

SUSTAINABLE FOREST MANAGEMENT PLAN



MAY 2026



The Teal-Jones GroupTM

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EXECUTIVE SUMMARY

The 2025 version of the Sustainable Forest Management Plan (SFMP) continues to build a strong foundation for sustainable forest management for The Teal Jones Group (Teal-Jones). Teal-Jones maintains one active Public Advisory Group at the Honeymoon Bay Operation on southern Vancouver Island. Additionally, Teal-Jones solicits input from Indigenous Communities, and special interest groups through individual meetings outside the Public Advisory Group. Teal-Jones' ongoing goal remains to focus efforts into meaningful participation opportunities in sustainable forest management.

The purpose of the Sustainable Forest Management Plan is to outline:

- Teal-Jones' approach to achieve sustainable forest management,
- the current state of the Defined Forest Area (DFA), and
- the local values, objectives, indicators, and targets of Sustainable Forest Management developed through the public participation process.

Teal-Jones has voluntarily committed to conduct operations consistent with the Programme for the Endorsement of Forest Certification (PEFC) - PEFC CAN ST 1001:2025 Sustainable Forest Management Standard to achieve their objective of managing the resources under their stewardship in a scientifically credible and responsible manner. This is in addition to the rigorous legislation, regulations, and policies that Teal-Jones adheres to during forest management.

The 2025 Sustainable Management Plan will reference the PEFC CAN ST 1001:2025 Sustainable Forest Management Standard (the PEFC Standard) as it applies to the Defined Forest Area. Throughout this SFMP, the Defined Forest Area is synonymous with Teal-Jones' Honeymoon Bay Operation or Tree Farm Licence 46.

The following document highlights the results of Teal-Jones' Sustainable Forest Management Plan Annual Report. Please note the results of the 2025 annual report are found in Appendix 1 which contains detailed information on each indicator as well as the status and results of annual reports.

HIGHLIGHTS OF THE 2025 ANNUAL REPORT

The Teal Jones Group (Teal-Jones) has developed a Sustainable Forest Management Plan reflecting the company's commitment to the responsible management of resources under its stewardship. This Plan was developed with input from local communities, stakeholders, and Indigenous communities through Teal-Jones' Public Advisory Group. Every year Teal-Jones updates its Sustainable Forest Management Plan and creates an Annual Report (found in Appendix 1) to document the progress for each indicator.

The following is a summary of some of the highlights of the current 2025 Annual Report.

- Teal-Jones' team of Qualified Professionals planned operations consistent with the approved Forest Stewardship Plan. The Plan reflects the most current, science-based research for planning and procedures to meet Government Objectives for resource values. Development of the Forest Stewardship Plan included extensive review and consultation with local Indigenous communities, Qualified Professionals, communities, stakeholders, other tenure holders, and the public. Ongoing information sharing and field assessments of areas with local First Nations, communities and special interest groups is a cornerstone of the ongoing planning process.
- To ensure safe and healthy workplaces, Teal-Jones' operations continue to be SAFE Certified by the BC Forest Safety Council. Prime Contractors are also SAFE Certified, and Teal-Jones conducts rigorous, ongoing reviews of their Safety Management System.
- The Honeymoon Bay Operation operated from late May to December 2025. The Sustainable Forest Management Plan has been completed and all information relative to the various Indicators have been reported where applicable (e.g. planting programs, meetings with First Nations, contributions to the local economy, etc.).
- Teal-Jones does not export logs and continues to provide jobs through harvested volume consistent with the Allowable Annual Cut (AAC) of our tenure.
- Local forest values were maintained through ongoing communications with communities, forest dependent businesses and recreation groups. For example, Teal-Jones assisted multiple recreation groups with access to our tenure subject to safety protocols.
- A total of 200,780 trees were planted in 2025 across the Defined Forest Area. Of the total, approximately 35% were Western redcedar (*Thuja plicata*) and Yellow-cedar (*Callitropsis nootkatensis*).
- Educational outreach, community meetings, public consultation and participation opportunities are integral to the sustainable management of forests for local communities. In 2025, all Public Advisory Group meetings were conducted in a combination of virtual

and in-person attendance, to increase knowledge and education of Sustainable Forest Management. Financial contributions to the community for 2025 totaled \$4.7 million.

- Ongoing, open, and respectful communications with Indigenous Communities to foster meaningful engagement continues to be a top priority. Information sharing continues to improve as relationships with local First Nations evolve.
- Teal-Jones continues to commit to expand on employment opportunities for Indigenous people and contractors where possible.

Teal-Jones has voluntarily committed to conduct operations consistent with the Programme for the Endorsement of Forest Certification (PEFC) - PEFC CAN ST 1001:2025 Sustainable Forest Management Standard. In addition, Teal-Jones' wood products are certified under the PEFC Chain of Custody System. These Standards provide for independent third-party verification, assuring the public of sustainable forest management planning and practices based upon benchmarks derived from internationally recognized, ongoing and long term, inter-governmental processes, and guidelines. For more information, visit Teal-Jones' website.

INTRODUCTION

Teal-Jones is the largest privately-operated forestry organization in the BC coastal forest products industry. Teal-Jones is a family-owned company involved in forest management and sawmilling with three major sawmills in the Lower Mainland. Teal-Jones has played a role in BC's Forest industry for over 80 years in the production of an array of solid wood products, structural lumber, specialty sizes and grades, utility poles and lower grade products such as pallets, packaging, and other industrial uses. The entrepreneur spirit Teal-Jones is seen in many of the value-added products produced, including 'music wood or guitar tops and other niche specialty products. These products are produced from coastal species including western hemlock, Douglas fir, western red cedar, yellow cedar, and Sitka spruce. Teal Cedar Products Ltd. is a subsidiary of The Teal Jones Group which holds the rights and responsibilities associated with Teal-Jones' Forest tenure.

Teal-Jones is committed to sustainable management of resources under their stewardship in a scientifically credible and environmentally, economically, and socially responsible manner. This commitment is reflected in Teal-Jones' Sustainable Forest Management Policy. All aspects of activities conducted in Teal-Jones' operating areas must be consistent with Teal-Jones' Sustainable Forest Management Policy.

In addition to meeting rigorous federal and provincial legislation, regulations and policies, as detailed in Appendix 2. Teal-Jones has voluntarily chosen to apply additional standards to aid in the achievement of Sustainable Forest Management; Teal-Jones has committed to conduct operations consistent with the Programme for the Endorsement of Forest Certification - PEFC CAN ST 1001:2025 Sustainable Forest Management Standard (the PEFC Standard).

The objective of Teal-Jones' Sustainable Forest Management Plan is to provide a means of communicating higher level sustainable forest management commitments based on national and international criteria for sustainable forest management to commitments that reflect the values and objectives of a wide range of society based on input from Indigenous communities, Public Advisory Groups and interested parties.

The Sustainable Forest Management Plan outlines: Teal-Jones' approach to achieve sustainable forest management; the current state of the Defined Forest Area (DFA); as well as the local values, objectives, indicators, and targets of Sustainable Forest Management developed through the public participation process. Management Environment Review Committee meetings were held, and Management reviewed this plan, including all Values, Objectives, Indicators and Targets and found them to be achievable within the time of the plan. During review of the annual report, if Management noted areas where indicator targets were not met, systems are in place to meet these targets in the future.

ACKNOWLEDGEMENT

Teal-Jones acknowledges that their forestry operations and manufacturing facilities are located on the traditional territories of Nuu-chah-nulth and Coast Salish People.

Teal-Jones wishes to extend their gratitude to the members of the Southwest Island Public Advisory Group for their ongoing, valuable time and input. Without the community and First Nation involvement in the development of the Sustainable Forest Management Plan this process would not be successful.

SUSTAINABLE FOREST MANAGEMENT

In addition to the rigorous federal and provincial legislation, regulations, and policies that Teal-Jones adheres to during forest management, Teal-Jones has voluntarily committed to meet national and international standards on Sustainable Forest Management.

In addition, Teal-Jones has voluntarily committed to conduct operations consistent with the Programme for the Endorsement of Forest Certification (PEFC) - PEFC CAN ST 1001:2025 Sustainable Forest Management Standard (the PEFC Standard). The PEFC Standard includes core requirements for international sustainability benchmarks for environmental, cultural, social, and economic values. To set international concepts for sustainable forest management in a Canadian context, the [Canadian Council of Forest Ministers](#) (CCFM) framework for sustainable forest management, composed of six criteria and 46 indicators, forms the basis of the requirements in the PEFC Standard. The [CCFM framework](#) was designed to be consistent with the original [Montréal Process](#) and the seven thematic elements recognized by the [United Nations General Assembly](#), internationally recognized as key components of sustainable forest management.

CCFM's six criteria are biological diversity, ecosystem condition and productivity, soil and water, global ecological cycles, economic and social benefits, and society's responsibility.

The PEFC Standard goes further by including a criterion for Indigenous relations and requiring consideration of climate change. In this Standard, criteria, elements, and indicators are used as a framework for identifying local values and setting direction, thus providing vital links between local-level sustainable forest management and national and provincial forest policy.

For more information on the Program for Endorsement of Forest Certification see <http://www.pefccanada.org/>. and specific to [PEFC Forest Management Certification](#)

In addition, Teal-Jones' wood products are certified under the international Program for Endorsement of Forest Certification (PEFC) Chain of Custody System, providing assurance that international sustainability benchmarks are met through rigorous third-party assessments. PEFC sustainability benchmarks have been developed based on internationally recognized, ongoing and long term, intergovernmental processes, and guidelines for the promotion of sustainable forest management to ensure compliance with globally agreed requirements.

In summary, the PEFC Standard requires:

- A **systematic approach to management**, based on continual improvement; and compliance with legislation, regulations, and government policies, considering environmental, social and economic factors.
- **Public participation** to give First Nations, local communities and interested or affected parties a voice in how their forests are managed.
- Practical demonstration of sustainable forest management performance; and
- A **third-party audit** to confirm adherence to the standard.

These requirements are described briefly in the following text.

SUSTAINABLE FOREST MANAGEMENT SYSTEM

The PEFC Standard requires adaptive management procedures that recognize Sustainable Forest Management as a dynamic process. The Sustainable Forest Management system ensures that new knowledge acquired through time, experience, and research, as well as society's evolving environmental, social, economic, and cultural values are incorporated in planning processes.

Teal-Jones' Sustainable Forest Management system is comprised of two major components: the Corporate Management System (CMS) and the Sustainable Forest Management Plan:

CORPORATE MANAGEMENT SYSTEM

As part of Teal-Jones' commitment to sustainable management, the Corporate Management System (CMS) is established, implemented, and maintained to provide a structured process for the achievement of:

- Adaptive Management and continual improvement
- Legal compliance
- Prevention of pollution
- An environmentally responsible work force

An adaptive management system allows for a systematic approach to continual improvement. The CMS is based on the dynamic, cyclical process of planning, implementation & operation; checking; and management review.

SUSTAINABLE FOREST MANAGEMENT PLAN

The main purpose of the Sustainable Forest Management Plan is to describe the methods of fulfilling the Sustainable Forest Management [Performance](#) and [Public Participation](#) requirements. The core elements of the Sustainable Forest Management plan are described within this document.

PUBLIC PARTICIPATION

The PEFC Standard requires local engagement in developing local-specific targets for core indicators, ensuring alignment with international elements and objectives for sustainable forest

management through a transparent and inclusive local process. In addition, the PEFC Standard requires organizations to seek comprehensive, continuous public participation and work with Indigenous peoples and also any individual or organization interested in or affected by the management activities of the DFA (Interested Parties) at the local community level in forest planning processes. The public's main role is to identify local values of specific environmental, social, economic, and cultural importance. Teal-Jones works with the public to identify and select Sustainable Forest Management objectives, indicators, and targets, as well as reviewing planning documents to ensure that identified values and issues are addressed.

PUBLIC ADVISORY GROUPS AND INTERESTED PARTIES

Teal-Jones has formed a public advisory group corresponding to the geographical area within the DFA (Tree Farm Licence 46 on Southwest Vancouver Island). The public advisory group aids Teal-Jones in soliciting public input from local groups of interested and affected parties on an ongoing basis.

The Southwest Island Public Advisory Group (SIPAG) has been active since its formation in June 2005.

A broad range of Interested Parties from various sectors of society participate in the public advisory group meetings including, but not limited to:

- Communities
- Government
- Tourism
- Wildlife
- Labour
- First Nations
- Business
- Recreation
- Fisheries

The core elements of the CMS are described within the CMS Manual, as well as supporting documents which include, but are not limited to: Standard Operating Procedures, Safe Work Procedures and Emergency Preparedness & Response Plans.

The public advisory group operates under a Terms of Reference that outlines: goals, roles and responsibilities; membership; measures to deal with conflicts of interest; meeting content; timelines; communication, decision making and dispute resolution protocols; as well as methods to modify the Terms of Reference.

It is important to note that First Nation participation in the public advisory group will not prejudice Indigenous or treaty rights. Public advisory group meetings do not in any way intend to define, interpret, or prejudice ongoing or future discussions and negotiations regarding these legal rights and do not stipulate how to deal with treaty rights.

On-going public advisory group participation will provide continued opportunities for input, learning, improvement, and the resolution of issues that may arise in implementation of Sustainable Forest Management.

ADAPTIVE MANAGEMENT AND CONTINUAL IMPROVEMENT

The PEFC Standard gives organizations a system for adaptive management and continual improvement and involves potentially affected parties in focused Indigenous and public participation processes. This way, sustainable forest management under the standard will evolve, incorporating new, emerging knowledge and society's changing environmental, social, cultural, and economic values. The focus of the standard is not to provide a fixed desired endpoint for objectives but rather a systematic structure to progress towards objectives through continual improvement.

SUSTAINABLE FOREST MANAGEMENT PERFORMANCE

The PEFC Standard requires that Teal-Jones identify specific performance indicators for values and objectives identified through the [public participation](#) process. These performance indicators supplement and report on existing management plans and regulatory requirements. See [Section 3: Values, Objectives, Indicators & Targets](#) for more details on Teal-Jones' performance indicators. The Canadian Council of Forest Ministers Sustainable Forest Management Criterion and the PEFC Sustainable Forest Management Elements were used as a framework for value identification. In this manner, local level Sustainable Forest Management is linked with provincial and national forest policies.

On an annual basis, a Sustainable Forest Management report is released to analyze the actual outcomes of each indicator.

THIRD PARTY AUDITS

. Certification to the PEFC CAN ST 1001:2025 Standard requires ongoing independent third-party audits. These audits are conducted by a [Certification Body](#) accredited by a member of the International Accreditation Forum, such as the Standards Council of Canada.

In addition to the initial certification audit, there are mandatory annual reviews (or surveillance audits), to ensure progress is being made towards the achievement of targets and that the requirements to the Standard are being upheld. A full re-certification audit is required every three years.

DEFINED FOREST AREA

The Defined Forest Area is the area to which the requirements of the Sustainable Forest Management Plan and the PEFC Standard apply. All comments, unless otherwise stated, pertain to the Defined Forest Area as detailed below.

Operations consist of road construction, road maintenance, road deactivation, harvesting, loading and hauling logs, reforestation activities and an administration office. Logs produced from the DFA are hauled to various Dry Land Sort Yards on the East Coast of Vancouver Island.

TENURE WITHIN THE DEFINED FOREST AREA

For the purposes of this plan, Tree Farm Licence 46 (or the Honeymoon Bay Operation) is the Defined Forest Area (see Figure 1). Tree Farm Licence (TFL) 46 is located on Southern Vancouver Island in the Arrowsmith Forest District.

OTHER INTERESTED PARTIES OUTSIDE THE DEFINED FOREST AREA

The DFA excludes other forest tenures operating within the TFL. In TFL 46., under the Forest Revitalization Act, the government has awarded local First Nations volume-based licences (A94005, and A94282). Since these tenures are volume based, they may be scattered throughout the TFL.

Teal-Jones respects the legal rights and responsibilities of other parties in the DFA. Parties with legal interest in the DFA are contacted through the referral process when Teal-Jones' activities may directly impact their interest. Teal-Jones maintains a spatial database of these parties with legal interest, which may include traplines, guide outfitters, water licenses, mines, range tenure holders or other use permits.

OTHER AREAS

The Carmanah Walbran and Hitchie Creek Provincial Parks are located adjacent to TFL 46; these parks are not considered to be part of the DFA.

GENERAL DESCRIPTION

There is one main geographical area within the DFA: the area associated with the Honeymoon Bay Operations on southern Vancouver Island.

HONEYMOON BAY PORTION OF THE DFA

This portion of the DFA is located on southwest Vancouver Island, generally between Muir Creek in the south and Nitinat River and Cowichan Lake in the west and north, respectively. Smaller portions of the DFA are located surrounding Cowichan Lake.

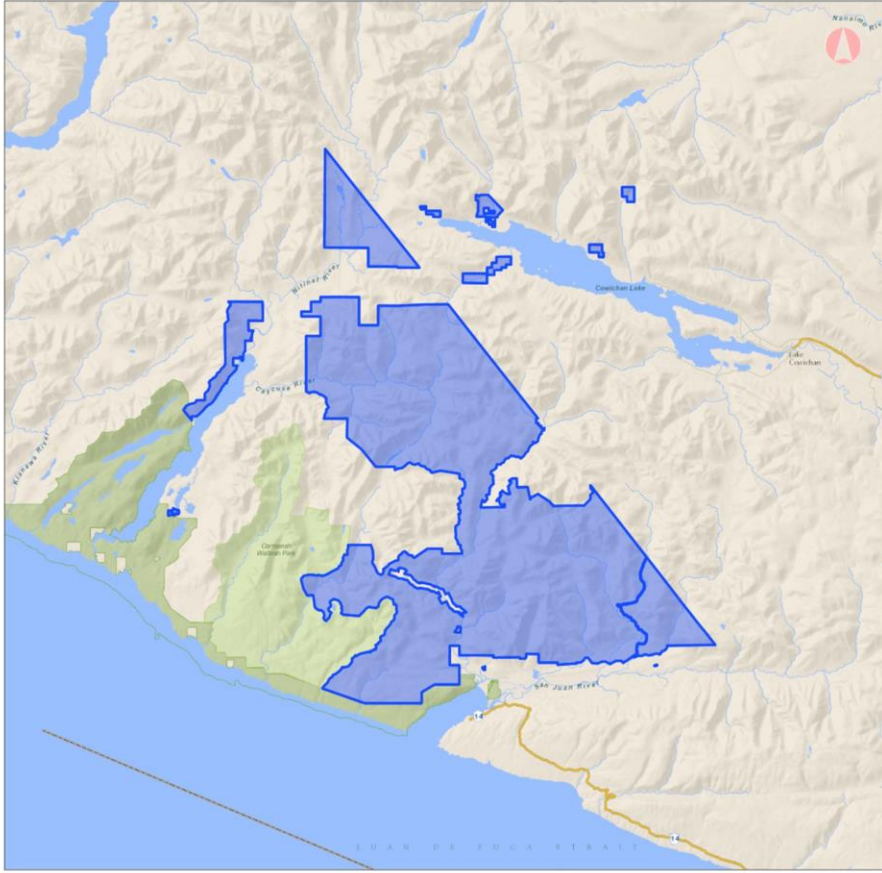


Figure 1. Overview Map of Honeymoon Bay Portion of the DFA.

The total area of the Honeymoon Bay DFA is approximately 59,432 hectares. Of the total area, about 96%, or 57,239 hectares, is classified as productive forest. Reductions to the productive forest to account for areas unsuitable or unavailable for timber harvesting result in a current Timber Harvesting Landbase of 42,622 hectares, or about 72% of the total TFL area.

The topography of the area varies from flat, alluvial river valleys to steep, rugged, and rocky slopes. Most of the drainage in the TFL flows westward toward the broken coastline. The smaller blocks located in the Cowichan Valley drain eastward through relatively gentle terrain.

The TFL has a long history of logging, and therefore a good portion of the area is composed of second growth stands, in addition to old growth forests. The dominant tree species are Douglas-fir and hemlock, with smaller amounts of western red cedar, yellow cedar, amabilis fir and minor amounts of spruce, pine, and alder. The combination of topography, soils and climate have resulted in a full range of growing sites for commercial tree species, however the majority of the TFL is situated on medium quality growing sites.

TRADITIONAL TERRITORIES WITHIN THE DFA

Teal-Jones' forestry activities take place within the traditional territories of several First Nations including Nuu-chah-nulth and the Coast Salish People. Ongoing relationships, meaningful communications and information sharing are important corner stones of Teal-Jones' commitment to identifying and respecting Indigenous and treaty rights. Teal-Jones has developed a Sustainable Forest Management Plan reflecting the company's commitment to the responsible management of resources under its stewardship. This Plan was developed with input from local communities, stakeholders, and Indigenous Communities through Teal-Jones' Public Advisory Group. Every year Teal-Jones updates its Sustainable Forest Management Plan and creates an Annual Report (found in Appendix 1).

Teal-Jones has a strong history of working cooperatively with First Nations to protect identified values and provide forestry related opportunities. Regular invitations to participate with Teal-Jones in sustainable forest management through the Public Advisory Group process are provided to all First Nations where the Defined Forest Area overlaps with their traditional territories. Additional invitations could involve an information sharing process which is unique to the requirements of the individual nation or council.

FOREST MANAGEMENT REGIME

Forest Management Planning occurs at several levels including broad Strategic or Higher-Level Plans (e.g., Vancouver Island Land Use Plan) that incorporate areas much larger than the DFA, to small site-specific plans (e.g., Site Plans or Logging Plans) that contain detailed procedures. The following is a summary of the most relevant forest management plans that govern activities within the DFA.

HIGHER LEVEL PLANS

The Honeymoon Bay portion of the DFA is within the scope of the Vancouver Island Land Use Plan (VILUP). Teal-Jones incorporates the direction from the VILUP higher level plan order (December 2000) into Operational Planning.

The VILUP is a product of a regional planning process by the Commission on Resources and Environment (CORE). CORE was formed in January 1992 to provide the Cabinet with independent recommendations on land use and related resources and environmental issues, based on extensive consultation with stakeholders and the public.

The VILUP established Protected Areas throughout Vancouver Island, as well as, identifying broad land use designations, including:

- Protected Area Zones - areas designated for the protection of viable representative examples of natural diversity, and unique or special recreational and cultural heritage features in accordance with BC's Protected Area Strategy.
- Resource Management Zones – areas designated for natural resource management. There are three subdivisions, including:

- Special Management Zone (SMZ) – areas with management regimes defined for the key primary resource value(s) found in the individual zone units. The intent of the SMZ is to identify regionally significant values or combinations of values requiring more comprehensive management objectives and strategies to minimize impacts on these values. These areas are managed for a variety of extractive and non-extractive activities.
- Enhanced Forestry Zone (EFZ) – areas with management regimes based on increased timber production, achieved through both enhanced timber harvesting, as well as enhanced silviculture practices (e.g., intensive reforestation, spacing, pruning, thinning) and innovative harvest practices. The intent of the EFZ is to balance the protected areas within the SMZ.
- General Management Zone (GMZ) – areas with management regimes based on the principles of integrated resource management and an ecosystem approach. The intent of the General Management Zone is to manage areas that have a wide range of resource values, including, but not limited to fish, wildlife, recreation, water, tourism, aquaculture, cultural and scenic values.
- In addition, other land designations were made, such as agricultural, settlements, commercial/ industrial, domestic water supply, etc.

Within the Honeymoon Bay portion of the DFA, VILUP land use designations include:

- Special Management Zones – Walbran Periphery (SMZ # 21)
- General Management Zones – E&N South (GMZ # 34), Nitinat (GMZ # 45), and Gordon-Caycuse-San Juan (GMZ # 46).

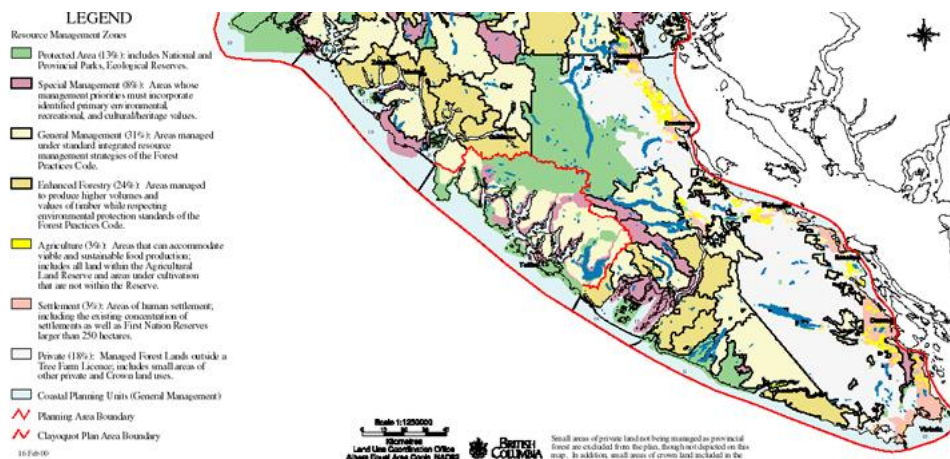


Figure 2. Vancouver Island Land Use Designations – Southern Vancouver Island

More information is available at the [Vancouver Island Land Use Higher Level Plan](https://www.vancouverisland.ca/land-use-higher-level-plan/) website.

LANDSCAPE UNIT PLANS

In the Honeymoon Bay portion of the DFA, the Renfrew Aggregate Landscape Unit Plan is legally established. This Landscape Unit Plan includes designated landscape units for the Caycuse, Gordon, Nitinat, San Juan and Walbran Landscape Units. This LUP has two objectives: Old Growth Management Areas (OGMA) and stand level retention.

(Note that the Cowichan Landscape Unit identifies Non-legal draft OGMA's and as such is not subject to a legal Order. Teal-Jones does not anticipate operations for the foreseeable future in the Cowichan Landscape Unit).

All Landscape Unit Plans have been legally established¹. The legal objectives with respect to Old Growth Management Areas (OGMAs) and Wildlife Tree Patches (WTPs) are specified by Landscape Unit within the Orders issued by Government. More details and maps for these LUP can be found at the [South Island District Landscape Unit Plan](#) website.

FOREST STEWARDSHIP PLAN

The Honeymoon Bay Operation has an approved Forest Stewardship Plan (FSP); therefore, all new operations are approved under this plan and are subject to the Forest and Range Practices Act (FRPA) and related legislation.

For cutblocks planned and harvested under the Forest Practices Code and its transitional legislation, they will continue to be managed under this legal framework until silviculture obligations are met. The FSP includes details on those operations that follow the Forest Practices Code and those which follow FRPA.

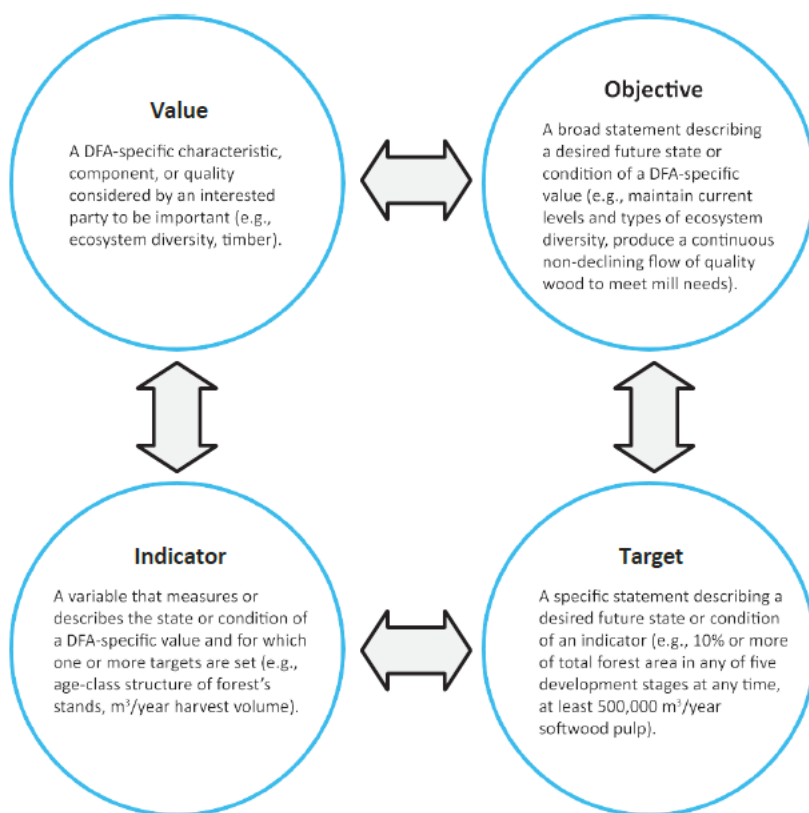
¹ As of January 28, 2013, all landscape units within the DFA have been legally established.

VALUES, OBJECTIVES, INDICATORS & TARGETS

Teal-Jones, working in conjunction with the members of the Public Advisory Group, has established specific performance requirements that address the PEFC Standard Elements and reflect local values and objectives.

Performance requirements and details for each indicator, including status; performance reporting, strategy to meet the target, method to monitor; forecast and analysis of the results are found in Appendix 1: Detailed Indicator Descriptions.

The interaction of Values, Objectives, Indicators and Targets is shown below:



The following section describes how local values, objectives, indicators, and targets were identified; as well as how alternative strategies were considered.

SETTING LOCAL VALUES, OBJECTIVES, INDICATORS & TARGETS

Values, objectives, indicators, and targets are established based on the following considerations:

- Views of Interested Parties.
- Legal and other commitments
- Activities with potential for significant environmental impacts

- Financial, operational, and business requirements
- Technological options and
- Core Indicators required by the PEFC Standard

Values are chosen and prioritized based on input from all members.

A **value** is a DFA characteristic, component, or quality considered by an interested party to be important in relation to an SFM element or other locally identified element.

A minimum of one objective for each value was identified. Where more than one objective was identified, members discussed alternatives and ensured compatibility.

*An **objective** is a broad statement describing a desired future state or condition of a value.*

For each objective, a minimum of one indicator and target was identified.

An **indicator** is a variable that measures or describes the state or condition of a value. Indicators were selected from any of the following sources:

- Suggestions from members

Mandatory indicators that Teal-Jones must measure for other commitments or processes (e.g., legislative requirements, government policy, higher level plans, PEFC Standard etc.

- Reference sets of indicators such as Canadian Council of Forest Minister Indicators

Ideally, indicators measure forest conditions, rather than Sustainable Forest Management activities. However, in some cases direct measurement of forest conditions is not possible (e.g., due to economic or technical constraints). Indirect measurement is necessary where direct measurements are not possible. For example, measurement of the population of a rare species may not be possible due to the disturbance caused by measurement; therefore, an indirect indicator may be used, such as the amount of a certain habitat type. Where indirect indicators are used, the relationship between the indicator and the objective is established.

Proposed indicators were evaluated based on the following characteristics:

- Feasibility — the process of monitoring indicators should be practical, cost effective, and efficient.
- Measurability — targets can only be set for indicators that can be measured;
- Predictability — indicators whose future levels can be predicted with reasonable accuracy should be used;
- Relevance — indicators should be clearly applicable to their associated values;
- Understandability — indicators should be simple, clear, and easy to understand; and

- Validity — indicators should be consistent with the scientific understanding of the value they measure and should be technically valid (objectively obtained, documented, comparable, and reproducible).

For each indicator, a specific target was chosen.

A **target** is a specific statement describing a desired future state or condition of an indicator.

Note: Targets should be clearly defined, time-limited, and quantified, if possible.

Targets need to specify time and space requirements. Targets may be set in a variety of ways, for example:

- Target may be a specific quantity (bull's eye concept) or specified portion of a quantity (%)
- Target may be a specified minimum or maximum range.
- Target may be a specific level for an indicator set for corresponding specific points in the future.
- Target may be a specific action achieved by a specific date (e.g., complete a strategy to manage x). An acceptable range of variation from the chosen target was also considered (in some cases zero deviation was acceptable).

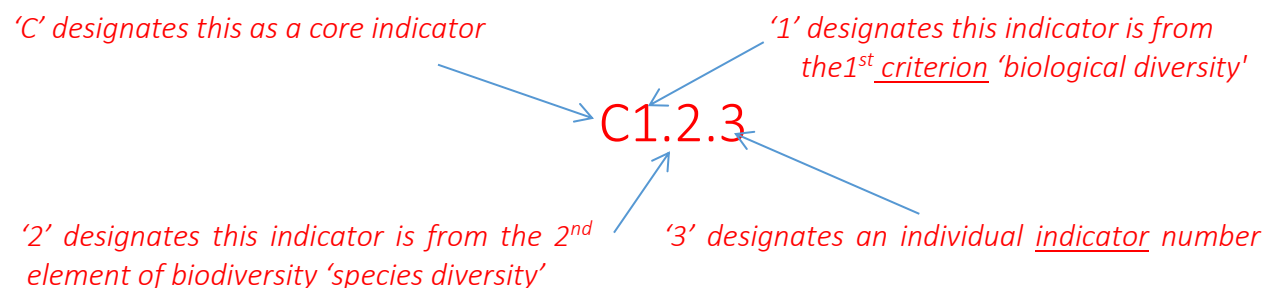
INDICATOR TITLES

Indicators are titled according to their origins and area of application:

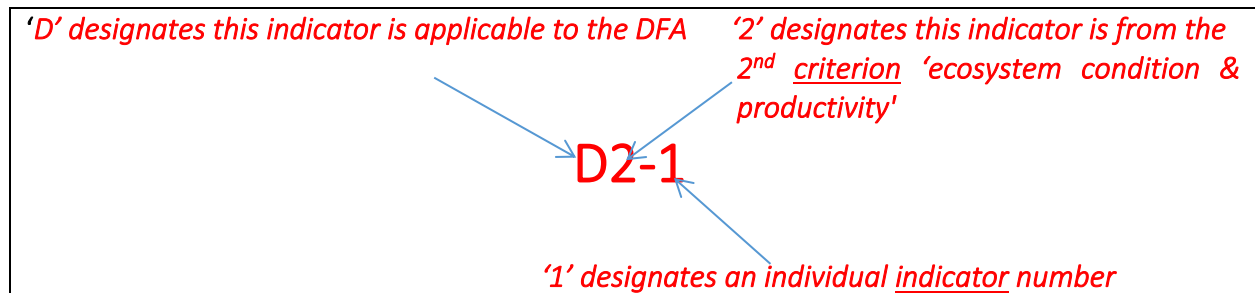
- The letter 'C' in the title designates a Core Indicator
- The letter 'D' in the title designates indicators that are applicable to the DFA (that are not core indicators) and that were created by the PAG.

The SFMP utilizes the following numbering system:

- the first number is the criteria number;
- the second number is the element; and
- the third is the number for the individual indicator). For example:



The numbering for indicators that are not core is similar, however, the numerical reference is to the Criterion only (first number), and there is no reference to the element. For example



Indicator **C3.1.1**: Level of Soil Disturbance

Core Indicator ('C') or DFA Indicator ('D')

Criterion 3: Soil and Water

Element 3.1: Soil Quality and Quantity

Figure 3. Example of numbering system for indicator titles.

The following table lists the Criterion and Elements of the PEFC CAN 1001:2025 Sustainable Forest Management Standard:

Table 1. PEFC CAN 1001:2025 Sustainable Forest Management Standard Criterion & Elements.

Criterion	Elements
1. Biological Diversity	– Ecosystem Diversity – Species Diversity – Genetic Diversity

	– Protected Areas & Sites of Special Biological, Geological, Heritage or Cultural Significance
2. Ecosystem Condition & Productivity	– Forest Ecosystem Condition & Productivity
3. Soil & Water	– Soil Quality & Quantity – Water Quality & Quantity
4. Role in Global Ecological Cycles	– Carbon Uptake & Storage – Forest Conversion and Afforestation
5. Economic and Social Benefits	– Timber & Non-timber Benefits – Communities & Sustainability
6. Society's Responsibility	– Fair & Effective Decision-making – Safety
7. Indigenous Relations	– Aboriginal Title and Rights and Treaty Rights– Respect for Indigenous Forest Values, Knowledge and Uses

ALTERNATIVE STRATEGIES

Alternative strategies to measure values and objectives are discussed at Public Advisory Group meetings. Discussions focus on the relative advantages and disadvantages of each option and decisions are based upon the decision-making process as defined in the Terms of Reference. The strategies listed in the current Sustainable Forest Management Plan reflect the choices that were made by the Public Advisory Group and Teal-Jones.

GLOSSARY

TERMS AND DEFINITIONS

The terms and definitions described here are for the purposes of the Public Advisory Group, the Sustainable Forest Management Plan, and its associated criterion and indicators. Unless otherwise noted, definitions are from the PEFC CAN 1001:2025 Sustainable Forest Management Standard.

Aboriginal right – commonly referred to as Indigenous rights, is the collective rights of distinctive societies flowing from their status as the original peoples of Canada. In order to be an Aboriginal right, an activity must be an element of a practice, custom, or tradition (or an element thereof) forming an integral part of a distinctive culture of an Indigenous group claiming that right. [R. v. Van der Peet, 1996]. Aboriginal and treaty rights are recognized and affirmed by the Constitution Act, 1982 in section 35(1).

Aboriginal title – a right to the land itself, a collective right to the land held by all members of an Indigenous nation, encompassing the right to use the land pursuant to that title for a variety of purposes, which need not be aspects of those Indigenous practices, cultures, and traditions which are integral to the distinctive Indigenous cultures. [Delgamuukw v. British Columbia, 1997]

Aboriginal treaty rights – are “those contained in official agreements between the Crown and the native peoples.” [R. v. Badger 1996]. Aboriginal and treaty rights are recognized and affirmed by the Constitution Act, 1982 in section 35(1).

Accreditation – third-party attestation related to a conformity assessment body, conveying formal demonstration of its competence, impartiality, and consistent operation in performing specific conformity assessment activities. [ISO/IEC 17000:2020 Conformity assessment – Vocabulary and general principles]

Accreditation body – the authoritative body that performs accreditation. Note: The authority of an accreditation body can be derived from government, public authorities, contracts, market acceptance, or scheme owners. [ISO/IEC 17000:2020 Conformity assessment – Vocabulary and general principles]

Adaptive management – a learning approach to management that recognizes substantial uncertainties in managing forests, develops explicit statements of system response to

management actions, and formally incorporates into decisions the knowledge gained from monitoring the implementation and consequences of previous actions.

Advisory group or equivalent – a public process that accounts for public input that is used to develop VOITs for the Defined Forest Area. This could be a formal public advisory group specific to the PEFC CAN ST 1001:2025 standard or another documented process that includes public consultation and input with outputs that are relevant to the DFA.

Afforestation – the conversion of land that has not been forested for a period of at least 50 years to forest through planting, seeding, or natural regeneration.

Analysis unit – an area that may be larger or smaller than the DFA and forms the basis of forecasts and targets. Note: Recognizes that the analysis appropriate for the indicator might be at a different scale than the DFA. Allows best use of existing data and analysis. PEFC CAN ST 1001:2025 14 of 131

Appeal – a request by an organization that is certified or seeking certification, or another interested party, to a certification body or an accreditation body for reconsideration by that body of a certification decision that has been made.

Auditor – a person qualified to perform audits; refer to Annex B Certification Body Requirements.

Biodiversity (biological diversity) – the variability among living organisms from all sources, including, inter alia, terrestrial, marine, and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species, and of ecosystems. [Canadian Biodiversity Strategy, 1995]

Biomass – in ecology, the total mass of organisms in a given area. In forest management, tree biomass includes the living portions of trees as well as deadwood in living trees, standing dead trees, and unrotted deadwood on the forest floor. Note: In the context of sustainable forest management, biomass usually refers to plant matter.

Canadian Council of Forest Ministers (CCFM) – is a forum for federal, provincial and territorial governments to come together to discuss and exchange information, provide leadership and promote action on common forest and forestry-related issues of Canadian public and international concern

Certification – the result of a successful certification process in conformance with this Standard, whereby the certification body issues a certification certificate and adds the organization's certification to a publicly available list maintained by the certification body. Note: Certification of a management system is sometimes also called registration.

Certification applicant – an organization that has applied to an accredited certification body for certification to this Standard.

Certification audit – a systematic and documented verification process used to obtain and evaluate evidence objectively in order to determine whether an organization meets the SFM requirements of this Standard.

Certification body – an independent third party that is accredited as being competent to certify organizations with respect to nationally and internationally recognized standards.

Certification certificate – the official document issued by a certification body to an organization upon successful completion of the certification process (including the certification audit). Note: Where more than one organization is included in the certification process, the names of all organizations will be listed on the certificate.

Chain of Custody (CoC) – a process of how to classify forest and tree based products according to specified material categories to transfer information about the source of procured raw material to an organization's output products.

Complaint – an expression of dissatisfaction, other than an appeal, by any person or organization to a certification body or an accreditation body related to the activities of that body, where a response is expected.

Compliance – conformity with legal obligations and other adopted obligations. Component – an individual element of the SFM system. Note: Components include policy, planning, implementation and operation, checking and corrective action, and management review.

Conformance – fulfillment of a requirement of this Standard. Note: Non-legal requirements include policies, work instructions, or standards (including this Standard). PEFC CAN ST 1001:2025 15 of 131

Continual improvement – the ongoing process of enhancing SFM performance using:

- a. experience.
- b. assessment of results;
- c. incorporation of new knowledge in line with the organization's SFM policy; and
- d. application of SFM requirements.

Corrective action – action to eliminate the cause of a detected nonconformity or other undesirable situation and to prevent recurrence.

Defined forest area (DFA) – a specified area of forest, including land and water (regardless of ownership or tenure), to which the requirements of this Standard apply. Note: A DFA can consist of one or more blocks or parcels. For volume-based tenures a statement of applicability within a forest management unit can be made.

Deforestation – the conversion of forest to another land use. It does not include temporary tree-cover loss such as tree harvests followed by regeneration, or temporary loss resulting from natural disturbances such as wildfires, insect epidemics, or windstorms. Note: See http://www.fao.org/docrep/009/j9345e/j9345e07.htm#P224_17608.

DFA-related worker – an individual employed by an organization to work for wages or a salary who does not have a significant or substantial share of the ownership in the employer's organization and does not function as a manager of the organization.

Ecosystem – plants, animals, and micro-organisms and their non-living environment, inter-acting as a functioning unit. Note: Ecosystem “can describe small-scale units, such as a drop of water, as well as large-scale units, such as the biosphere.” [Canadian Biodiversity Strategy, 1995]

Element – the subcategory used to define the scope of each SFM criterion. Note: Each SFM criterion contains several elements. The SFM elements were derived from the national-scale elements developed by the CCFM for more specific local applications.

Environment – the surroundings in which an organization operates. Note: The environment encompasses air, water, land, natural resources, flora, fauna, humans, and the interrelations of these elements.

Fish habitat – refers to water frequented by fish and any other areas on which fish depend directly or indirectly to carry out their life processes, including spawning grounds and nursery, rearing, food supply, and migration areas. [Fisheries Act, 2019]

Focal species – species that warrant special conservation attention. Note: Criteria for selection of focal species can include ecological, socio-cultural, scientific, and economic considerations.

Forecast – an explicit statement of the expected future condition of an indicator.

Forest – an ecosystem dominated by trees and other woody vegetation growing more or less closely together, its related flora and fauna, and the values attributed to it.

Forest condition – the state of the forest ecosystem as determined by a range of variables associated PEFC CAN ST 1001:2025 16 of 131 with forest structure, composition, and processes.

Forest conversion – direct human-induced change of forest to non-forest land or forest plantation.

Forest land – terrain supporting a forest or capable of doing so.

Forest plantations – tree stands established by planting or seeding, often with one or few species, intensively managed exclusively for fibre production, and which lack most of the key characteristics of natural forests or any forest stands of purely introduced species.

Indicator – a variable that measures or describes the state or condition of a value.

Indigenous – an accepted term currently used to refer to the three distinct groups of Aboriginal peoples of Canada: First Nations, Inuit, and Métis. The Canadian Constitution recognizes three groups of Indigenous (Aboriginal) peoples: First Nations, Inuit, and Métis.

Interested party – an individual or organization interested in or affected by the management activities of a DFA.

Introduced species – plants, animals, or micro-organisms that have been introduced by human action outside their natural past or present distribution, and whose impacts on the ecosystem and on the genetic integrity of native species and local provenances have been scientifically evaluated, and negative impacts can be avoided or minimized.

Invasive alien species – plants, animals, or micro-organisms that have been introduced by human action outside their natural past or present distribution, and whose introduction or spread threatens the environment, the economy, or society, including human health. [CFIA, 2006]

Long term – in the context of making forecasts regarding forest structure and composition, at minimum, twice the average life expectancy of the predominant trees in a DFA, up to a maximum of 300 years.

Migratory bird – a migratory bird referred to in Canada's Migratory Birds Convention Act and includes the sperm, eggs, embryos, tissue cultures and parts of the bird.

Multi-site certification – a certification approach where multiple sites are managed under a single central entity covered under one certification.

Native species – a species that occurs naturally in an area; a species that is not introduced.

Objective – a broad statement describing a desired future state or condition of a value.

Old growth forest – an old growth forest differs significantly from younger stands in structure, ecological function, and species composition with respect to canopy closure, age class structure, accumulation of woody debris, and the presence of species and functional processes that are representative of the potential natural community. [Canadian Forest Service's Forestry Glossary].
Note: The age and structure of old growth forests vary significantly by forest type and from one eco-region to another.

Organization – a company, corporation, firm, enterprise, government, authority, or combination thereof, incorporated or not, public or private, that has its own functions and administration, and that, for the purposes of this Standard, applies for certification. Note: For organizations with

more than one PEFC CAN ST 1001:2025 17 of 131 operating unit (e.g., a division), a single operating unit may be defined as an organization.

Programme for the Endorsement of Forest Certification (PEFC) – is a global alliance of national forest certification systems. As an international non-profit, non-governmental organization, PEFC is dedicated to promoting sustainable forest management through independent third-party certification. [<https://pefc.org/discover-pefc/what-is-pefc>]

PEFC claim – the declaration of organizations certified to this SFM Standard on material/products, as stated in sales and delivery documentation, namely the claim “100% PEFC certified” or “100% PEFC origin.” Note: A list of PEFC accepted abbreviations and translations of PEFC claims is available on the PEFC website.

PEFC recognized certificate – a valid accredited forest management certificate issued by a PEFC certification body.

Personnel – management, contractors, and DFA-related workers employed by an organization.

Productivity – the ability of a forest ecosystem to capture energy, support life forms, and produce goods and services.

Protected area – an area of land and/or sea specifically dedicated to the protection and maintenance of biological diversity and of natural and associated cultural resources, and managed through legal or other effective means. [IUCN, 1994]

Public –

Public Advisory Group –

Reforestation – the re-establishment of trees on forest land following natural (e.g., fire) or human (e.g., timber harvest) disturbance.

Seral stage – an identifiable period of vegetative community development.

SFM performance – the assessable results of SFM as measured by the level of achievement of the targets set for a DFA.

SFM policy – an organization’s statement of intentions and principles in relation to SFM that provides a framework for objectives, targets, practices, and actions.

SFM requirements – the public participation, performance, and system requirements of this Standard.

SFM system – the structure, responsibilities, practices, procedures, processes, and time frames specified by a certification body for implementing, maintaining, and improving SFM.

Species at risk – species defined as at risk by national and provincial legislation applicable to a given DFA.

Stand – a community of trees possessing sufficient uniformity in composition, age, arrangement, or condition to be distinguishable from the forest or other growth on adjoining areas, thus forming a silvicultural or management entity [Canadian Forest Service’s Forestry Glossary].

Strategy – a coordinated set of actions designed to meet established targets. PEFC CAN ST 1001:2025 18 of 131

Sustainable forest management (SFM) – management that maintains and enhances the long-term health of forest ecosystems for the benefit of all living things while providing environmental, social, cultural, and economic opportunities for present and future generations.

Sustainable harvest level – the harvest level of forest products that, with consideration for environmental, social, cultural, and economic factors, leads to no significant reduction of the forest ecosystem’s capacity to support the same harvest level over the long term.

Target – a specific statement describing a desired future state or condition of an indicator. Note: Targets should be clearly defined, time-limited, and quantified, if possible.

Tenure – the terms under which a forest manager or owner possesses the rights, and assumes the responsibilities, to use, harvest, or manage one or more forest resources in a specified forest area for a specified period of time.

Top management – persons with decision-making authority regarding SFM policy, resource allocation, and planning in the DFA.

Value – a DFA characteristic, component, or quality considered by an interested party to be important in relation to an SFM element or other locally identified element.

Watershed – an area that drains all precipitation received as a runoff or base flow (groundwater sources) into a particular river or set of rivers.

Wetlands – areas that are seasonally or permanently waterlogged and characterized by vegetation adapted for life in saturated/flooded conditions. Wetlands can be treed, shrubby, or open, and include bogs, fens, swamps, marshes, and shallow open water areas. Some wetlands are stagnant systems (e.g., bogs), slow flowing (e.g., fens, swamps), or have fluctuating water levels (e.g., marshes, shallow open water).

Woodlot – small area of wooded land, often privately owned.

LIST OF ACRONYMS AND ABBREVIATIONS

AAC	Allowable Annual Cut
CCFM	Canadian Council of Forest Ministers
CDC	Conservation Data Center
CHR	Cultural Heritage Resource
CMS	Corporate Management System
COSEWIC	Committee on the Status of Endangered Wildlife in Canada
CoC	Chain of Custody
CCFM	Canadian Council of Forest Ministers
DFA	Defined Forest Area
EPRP	Emergency Preparedness and Response Plans
EMZ	Enhanced Management Zone
FDP	Forest Development Plan
FIA	Forest Investment Account
FPC	Forest Practices Code
FRPA	Forest Range and Practices Act
FSP	Forest Stewardship Plan
GMZ	General Management Zone
GIS	Geographic Information System
LUP	Landscape Unit Plan
MoE	BC Ministry of Environment
OGMA	Old Growth Management Area
PAG	Public Advisory Group
PEFC	Programme for the Endorsement of Forest Certification

RMA	Riparian Management Area
RMZ	Riparian Management Zone
RRZ	Riparian Reserve Zone
SP	Site Plan
SIPAG	Southwest Island Public Advisory Group
SMZ	Special Management Zone
SARA	Species at Risk Act
SOP	Standard Operating Procedure
SFM	Sustainable Forest Management
TFL	Tree Farm License
VOIT	Values, Objectives, Indicators and Targets
VQO	Visual Quality Objective
WHA	Wildlife Habitat Area
WTP	Wildlife Tree Patch