finance Committee

The Finance Committee assists the Board by considering all matters pertaining to the financial arrangements of the Company in greater detail than the full Board agenda allows.

The Finance Committee met four times during 2021.

Health, Safety and Environment Committee

The Health, Safety and Environment (HSE) Committee assists the Board by:

- Understanding the key health, safety and environmental risks and impacts arising out of the activities and operations of the Company.
- Ensuring that the Company and officers of the Company effectively discharge their duties in relation to such risks.
- Reviewing and making recommendations in relation to the adequacy of internal and external resources used by the Company to manage health, safety and environmental issues.
- Reviewing and monitoring policies, systems and governance structures for the assessment, management and mitigation of health, safety and environmental risks that are material to the Company.

The HSE Committee met five times during 2021.

OUR CORPORATE GOVERNANCE.

People Committee

The People Committee assists the Board by:

- Overseeing the Company's People Strategy, including the industrial relations strategy, organisation model, performance, succession planning, development and remuneration strategies and policies.
- Making recommendations to the Board in relation to the remuneration of the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO), and approving the remuneration of other members of the Executive Team as set out in the Charter.
- Ensuring that the Company's remuneration and incentive policies and practices are suitably designed to motivate the Company's CEO, CFO and members of the Executive Team to pursue the growth and success of the Company.
- Considering strategic people issues from time to time, including inclusion, diversity, culture, talent sourcing, workplace demographics, health and safety, and superannuation.

Formerly known as the Remuneration Committee, the People Committee met seven times during 2021.

Internal audits

During 2021, the internal audit function continued to provide independent assurance on OneFortyOne's risk management and internal control processes. The internal audit function reports to the Chair of the Audit and Risk Committee.

The internal audit function performed eight internal audits during 2021. The annual internal audit plan is risk-based and approved by the Audit and Risk Committee.

Tax Transparency Statement

OneFortyOne is a private company that carries out operations in Australia and New Zealand. The Australian wholly-owned entities form a tax consolidated group of which OneFortyOne Plantations Holdings Pty Ltd is the head entity.

Tax risk management is governed by OneFortyOne's tax policy, which ensures our corporate governance obligations are met. The Company's strategy for managing tax risk is to:

- Comply with all relevant laws, rules, regulations, and reporting and disclosure requirements.
- Apply professional diligence and care in the management of all tax risks.
- Foster constructive, professional and transparent relationships with tax authorities, based on the concepts of integrity, collaboration, mutual trust and safeguarding the company's reputation.
- Remain up to date with all new and proposed tax legislation and developments.

OneFortyOne Group has paid all taxes that it owes, all tax compliance obligations are up to date and all information has been disclosed to the tax authorities as required and in a timely manner.

In Australia we are eligible for tax deductions. These deductions are supported by the ATO Taxation Ruling TR 95/6 and relate to the cost of acquiring the right to fell trees from the South Australian Government, which we purchased in 2012. In time these deductions will be utilised, with the expectation that our Australian operations will pay corporate income tax.

OneFortyOne's income for 2021 includes the revaluation of the forest estate. This income is not assessable for tax until the sale of the revalued trees has been realised.

The Australian Taxation Office (ATO) concluded a top 1000 streamlined income tax assurance review of OneFortyOne's Australian businesses in September 2020. We are pleased to report that the ATO is satisfied that the correct income tax outcomes were reported in our income tax returns for the period under review.

HOME SAFE AND WELL.

Passionate about the wellbeing of our people, contractors and partners.

We are driven to ensure that every person comes to work and goes Home Safe and Well every day. We are committed to nurturing and protecting wellbeing through equal consideration of our physical, mental and emotional health.

We recognise that mental and emotional health can be a significant contributor to increasing the risk of workplace incidents. Therefore, caring for them is as important as protecting our physical health.

Together with our employees, contractors and partners, we are building a better quality of life and reducing the risk of harm for all.

We are committed to developing and maintaining business systems that enable us to share, learn and improve our performance in a consistent, efficient and effective manner.

Our behaviours

At OneFortyOne we will:

- Not encourage or prioritise productivity over wellbeing.
- Encourage honesty and transparency when raising, discussing and solving wellbeing challenges.
- Act in a collaborative and constructive manner.
- Show genuine care for all involved and through their recovery when incidents do occur.
- Meet all legislative Health and Safety requirements as a minimum and every employee, contractor or partner has the right to refuse work if they believe it is unsafe.

Our leaders

At OneFortyOne our leaders are accountable for people's wellbeing and you can expect that they will:

- Proactively live our Home Safe and Well commitment.
- Build an empowered environment that encourages all to join into an open dialogue about how we deliver Home Safe and Well together.
- Provide adequate resources to nurture everyone's wellbeing.
- Transparently share our performance and strive for ongoing improvement.

Our people

To deliver Home Safe and Well requires everyone to passionately embrace and participate in our wellbeing culture. We all share a responsibility for each other's wellbeing and therefore must be committed to:

- Always behaving in a safe manner and encouraging others to do so.
- Ensuring that all employees are competent or under training (and appropriately supervised) to undertake all tasks in a safe manner.
- Actively participating in wellbeing discussions, programs and training.
- Consistently contributing to how we can collectively improve our wellbeing.
- Always identifying hazards, reporting incidents and contributing to mitigating risks.

Together we can all go Home Safe and Well every day.

MODERN SLAVERY.

The excerpt below is taken from OneFortyOne's Modern Slavery Statement

OneFortyOne is committed to operating responsibly and establishing and adhering to the highest ethical standards across our Group. We will not tolerate any forms of modern slavery in our business.

OneFortyOne considers the risk of modern slavery within its operations to be low. However, OneFortyOne recognises through its supply chain it could be indirectly exposed to the risk of modern slavery practices.

Operations and Supply Chain

OneFortyOne's worksites are located in Australia and New Zealand. Our manufacturing facilities are covered by either an enterprise bargaining agreement or a collective bargaining agreement. These agreements appropriately cover usual matters such as wages, overtime, allowances, leave and redundancies. OneFortyOne engages with the CFMEU, an Australian industry employee trade union, in respect of represented Australian employees and First Union, a New Zealand industry employee trade union, in respect of represented New Zealand employees. There have been no disputes with any trade unions involving any modern slavery type allegations. OneFortyOne's other employees are employed under and in compliance with relevant industry awards or individual contracts. No Australian employees are temporary visa workers. In New Zealand, we have six temporary visa workers employed under our collective bargaining agreement at Kaituna Sawmill.

Our supply chain is made up of a large number of third-party providers, many of which are small and medium-sized enterprises but also include multinational corporations. We procure a range of goods, from uniforms and PPE through to timber milling equipment, and engage a range of service providers to perform harvesting, silviculture, forest road maintenance, export log marketing, engineering, maintenance, transport, and logistics. The majority of suppliers are located in Australia and New Zealand, with a smaller portion based in the US and Canada.

The majority of OneFortyOne's suppliers are well reputed local companies, with which OneFortyOne has had regular and close dealings over a long period of time. Suppliers working at OneFortyOne's operated assets are required to comply with our health, safety and environmental standards and fair employment practices.

OneFortyOne has developed a revised procurement policy, principles and guidelines which seeks to embed the consideration of modern slavery risk factors during the supplier selection process in addition to our typical due diligence on suppliers. We have a centralised risk assessment process for new contracts and continue to implement modern slavery clauses in relevant supplier agreements and monitor supplier compliance with workplace obligations. This includes seeking renewed declarations from suppliers that they take all reasonable steps to comply with minimum workplace standards (employment conditions, industrial instruments, anti-discrimination, workplace safety, laws and regulations) on a bi-annual basis.

OneFortyOne has not discovered any modern slavery concerns within its due diligence on suppliers to date.

Our Certification

We are strongly committed to the regional forest industries and the communities of which we are a part. Our Australian forest estate is certified to the internationally recognised Responsible Wood Certification Scheme (AS4708), which is endorsed by the Programme for Endorsement of Forest Certification (PEFC). This scheme requires OneFortyOne to demonstrate that all forest workers are engaged freely, are duly compensated and in compliance with legal obligations creating minimum employee entitlements.

Our New Zealand Forest estate is certified to the internationally recognised Forest Stewardship Council Certification (FSC-STD-NZL-01-2012 New Zealand plantations EN). The standards required by FSC certification impose certain standards in relation to workers' rights including the requirement to promote and realise the principles outlined within International Labour Organisations Conventions (ILO Conventions).

Our sawmills in both Australia and New Zealand maintain a chain of custody system that complies with all the relevant requirements of FSC Chain of Custody Standards (FSC-STD-40-004) and PEFC ST 2002:2013. This means that OneFortyOne avoids trading or sourcing logs or wood fibre from forests managed in a way which violates traditional and human rights and/or any of the ILO Conventions (as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998). The Chain of Custody Standards also impose the requirement to promote and realise the workers' rights outlined within ILO Conventions.

Please check our website for more information on OneFortyOne's Modern Slavery Statement.

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