

Manulife *Forest Times*

Brought to you by Manulife Investment Management Forest Management (NZ) Limited

Issue No.18 | APRIL 2025

Strengthening Our Overseas Markets For 2025 And Beyond

By Chris Barnes - General Manager



Welcome to the first edition of Manulife Forest Times for 2025. I am writing this on my way home from India where Robert, Lance and I have been visiting customers and service agents with the AVA CEO and Board. Please see photos on page 15.

NZ log exports recommenced to India last year after a two-year pause due to Indian fumigation requirements. Our export joint venture (AVA) has been able to work to the new rules (fumigation in India) and have quickly captured 43% of NZ's total share of the Indian market since May 2024. Our customers in India are very enthusiastic about our return as they recognise the benefit in dealing with a forest owner versus log traders that stepped into the trade following the exit of NZ supply.

The key region for log imports in India is the Kandla region with just over 3 million m³ imported there in 2024, of which 85% was pine. Our pine is competing with pine logs from Australia and South America and we heard from customers that NZ logs are favoured as they have better recovery and less staining compared to our competitors. The one disadvantage for us is NZ logs receive a 5.5% tariff which equates to US\$8-9/m³ duty paid by importers to the Indian government. The Australian government negotiated a Free Trade Agreement (FTA) with India removing their tariff. The NZ Prime Minister visited India in March for FTA negotiations and we are hopeful our government will be successful in removing the log tariff. If so, it will ensure we receive a premium for our logs and help make India a genuine competitor to the Chinese market.

This time last year we faced a very unstable market in China and we are watching similar conditions unfold with low port offtake in recent weeks and

growing inventory. Inventory levels are at 3.9 million m³ across ports and offtake is low at <60k m³/day. On a positive note, shipping and exchange rates are in our favour. In the background to all of this, we have the impact of Trump's tariffs on log markets. The varied tariff rates, on/off exceptions, and further negotiations all add uncertainty to the markets and increase the likelihood of a global economic slowdown. These are all great reasons for the strategy adopted by our clients of having strong market diversification.

In March we had our company dinner and a highlight of the evening was for new staff to get up on stage and introduce themselves (see the photo and separate article in this edition). I want to thank the staff for sharing their story and backgrounds with us on the night. You all did a great job and we are fortunate you choose to work at MFM (NZ). We also recognised two staff who achieved their 20-year anniversary with MFM (NZ). Henry Tibble and Michael Elix are the first individuals to reach this milestone and it was a pleasure to be able to recognise this achievement and thank them for their important contributions to our clients, people and the wider NZ forest community.

Since our last edition we have had Richard Arderne (Forestry Manager) join us at MFM (NZ). As always, please take the time to welcome him when you get the opportunity.

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National Managers' Update



Andrew Widdowson

National Operations Manager

2025 is moving along at a rapid pace and at the time of writing, the Easter long weekend is just around the corner. The prolonged dry weather we have experienced this summer has extended well into autumn, making for good engineering and harvesting conditions. However, one has to feel for the farming community who are heading into winter with limited feedstock.

While we have seen fire danger levels creeping up this summer, it is pleasing to report that we have not had any vegetation fires this season in our client forest estates. A number of our staff and forestry contractors have assisted with the suppression of several vegetation fires that occurred on neighbouring properties. On this note, I would like to acknowledge the leadership of our Protection Forester, Jarron McInnes, who has provided strong collaborative leadership in co-ordinating contract resources to assist FENZ with these fires. Equally, a note of thanks to Ace of Spades Contracting, Eastern Airworks and Forest Protection Services for their professional firefighting response.

We recently completed a large pre-plant aerial desiccation programme over 3,400 hectares in preparation for 2025 planting. Thank you to staff and contractors for their early starts, and occasional weekend work, to complete this programme.

Our Planning and Engineering team have enjoyed good operating conditions since January. As of 1 April, we have 9.5 million tonnes harvest planned and 3.2 million tonnes harvest ready. As you can appreciate, results on this scale require a large amount of investment, resources and teamwork.

Our Harvesting operations are operating at full production and delivering on our value and quality targets across all clients and regions. External environmental audits from councils have been very positive this year with full compliance outcomes recorded. The trust we have established with councils through careful engineering and harvesting operations, in sometimes challenging terrain, has enabled MFM (NZ) to negotiate practicable solutions in managing harvesting debris levels greater than the new 15 cubic meters per hectare standard.

Our Distribution team continues to manage the distribution of 600 loads each day to multiple customer sites within Northland, Eastern Bay of Plenty and CNI regions. During 2024 we engaged an external commercial road transport consulting company to review our safety performance in our distribution operations. This independent review identified a number of areas and opportunities for improvement which we are now beginning to action in collaboration with our distribution suppliers.

In closing, I would like to acknowledge the dedication and professionalism of Laresia Heke, Darrell Tahere, Mike Baker and Geoff Gover, their operational teams, and our committed and professional contractors who perform to a high level every day. It is a privilege to work with such a large group of talented people.

Stay safe.



Darrell Tahere

National Harvesting Manager

This year's return to work featured Safe Starts in various locations and sizes. At the South Waikato Events Centre in Tokoroa, Harvesting Manager Richard Feierabend, and General Manager Chris Barnes, addressed the attendees while

Sean and Adele Clark, along with staff from Tokoroa and Tauranga, prepared breakfast.

The Kawerau Fire Store also saw strong attendance, with presentations by Harvesting Manager, Peter Auge, and food prepared by Rotorua staff and Aaron Huggins, Risk and Assurance Manager from Tauranga. For crews working further afield, Safe Starts included crew barbecues on-site with their Harvesting Forester, contractor workshops or breakfasts at local cafés. This provided great opportunities for some to attend Forestry, Engineering or Distribution meetings as well.

In response to the recent rise in backline machine tip-over incidents, Manulife and Rayonier, in collaboration with the University of Canterbury, developed a mobile tailhold workshop. We held two sessions - one at our Rotorua office attended by Rayonier staff and contractors, and another at the Tokoroa office. The engagement was excellent, with great feedback from attendees.

FUN FACT:

1 years ago we collaborated with the same partners to develop the Steep Slope Winch Assisted Workshop, another first of its kind.

The New Zealand Forest Products (NZPF) reunion took place in Tokoroa on February 22-23 with 260 attendees. We were delighted to assist by providing an escorted tour through the OJI site, where participants visited the garage now used for scaling, a place where many began their apprenticeships. The tour included a 20-minute trip through the forest to a swing yarder operation, allowing attendees to witness a fully-mechanised steep slope operation. From their safe zone, they were amazed by the machinery and the absence of ground personnel. The evening concluded with dinner and a catch-up session at the club, where it was wonderful to reconnect with legends in their field and mentors to many of us.

With more central crews moving out of Kinleith Forest, Dacian Pullen (based in our Rotorua office) has picked up local crews to help out.

Continue story on page 3...



On a final note, I want to acknowledge and congratulate Henry Tibble for his 20 years of service which was recognised at our recent company dinner in Tauranga.

Ngā mihi.

Continued article By Chris Barnes, General Manager

I would like to take this opportunity to recognise the important contribution Charlie Amalfi has played in his time as Company Secretary and CFO. Charlie retired at the end of 2024 and he played a pivotal role in the success of our clients and MFM (NZ). His knowledge of the business, clients and people, along with his friendship, will be missed. Charlie will now be able to spend more time working on his golf handicap and being frustrated watching his favourite AFL team (Essendon).

Thank you to everyone who submitted an article for this edition. There are so many positive stories across our business and it is great to share them with our readers. They are also a nice reminder to us all that we get to go to work each day with great people in a great industry.

Please feel free to give me a call 027 257 7260 anytime if you need anything or would like to have a chat or a coffee.



Mike Baker

National Forestry Manager

Tēnā koutou.

While it has been a relatively dry late summer/early autumn, we have fortunately had no significant fires within the MFM (NZ) managed estate this season. However, there were a number of fires, some quite near to the estate, which were attended by staff and contractors. These fires were valuable in providing further experience for our contractors and MFM (NZ), as well as building relationships, particularly with FENZ, DOC and other forest owners. Thanks to all the people who have been involved in the fire season this year.

Over the last six months, MFM (NZ) has been trialling chemical thinning as another method of thin for value in some parts of the MFM (NZ) managed estate. Initial trials have been carried out by Forest Protection Services (FPS) in stands in the MFM (NZ) Northern region, while some smaller trials have recently been implemented in the MFM (NZ) Central and Eastern regions. MFM (NZ) will be looking at the opportunity to utilise this thinning method initially in any stands requiring thinning at a later age or where the terrain (slope) is deemed excessive.

As initially reported in the November edition of Manulife Forest Times, the production thinning operation in Matahina Forest has now been completed, with the total volume supplied within an impressive 20 tonnes of target. Thanks to Jensen Logging and Self Loader Logging for completing this operation over the last six months.

Finally, in regard to the MFM (NZ) forestry team, Richard Arderne has recently joined the team as the Forestry Manager for the MFM (NZ) Eastern region based out of Rotorua. Richard has responsibility for the establishment, silviculture and protection operations of the OTPP NZ, Waonui, Tiaki and TPL Eastern estates and is looking forward to meeting contractors and understanding the operational requirements across the region.

Noho ora mai.



Fire training with a range of organisations at Kawerau fire depot in December.





Geoff Gover

National Harvest Planning & Engineering Manager

Where has the year gone? For much of the North Island, we have been blessed with hot fine days that have allowed the Engineering team to make significant progress with the

construction programme.

In the last edition of Manulife Forest Times, I noted a significant milestone for the Engineering team, in that they had reached five years without somebody being hurt where they had to take time off for the injury (five years LTI-free). I spent considerable time looking at the reported incidents that were occurring and the numbers of incidents. What was disappointing was the poor number of near miss or hazard reports we were receiving at that time. The reports received were all valuable and told a story however, they were few and far between.

In the hope of improving reporting, we introduced a reward (\$100 grocery voucher) each month for a random drawn report. The results have been exceptionally pleasing and I thank all those that have taken the time to report the incidents. The one common theme in recent reports was they involved a hazard that had the potential to hurt others. Having the reports, and being made aware of the hazards, has allowed the Manulife team to direct repairs or changes to minimise or eliminate the risk. Keep the reports rolling in please.

For those in the Engineering team reading this, the reports you send to my team are entered into a programme called Velocity for management and reporting. The business now has a mobile app and contractors can enter the incident directly into Velocity. If you are not already using this, then please talk with your Forest Engineer or Rona Wheeldon (rwheeldon@manulife.com) to be added to the system. Rona knows her way around the system more so than anyone, and will be able to assist with any teething issues.

Looking back at previous articles, I generally write about the dirt that is being pushed and roads or landings constructed but have missed acknowledging the team that does all the hard yards in the background that allows it all to happen. The Harvest Planning team is a small, diligent team who go about their work with little fuss. The staff tend to be experienced personnel who have worked in most facets of the industry, allowing them to have a considered view of the entire harvest process. The outcomes they present are the best overall outcomes for the business, balancing all the constraints. It may not be the best outcome for Engineering or Harvesting or Distribution but it is the best outcome across the business. The five planners walk around 8,000 hectares annually, planning around 4.3 million tonnes. Although the team may have the odd grey hair amongst them, they are no slugs at adopting technology. They build and use three-dimensional computer models employing AI to determine road and landing positions. Once the modelling is complete, days are spent in the field validating the plan and modifying it based on the constraints encountered. I am grateful to this team and thank them for their undying lust for the role.

As always, look out for your mates, and work safe.
Geoff



Laresia Heke

National Distribution Manager

In this first edition of Manulife Forest Times for 2025, I will be sharing some photos and commentary around:

- The Distribution Safe Start events held in January 2025
- The Allied Forensic Group (AFG) Expert Safety Review
- Work being undertaken in the Kawerau Log Yard to maximise rail wagon capacity
- Elimination of trailer lifting - Rotorua Forest Haulage Limited's folding trailer unit
- 2024 Distribution Safety Awards.

The Distribution Safe Start events held in January 2025

All truck drivers working for MFM (NZ) clients were required to attend one of the 2025 Distribution Safe Start meetings held in Tokoroa and Rotorua in January. The goal was to allow drivers to reconnect, reset and refocus after the holiday break. Key safety messages were shared around seatbelt compliance, MFM (NZ) Life Saving Rules and safe loads.

Katrina Aubrey, Fatigue and Sleep Health Consultant for Autosense, shared some valuable tips on getting good sleep and managing fatigue. All attendees received a 'goodie bag' that contained items of relevance to the discussion such as an apple to combat the post-lunch dip and nuts to provide energy.

Guest speakers Greg Murphy (V8 Supercar driver), and Honey Hireme-Smiller (New Zealand rugby league and rugby representative), spoke of their experiences as high-profile sportspeople and how they have overcome challenges to be successful on the world stage. The talks were aimed at inspiring drivers to focus on looking after themselves, overcoming challenges, to embrace technology in improving safety, and to achieve our goal of everyone goes home safe every day.



Katrina Aubrey & Greg Murphy at Distribution Safe Start Meeting. Contents of Goodie Bag.



The Allied Forensic Group (AFG) Expert Safety Review of Log Transport and Distribution Operations

Allied Forensic Group (AFG) Expert Safety Review of Log Transport and Distribution Operations started the week commencing 29 April 2024. This was a follow-on from the 2017/18 George Rechnitzer and Associates Pty Ltd (GRA) safety review.

The objective was to review actions implemented since GRA, analyse reasons why on-road incidents continue to occur despite efforts to manage risk, evaluate inherent factors that contribute to the frequency of incidents, and recommend practical measures to enhance safe management procedures and cultures.



AFG's process for information and data collection involved:

- Document/material review e.g. policies, contracts and industry guidelines
- Review of incidents with specific focus on 'new' rollover incidents
- Site visits and inspections (Harvesting, Engineering, port and log yards)
- Log truck rides
- Surveys and interviews with drivers, managers, dispatch and other parties e.g. C3, LTSC.

AFG have completed their analysis and MFM (NZ) clients, Taumata Plantations Limited, Tiaki Plantations Company and OTPP New Zealand Forest Investments Limited, have now received final reports. A small group will work on creating an action plan using a risk-based approach in prioritising the recommendations, along with considering what is required for implementation.

We would like to extend a special thanks to all those contractors (and their employees) and MFM (NZ) staff who put time aside to be involved in this review. Information on the outcomes of the review and the subsequent action plans will be shared as we work through next steps.

Work being undertaken in the Kawerau Log Yard to maximise rail wagon capacity

60' wagons were introduced into Tiaki from February 2023 with 100% of the fleet swapped out by mid-August 2023. This was driven by KiwiRail and was a conversion project to remove old wagons from the system and update the fleet. These wagons were bigger than the originals, with three bunks for loading and a max payload of 48.5 tonne.

The length mix of export logs in Tiaki provided challenges with loading on the three-bunk configuration of the 60' wagons, which was considerably different to the old-style wagon. A workshop was held to look at loading issues and to find options and solutions to loading. The 5.94m log length was identified as being problematic for the wagon configuration and after discussions with KiwiRail, it was determined that a 50' wagon with two bunks would be a better configuration for this length. The team worked with KiwiRail to get this solution in place and 50% of the Tiaki wagon fleet are now supplied in this 50' configuration.

Average JAS per wagon is reported to MFM (NZ) by KiwiRail each month. Since the implementation of these 50' wagons, the average JAS per wagon has decreased in Tiaki. Increasing the JAS per wagon provides an opportunity to get more capacity from the

same number of wagons, to use what we have more efficiently. A second workshop was held in February to work on optimal combinations for this wagon type.

Wagons were loaded with different combinations of grade and length, photos were taken and then the wagons were scaled. From this, the team were able to develop a simple loading guide which has quick and simple loading combinations that are optimal for each wagon type. These are now in each loader cab.

As a result, we have seen the average JAS lift to 37.7 JAS per wagon, up from 34.67 JAS the month prior. This is a pleasing result for all parties. This step change equates to an extra 4-5 wagons' worth of logs per day, which is just over one extra train per week (with the same number of wagons).

Elimination of trailer lifting – Rotorua Forest Haulage Limited's folding trailer unit

The Distribution team was excited to have the RFH Folding 5-axle trailer unit undertake its first operational load on 26 November 2024, from Crew 43 to Red Stag. This configuration replicates the standard 9-axle truck and trailer units commonly used in our operations but eliminates the need for trailer lifting.



2024 Distribution Safety Awards

Throughout 2024 the Distribution team awarded 195 MFM (NZ) Distribution Safety Awards. These accolades recognised positive driving behaviour and other commendable health and safety measures undertaken by those in our operations. This has been an initiative that was well received by the Distribution contractors and drivers and will continue for 2025.

All the best for quarter two 2025.
Noho ora mai.

Competition

Winner of Best Article in the November 2024 Newsletter

By Helen Moffatt - Administrative Coordinator, Tauranga

Congratulations Cole Grace and Thornton Campbell.

Every year some staff are given the opportunity to represent MFM (NZ) at the annual NZIF conference. This year both Cole and Thornton were part of the group who attended the conference held in Nelson. The two of them put their heads together and submitted an article about their experience. There is always a variety of forestry-related topics on offer at this conference. This time was extra special as our very own Sally Strang, MFM (NZ) Environmental Manager, was awarded a Fellow of the New Zealand Institute of Foresters.



Remember anybody is eligible to win and another \$50 gift voucher will be awarded to the person who contributes our favourite article from this edition. If you have a favourite, please email Helen: hmoffatt1@manulife.com

People



Sam Papa (Logging) and Pat Hamana (Forest Engineers).

New Zealand Forest Products (NZFP) 2025 Reunion

By Darrell Tahere - National Harvesting Manager, Tokoroa

On 22-23 February 2025, Tokoroa hosted a memorable reunion for former employees of New Zealand Forest Products (NZFP).

Attendees from various departments including Forestry, Logging, Distribution, Garage and Forest Engineers, gathered to share memories, reflect on their journey and reminisce about the significant impact NZFP had on their lives and the forestry industry in New Zealand.

Highlights included log trucks on display, photo compilations and a field trip to a swing yarder harvesting operation, showcasing mechanised felling, extraction and processing.

Special thanks to Progressive Harvesting Limited, Crew 39, for making themselves available and demonstrating how much technology has changed our industry.



Photo: Numerous trucks on display. Photo 2: Great weather and good company as attendees took part in the field trip. Images: Tia Sattler and Arthur H Hiscock.



Cake, Cake and more Cake

By Helen Moffatt - Administrative Coordinator, Tauranga

In December 2024 MFM (NZ) celebrated 20 years in business.

We asked all four offices to organise a cake to help celebrate this occasion. Everyone was given the same 'cake brief' but they all ended up being slightly different from each other. The one thing they all had in common though was that they were delicious. Each office organised a morning tea and we all joined up in a MS Teams call to celebrate together.



Team morning tea.



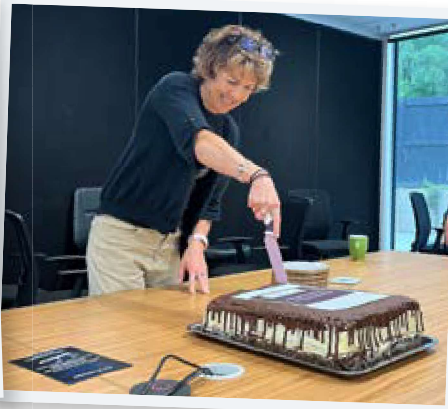
Tauranga team.



Some of our longer-standing staff members were given the honour of cutting the cakes.



Michael Elix - Rotorua.



Sally Strang - Tokoroa.



Rose Caparon - Tauranga.



Planting camp had accommodation for planters with two beds per tent.



Kinleith Forest, Tokoroa – 100 years old

By Mike Baker - National Forestry Manager, Rotorua

The planting of what was to become Kinleith Forest commenced just over 100 years ago in 1924, with a relatively small area of 180 hectares of predominantly radiata pine established near Putaruru (Pinedale block).

However, this increased significantly to 4,300 hectares established in 1925 and a remarkable 18,700 hectares and 28 million trees established in 1926 (deemed a world record at the time). This compares with a total of 4,500 hectares and 3.8 million trees established by MFM (NZ) across its entire New Zealand managed estate in 2024.

The world record planting season of 1926 also included some other notable achievements, including the construction of 20 houses or store sheds, 112 kilometres of roads, 11 bridges and the stringing of 55 kilometres of telephone wires overland.

The workforce at the height of the 1926 planting season reached just over 630 people, with the planting crews living in a number of camps of 25-30 men on site. As planting was throughout winter, the crews had to contend with long periods of cold and wet conditions (it was also an exceptionally wet year with 33% more rain than average).

At the time, the people involved in the establishment of the forest probably did not realise the legacy that they were creating for future generations and what MFM (NZ) staff, contractors, as well as our industry and community get to benefit from today such as employment and recreation.

Note: Some of these original plantings still stand at Karaka Rd (1925), Owen Rd (1927) and Sequioa Rd (1927).



Planting crew establishing Kinleith Forest (left) and forest management staff inspecting the crop (right) in the 1920s.

This article is not only an opportunity to thank and remember the people that were involved in establishing Kinleith Forest over 100 years ago, but also to acknowledge that it is a privilege as MFM (NZ) staff and contractors to continue their legacy through the work we do each day.



One of the many Kinleith Forest planting crews in 1926.

Acknowledgements:

Healy, B. 1982. A Hundred Million Trees. The Story of N.Z. Forest Products Ltd. The New Zealand Timber Museum (photos).



Tiaki field tour visit to the Tarawera Falls. Rear: Eduardo Hernández, Peter Auge, Reuben Hawtree and Dacian Pullen. Front: Melaine Cook (CEO HVP), Prue Day (HVP), Gordon Anderson-Smith, Kim O'Leary, Brian McGlynn (Tiaki Director), and Nikki Davies-Colley (Chair, Tiaki Plantations Company).

Directors' Tours

Helen Moffatt - Administrative Coordinator, Tauranga

Once again we had the opportunity to host our Taumata and Tiaki Directors on a series of board tours.

A number of MFM (NZ) personnel were involved in these tours and the feedback from Directors was extremely positive. They enjoyed spending time with our staff and viewing a selection of forestry operations.

This year we also had a contingent from HVP Plantations joining us from Melbourne, Australia.

We had four tours on offer and we even managed to put on perfect weather for them.

1. Supply Chain Efficiency - led by Andrew Widdowson and Peter Auge of MFM (NZ)

Stops included: Stems crew/handover process, swing yarder (drone), Tarawera Falls, KPY/new log wagons.



Tiaki Directors and MFM (NZ) staff reviewing a recently completed harvesting area, Tarawera Forest.



MFM (NZ) Senior Environmental Forester Reuben Hawtree (orange high vis) providing Tiaki Directors with an overview of the new slash management regulations, Tarawera Forest.



Evans Swing Yarder mechanical extraction of stems downhill, Tarawera Forest



2. Value Creation – led by Mike Baker and Geoff Parsons of MFM (NZ)

Stops included: 2024 establishment site, 2025 land preparation site, mechanical thin for value operation, forestry trial/chem thin demo.



National Manager Forestry Mike Baker (standing far right) discussing thin for value operations in Kinleith Forest, Taumata Plantations Limited.



Chemical thinning demonstration in thin for value operations in Kinleith Forest, Taumata Plantations Limited.



Geoff Parsons (front right) discussing re-establish operations with Taumata Directors, Kinleith Forest.

3. Harvesting in the Modern Age – led by Richard Feierabend, Sally Strang and Darrell Tahere of MFM (NZ)

Stops included: ground-base mechanical crew, hauler crew (drone), environmental site – new standards (drone).



Brown Logging Ltd hauler operation Kinleith Forest, Taumata Plantations Ltd. Left: Ashley Miller, Robert Green, Daniel Brown (Contractor Brown Logging Ltd) Sally Strang and Josie Pane (HVP).

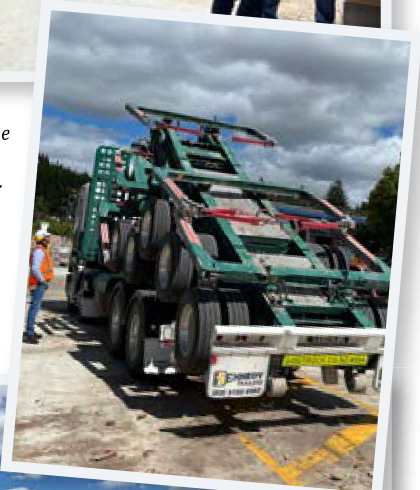
4. Red Stag Timber/RFH Rotorua – led by Lance MacLennan and Thornton Campbell of MFM (NZ)

Stops included: energy centre, treatment plant, green mill, RFH self-loading trailer.



Directors' tour of the Red Stag sawmill – in front of the new machine maintenance building constructed from Cross Laminated Timber (CLT).

Tom Sarno inspecting the RFH self-folding trailer unit, Red Stag log yard, Rotorua.



The construction of a new building at Red Stag which uses 65m engineered timber clear span roof trusses (it will be the second largest clear span wooden building in New Zealand).

Harvest Planning



Shred Roads

Geoff Gover - National Harvest Planning & Engineering Manager

For a number of years the business has continued to grapple with management of the slash buildup around landings (birds nests).

Over the last few years it has become more of a topic of discussion post the East Coast floods and debris flows during the cyclones. For the last year or two, a small number of businesses have been collaborating and reviewing the opportunity to shred the timber to be used as a replacement for aggregate on the road network.

In February, the Harvest Planning/Engineering team, with senior harvesting staff, visited a site in the upper Hawke's Bay to view a shred road in action within the PanPac estate. The results were surprisingly good, however, the soil and weather conditions were also exceptional and these perfect conditions need to be considered.

In order to determine the appropriateness for use in the MFM (NZ) estate, a small trial is planned for construction over the coming month for use in the winter months with differing grades of slash.

- Trial 1 will be shredded binwood and pulp log
- Trial 2 will be birds nest heavy woods (larger branching etc)
- Trial 3 will be all birds nest material with fines etc.

The trial is planned on a section of road that services a single landing and will be backed up with a supply of aggregate within proximity if we have a failure and need to abandon. The secondary relief plan is to ensure the impact does not affect the harvesting or distribution activity.

The trial in Hawke's Bay was on conventional log truck roads whereas the trial in MFM (NZ) estate is for a staging truck.

Further updates will be posted so keep an eye out.





People



New hires - front row left to right: Alex de Rosemont, Esther McGreevy and Richard Arderne. Back row left to right: Chris Barnes (General Manager), Cameron Fenton, Andrea Batchelor, Nathan Morshead, Sarah Fellingham, Marie Heaphy, Rebecca Charlie, Jo Burrell (HR Manager) and Richard Stringfellow.

MFM (NZ) Annual Company Meeting and Dinner

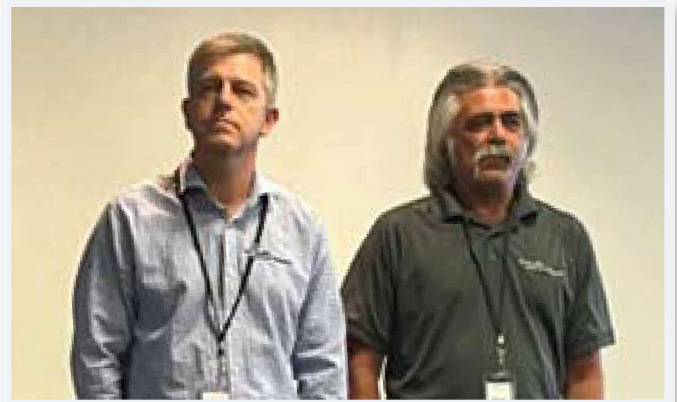
By Helen Moffatt - Administrative Coordinator, Tauranga

In March we held our annual meeting and company dinner. Our Senior Leadership Team from MIMTA hosted a question and answer session. This always sparks a bit of interest and sometimes a few 'curly questions'. All were answered in good grace and it was a fantastic opportunity for staff to interact with senior management.

Following on from that was our company dinner. We were fortunate to have our Taumata Plantations Limited (Taumata) and Tiaki Plantations Company (Tiaki) Directors join us.

The evening was superbly hosted by our General Manager, Chris Barnes, who welcomed and acknowledged everyone and kept everything flowing nicely. As is our ritual, we have all our new staff that have joined the company since the last dinner come up to the front and introduce themselves. This can make some staff feel a bit uneasy and pushed way out of their comfort zone but everybody spoke really well. Big thumbs up guys 👍. This is a great way to find out a bit more about our newer colleagues. I was sitting at a table with Angeleen Jenkins (Director of both Taumata and Tiaki) and she commented that this was her favourite part of the evening. It was lovely to see so many Directors mingling and engaging with our staff and I know Bruce Manley (Taumata Director) always enjoys catching up with some of his ex-students.

This year we had a very special presentation to honour Michael Elix and Henry Tibble who have both ticked over 20 years' service with the company. Such an incredible achievement and congratulations once again to you both.



Michael Elix and Henry Tibble awaiting recognition of 20 years' service.



Geoff Gover presenting the award to Michael Elix.



Darrell Tahere presenting the award to Henry Tibble.



Wander Women Bush Whackers: MFM (NZ) Staff Embark on the Wander Women Adventure Race

By Rona Wheeldon - Health and Safety Systems Manager, Tokoroa office & Amanda Pullen - Forester, Rotorua office.

MFM (NZ) staff participated in the Wander Women Adventure Race, which took place on 8 March 2025, at the stunning Lake Rotoiti in Rotorua.

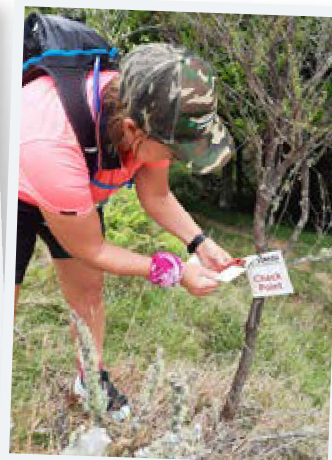
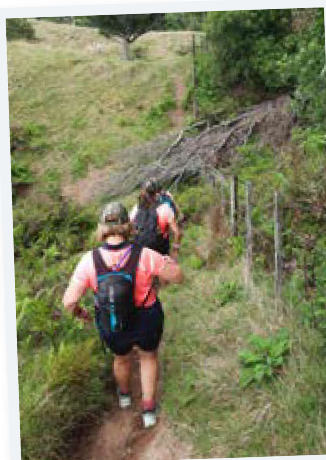
This event promised to be a memorable journey of teamwork, empowerment and adventure, and it delivered on this promise.

Made up of Rona Wheeldon, Marie Heaphy, Kayla Corbett and Amanda Pullen, team "Bush Whackers" navigated a secret course via foot and mountain bike, collected checkpoints and completed fun mystery activities along the way. The race included both short and long course options, catering to both beginners and more experienced adventurers in teams of two or four. Our team came 13th in our category (veteran) out of 18 teams, with a time of 5:21:17 – not bad considering there had been absolutely no training involved, bar one bike trip up nursery hill in the Redwoods, and we all had some kind of injury to deal with.

Adventure races like the Wander Women Adventure Race offer numerous benefits, making them a popular choice for individuals and teams looking to challenge themselves and have fun. As a team we were excited to participate, and looked forward to:

- Working together as a team
- Physical and mental challenge
- Exploration and adventure
- Personal achievement
- Fun and excitement

The Wander Women Adventure Race is more than just a competition; it's about making memories, enjoying the journey, and celebrating the power of mana wāhine (women's strength). For team Bush Whackers, this race was an opportunity to connect, challenge and create unforgettable experiences together. Thank you to MFM (NZ) for your support with supplying our high-vis pink shirts!





John McCartney receiving his award from Mayor of Taupo, David Trewavas.
Photo credit: Taupo District Council.

Distribution Supervisor Receives Mayoral Awards Honour

By Kim O'Leary - Distribution Forester, Tokoroa

During the weekdays you will see John McCartney, MFM (NZ) Distribution Supervisor, out in the forest assessing routes and road conditions, monitoring load compliance and gantry use, assisting with health and safety incidents, and checking harvest areas before contractors start.

John lives in Taupo and is just as busy in his own time, after work and on weekends, giving back to his community, as he is during the work week. In late November 2024 John was awarded a mayoral community award for his services to the Taupo District community. We thought that this was an opportunity to recognise John for his great work 'off the field' with an acknowledgement of these achievements.

John was Club President of Taupo AFC (soccer club) for 18 years and was instrumental in growing membership to over 1000 players, both senior and junior. John started the Taupo AFC junior football invitational tournament in 2004 and has continued to run and organise it since. The Taupo McCartney Invitational Football Tournament celebrated its 20th anniversary in 2024 and continues to be the largest junior football tournament in the Southern Hemisphere with 130 teams competing, 1300 players and 300 coaches and managers.

In addition, John has managed over 30 volunteers at both Ironman Taupo and the Great Lake Cycle challenge for over 15 years. He has also organised and volunteered at numerous other events in Taupo for more than 20 years.

Congratulations John on receiving this recognition for your dedication, passion and commitment to fostering sportsmanship and community in Taupo.

Health, Safety & Wellness

Winter Wellness Challenge

By Richard Stringfellow - Health & Wellness Leader, Tokoroa

Kia ora team.

As the winter months set in, it's important for us to stay active and connected. To keep our wellbeing in top shape, we're launching a challenge that's both fun and rewarding!

Mark your calendars for 9 August when we'll participate in the Run the Forest event in Rotorua. This fantastic event offers three distance options - 7km, 10km or 21km - so everyone can set a goal that works for them.

Here's the plan:

Weekly group runs/walks: Let's get together one evening a week for a group run or walk. We'll support and motivate each other to stay on track for the big day.

Optional extra sessions: Feel free to organise additional group sessions with your region or local group for extra training.

For cyclists: If running isn't your thing, hop on a bike and explore Rotorua's incredible trails. We'll all meet at the finish line.

Celebrate together: At the finish line, we'll gather for an MFM (NZ) BBQ to celebrate our achievements and enjoy some well-earned kai.

Everyone is welcome to join - staff, whanau and friends. Whether you run, walk, or ride, this is a chance to stay active, connect with one another and have a great time.

This could be a lead into future events that you have on your bucket list.

In the meantime, start thinking about your goals and get ready for an incredible winter challenge!

To register your interest and get updates, contact Richard 027 777 0894 or email richard@fit4work.co.nz.



www.runtheforest.co.nz

People



Tokoroa Pumpkin Competition

By Cameron Fenton - Forester, Tokoroa Office

The Tokoroa forestry team, renowned for their expertise in growing radiata pine, decided to have a friendly competition to see who could grow the biggest pumpkin. Seven employees signed up, each determined to win. As they planted their seeds, it quickly became clear that success would depend on much more than just watering and waiting.

Nina Paton, our senior Technical Forester, carefully chose her plot with optimal sunlight and rich soil, knowing the importance of site selection.

Tony Amouta amended his soil with the right nutrients, understanding how crucial it is to nurture plants for them to thrive.

Geoff Parsons, the Tokoroa Forestry Manager, took meticulous care of his pumpkin seedlings, using his vast knowledge of cultivating radiata to ensure they had the right amount of space and attention as they grew.

Glen Kirk focused on maintaining consistent irrigation, ensuring his pumpkins had the right amount of water at the right times.

Cameron Fenton carefully monitored his pumpkin for pests and disease (unsuccessfully).

Rebecca Charlie paid attention to every detail to ensure her pumpkins had the best chance to thrive.

Peter Wakeling, one of the senior members of the Tokoroa Forestry team, was eager to try his hand at growing pumpkins, experimenting with different techniques to see if they would make a difference.

Over the following months, the pumpkins flourished, but not all competitors had the same success. Some struggled with poor soil quality, while others planted in shaded areas. The pumpkins' progress mirrored the growth of radiata pine — successful forestry requires proper site selection, consistent care, pest management, disease management and effective nutrient management.

In the end, it wasn't just the size of the pumpkins that mattered, but the lessons learned. Ultimately, the competition was a fun and practical way to apply lessons learned from pumpkin growing to the forest management work we all do. This friendly competition may have brought out some new insights into how the team approaches forestry and how they can continue to nurture and grow the best crop going forward.

First place: Nina with three pumpkins from her vine

Second place: Tony

Third place: Geoff

All other participants failed to yield a viable pumpkin for the competition.



MFM (NZ) team (L to R): Saydee Thompson, Dacian Pullen, Alexander (TJ) Thompson, Tane Purcell, Ceezar Thompson, Mike Baker, Lana McNaul and George Fanning-Ihaka (Nathan Morshead absent).

Forestry Touch Rugby Tournament

By Mike Baker - National Forestry Manager, Rotorua

For the second year running, MFM (NZ) entered a team into a forest company touch rugby tournament in Rotorua. The tournament, held in late March, consisted of a round-robin format with teams from Timberlands, Mahi Rakau, PF Olsen and Interpine.

The MFM (NZ) team consisted of players from both the Rotorua and Tokoroa offices. Also, after some late withdrawals due to injury

and other commitments, TJ managed to recruit two of his teenage children who brought some New Zealand representative experience from various rugby codes to the team.

With the speed and agility of the younger team members, and a more measured approach from some senior players, MFM (NZ) came away with a record of one win, a draw and two losses.

The final was ultimately played between Timberlands and Mahi Rakau, with Timberlands coming out on top, again.

Trip to India

Attached are a selection of photos from the recent trip to India.





Introducing our new staff



Richard Arderne

Forestry Manager, Rotorua office

I'm originally from South Africa (yes, another one) although I do feel well integrated into New Zealand society having moved here with my wife back in 2002. I kicked off my forestry career in the mid 1990s managing predominantly eucalyptus pulpwood plantations in South Africa.

My introduction to New Zealand forestry involved working for a silviculture contractor in South Canterbury which, after a year, was followed by a stint as a distribution supervisor at NZFM in Turangi. I then spent seven enjoyable years in Kinleith Forest with both Carter Holt Harvey and as part of the original Tokoroa Hancock Forest Management team. I left Hancock to take on a role at Wairakei Pastoral as an Operations Manager which included overseeing the forest to farm conversion operations. Although this understandably was not viewed in a positive light by the forestry community in the CNI, I am certainly proud of what I managed to achieve for the owners of Wairakei Estate. The last three years I worked for New Forests as their North Island Asset Manager but my yearning to return to operational forestry and what I really enjoy has brought me back to Manulife.

Outside of work my wife of 26 years, Lynda, daughter Regan (16), and son Jayden (13), are my number one priority. To keep up with my two energetic teenagers and a never-ending list of DIY tasks assigned to me, I feel compelled to try and keep fit. This tends to involve mountain biking and participating in the odd half marathon. Enjoying what New Zealand's great outdoors has to offer is my happy place, more so if it involves hunting trout with a fly rod on a river or stream in the back country somewhere.



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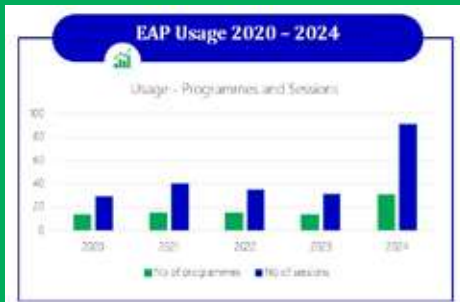
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Rotorua Office	(07) 350 0080
Tauranga Office	(07) 571 7900



Manulife
Investment Management

EAP Programme Update

In 2024, EAP delivered 90 sessions to support our staff, contractors, and their employees, marking a 200% increase from 2023.



This significant growth can be directly attributed to Richard's influence at the ground level. Through his site visits and awareness training, accessing help has become easier.

Most sessions were accessed for personal reasons, with a smaller number related to work issues. EAP Services is a free, confidential service available to all MFM (NZ) staff, contractors and their employees. You can access their services in several ways:

Phone: 0800 327 669

Online: www.eapservices.co.nz

App: Habit Health +

We also have QR code stickers designed for easy access to book services. These stickers can be placed on your machines, vehicles, or containers at your worksite.

EAP offers a wide range of professionals, including counsellors, psychologists, legal advisors, financial counsellors, HR consultants, career specialists, and social workers, who are ready to help you.

If you need help Richard is always happy to provide you a helping hand as well.



'Hey Mate' Update

A word from Richard...

Since November 2024 I've been delivering the "Hey Mate" Awareness Training across the MFM (NZ) supply chain. To date, over 200 individuals across the MFM (NZ) estates have completed the training.

The crew sessions have been done out on the work site in order to create a comfortable atmosphere that encourages individuals to speak freely and in confidence. Some have opened up to share their experiences with the group and others have approached me individually for a more in depth one-on-one korero. This has been very encouraging, as discussing mental health is beginning to become the norm, and the stigma is being diminished.

Feedback provided from visits indicates that the following areas have been recognised by participants as relevant and important to apply to their own lives:

- Recognising distress signs and when to seek help
- Knowing what the available support and resources are
- How to ask the right questions
- Green Brain vs Red Brain
- Te Whare Tapa Whā well-being framework
- Confidence to seek help

The next tier of training, '*Co Mate*,' equips learners with advanced skills to recognise and address mental health distress in themselves and others. Participants can apply these skills in their personal lives, with friends and whanau and at work.

We are currently working through a process to select candidates for this advanced training.

