



# Uganda Monitoring Public Summary FY21

## Introduction

This document summarises the monitoring of activities at The New Forests Company's (NFC) Uganda plantations. Namwasa Plantation is located in Kassanda District, Luwunga Plantation is located in Kiboga and Kyankwanzi Districts and Kirinya Plantation is located in Bugiri District, all in the Republic of Uganda. Namwasa and Luwunga are on central forest reserves, Kirinya is on private land. This monitoring has been conducted in line with the management objectives of the plantations, and the requirements of international standards. Familiarity with the management plan summary for NFC's Uganda plantation is helpful in understanding the management objectives that relate directly to these monitoring results.

The period under review is FY21, from July 2020 to June 2021.







Map 3: Kirinya Plantation  
**Employment**

People are the source of our strength. NFC's Uganda plantations employed on average 168, 138 and 91 people over the period under review at Namwasa, Luwunga and Kirinya, respectively. Of these, 40, 20 and 14 were own labour and management, and 120, 119 and 78 were contracted, respectively. About 12%, 13% and 12% of all workers were women respectively, as we continue

on our journey of improvement on gender balance. Approximately 30%, 22% and 74% of all workers are sourced within 30km of the boundaries of plantation, respectively.

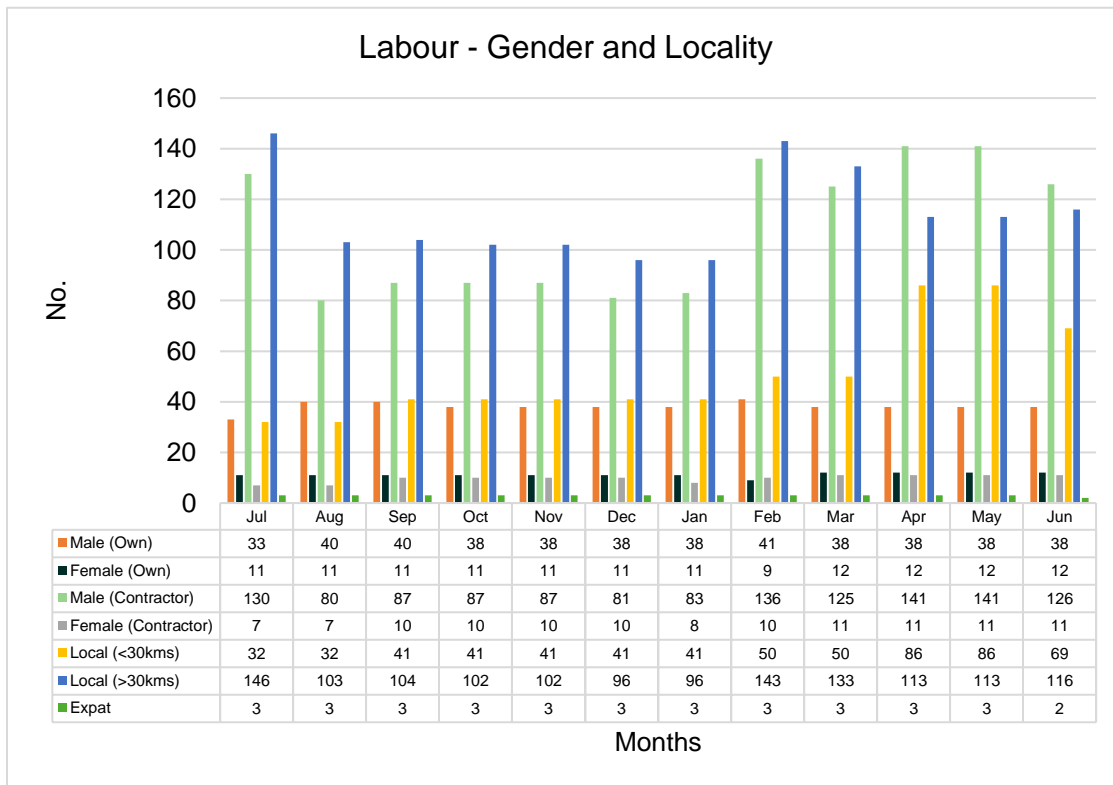


Chart 1: Namwasa Plantation labour statistics, gender and locality



Chart 2: Luwunga Plantation labour statistics, gender and locality



Chart 3: Kirinya Plantation labour statistics, gender and locality

## Environmental Impacts

As a triple bottom line business, our positive impact on the environment is an important part of our ethos.

# The results of regeneration activities (Criterion 10.1)

All three plantations planted 78, 100 and 100 hectares in the period under review, respectively. This effectively reduced the temporary unplanted area (TUP).

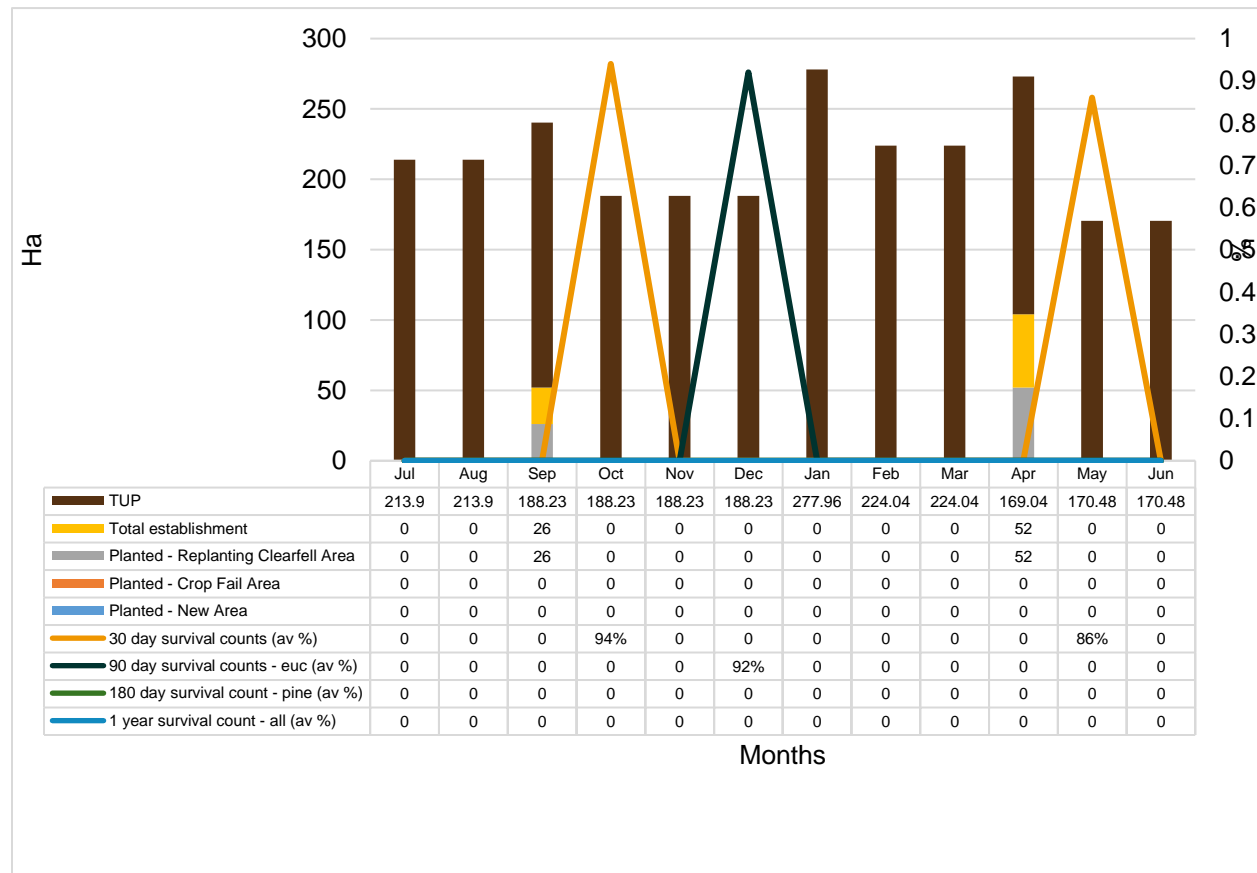


Chart 4: Namwasa establishment activities



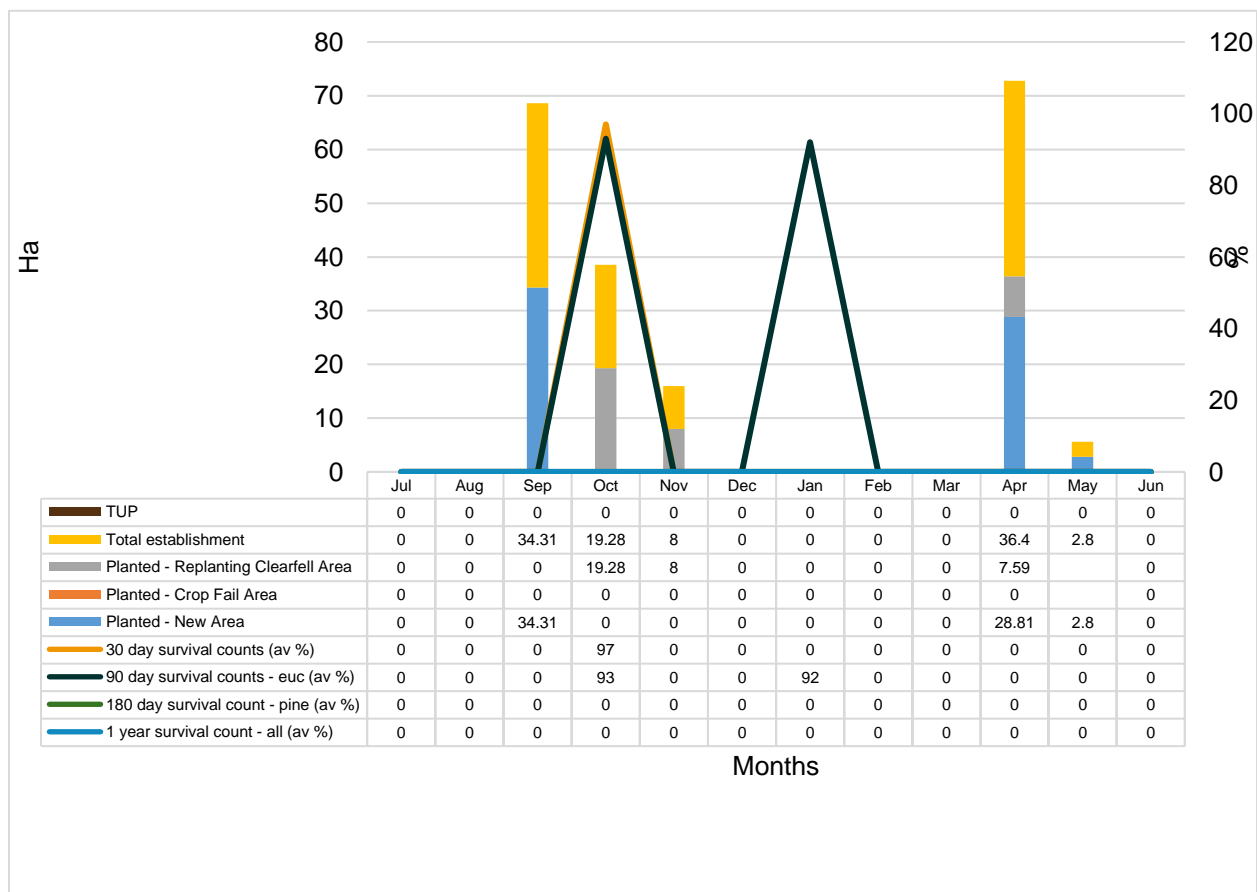


Chart 5: Luwunga establishment activities

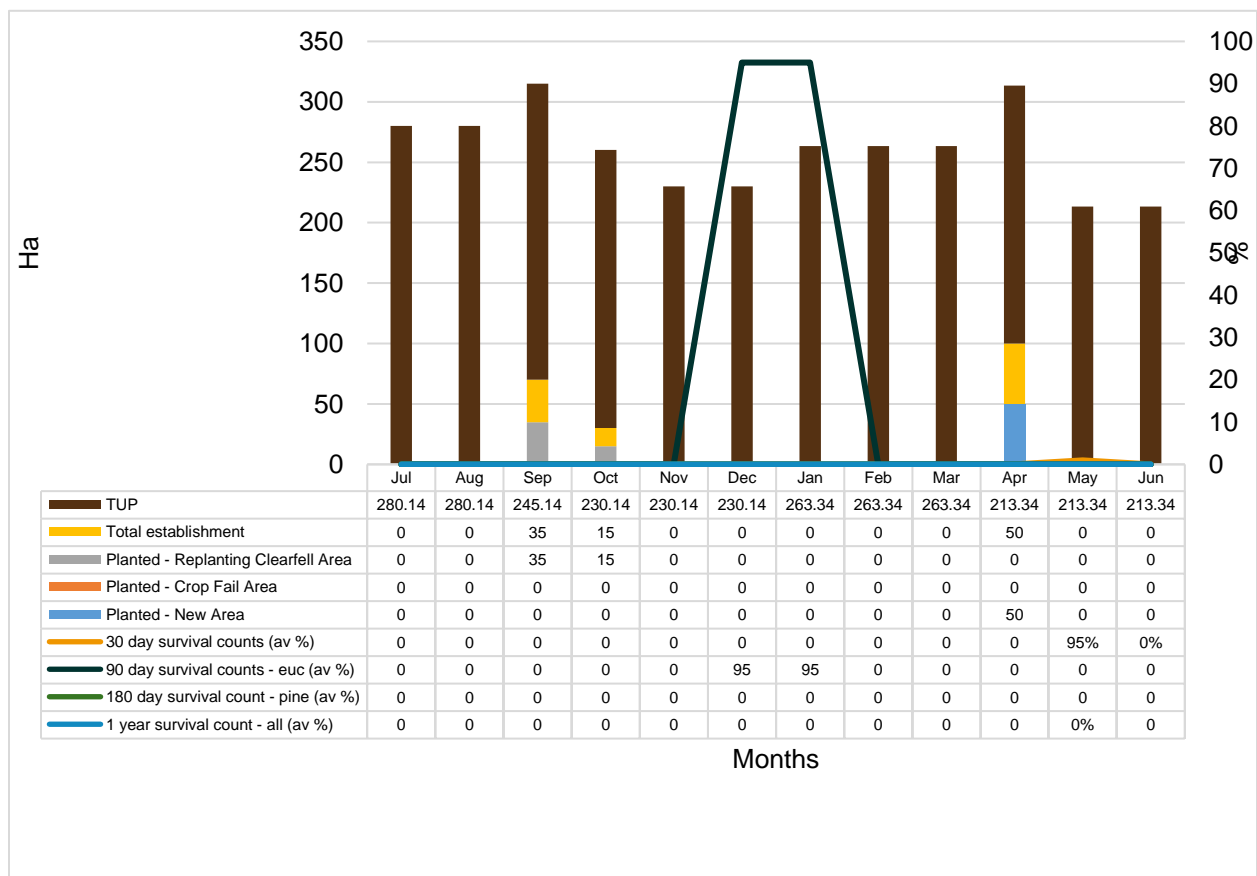


Chart 6: Kirinya establishment activities

## The use of ecologically well adapted species for regeneration (Criterion 10.2)

In line with The New Forests Company's requirements, only *Eucalyptus* and *Pinus* species are planted. There is an established history of the ecological suitability of these species in Uganda, as these species have been planted on government and private plantations for decades after research showed them to be suitable.

## Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (Criterion 10.3)

There are currently no recorded invasive or other adverse impacts associated with the species planted on NFC plantations.

## The results of silvicultural activities (Criterion 10.5)

Forty percent of the total area is left as natural vegetation (conservation areas). All current silvicultural practices are ecologically appropriate for the vegetation, species, sites and management objectives. There are no negative impacts recorded from silvicultural practices for now.

## Adverse impacts to environmental values from fertilizers (Criterion 10.6)

Fertilisers are currently not in use.

## Adverse impacts from the use of pesticides (Criterion 10.7)

Negative impacts of pesticides were not identified in the period under review. The environmental and social risk assessments with respect to the pesticides used are being implemented.

## Adverse impacts from the use of biological control agents (Criterion 10.8)

Biological control agents were not used.

## The impacts from natural hazards (Criterion 10.9)

Natural hazards were not recorded during this period.

## The impacts of infrastructural development, transport activities and silviculture to rare and

threatened species, habitats, ecosystems,  
landscape values water and soils (Criterion 10.10)

These are yet to be observed.

The impacts of harvesting and extraction of  
timber on non-timber forest products,  
environmental values, merchantable wood waste  
and other products and services (Criterion 10.11)

The harvesting is done in line with set procedures. Our Integrated Management System (IMS) guides us in all the activities relating to harvesting. Our harvesting operations are designed to be low impact.

Environmentally appropriate disposal of waste  
materials (Criterion 10.12)

All waste has been disposed of in line with legal requirements, and as required by the company's policies and procedures. Negative impacts related to this were not observed, and we are yet to receive reports or complaints from stakeholders in this regard.

## Social Impacts

### Evidence of illegal or unauthorized activities (Criterion 1.4)

Forests for Prosperity Scorecards for Community Associations provide the level of success/mitigation for illegal and unauthorised activities on each plantation.

### Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (Criterion 1.5)

Forest guards patrol In the plantations. There are Community Associations under our Forests for Prosperity programme who look after their areas of responsibilities for illegal activities and are paid for this work. These are recorded and are used as a basis for the ratings arrived at under section 4.1.

### Resolution of disputes and grievances (Criterion 1.6, Criterion 2.6, Criterion 4.6)

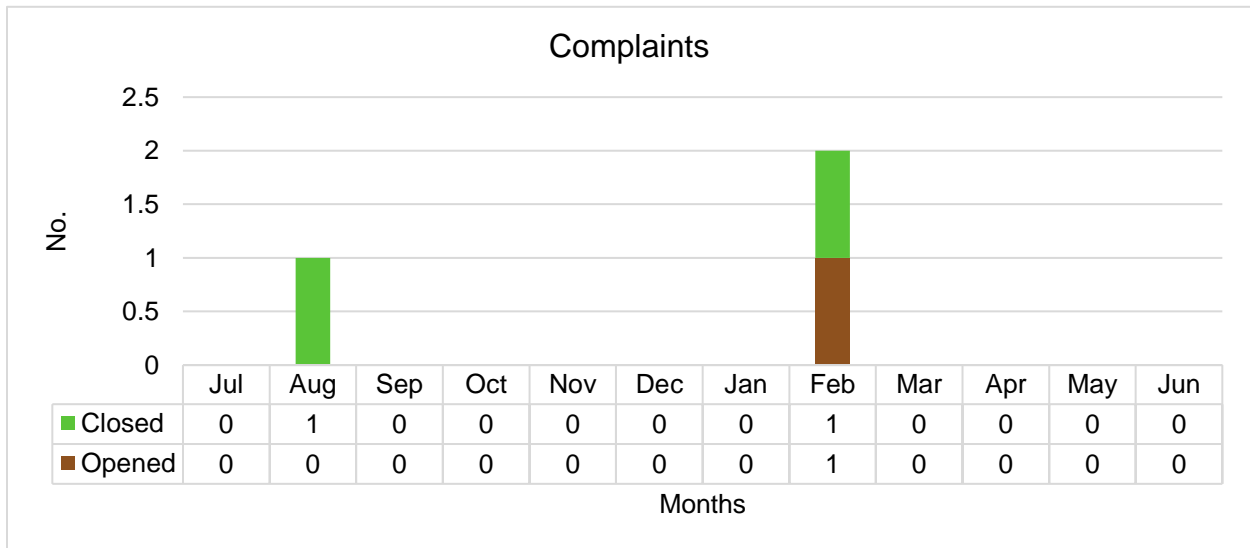


Chart 7: Namwasa Complaints

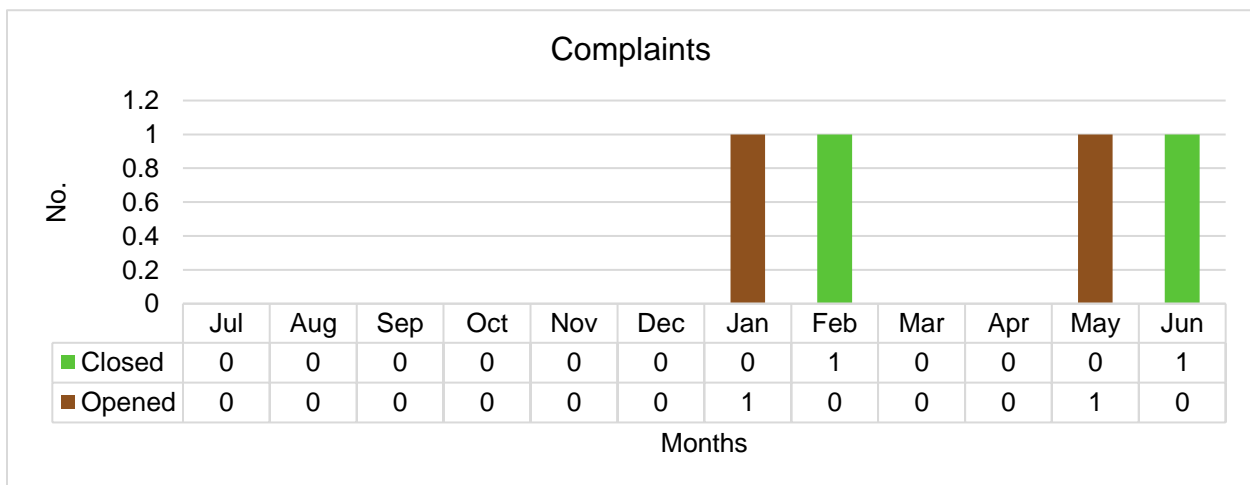


Chart 8: Luwunga Complaints

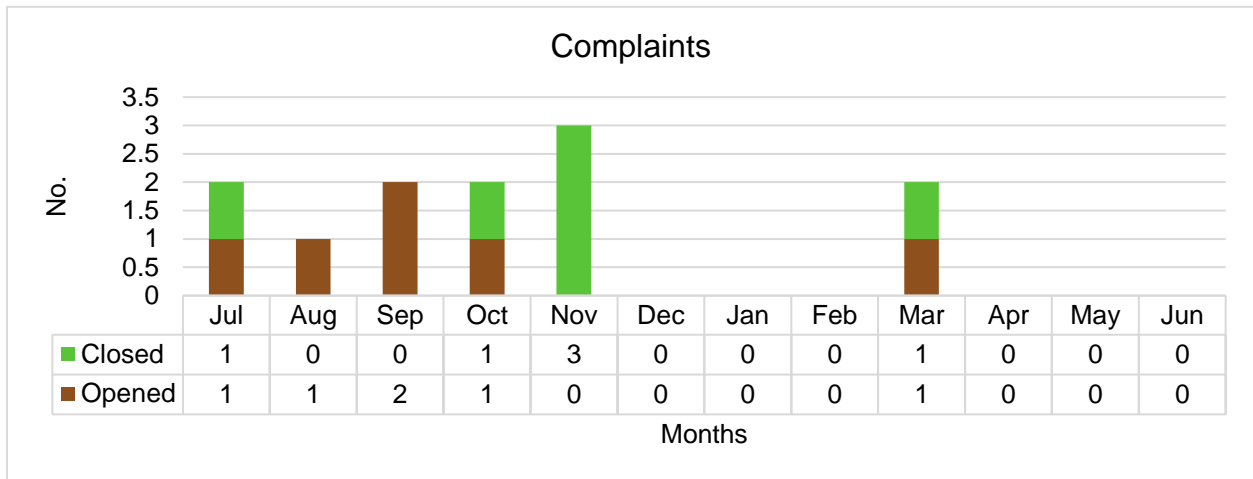


Chart 9: Kirinya Complaints

Complaints have been raised and closed during the period under review, with the register being actively managed by the management team.

## Programs and activities regarding workers' rights (Criterion 2.1)

Workers rights are protected in line with national legislation and the requirements of the Human Resources Manual and associated company policies.



## Gender equality, sexual harassment and gender discrimination (Criterion 2.2)

There has been a general reduction in the number of female workers, though there has been a strong improvement in the number of female management employees.

## Programs and activities regarding occupational health and safety (Criterion 2.3)



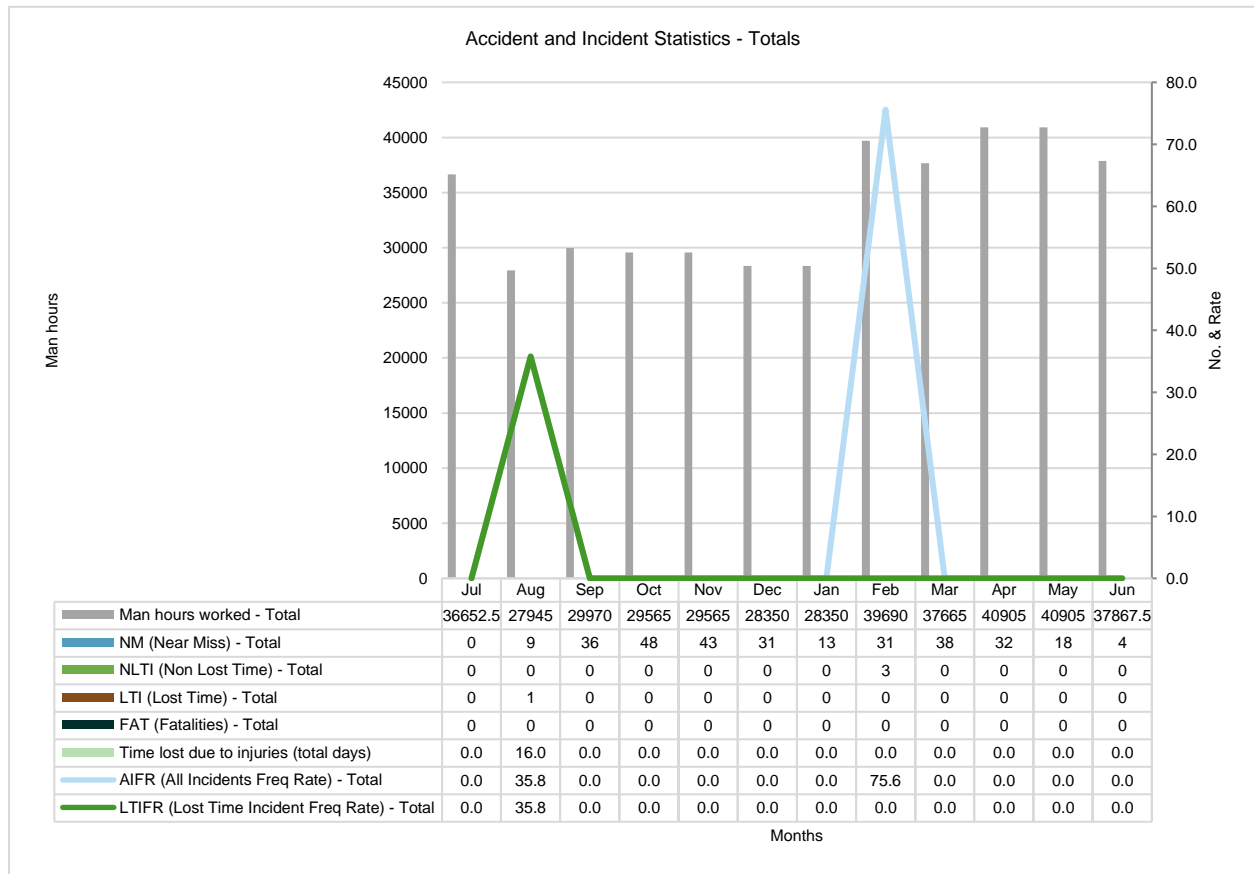


Chart 10: Namwasa safety statistics

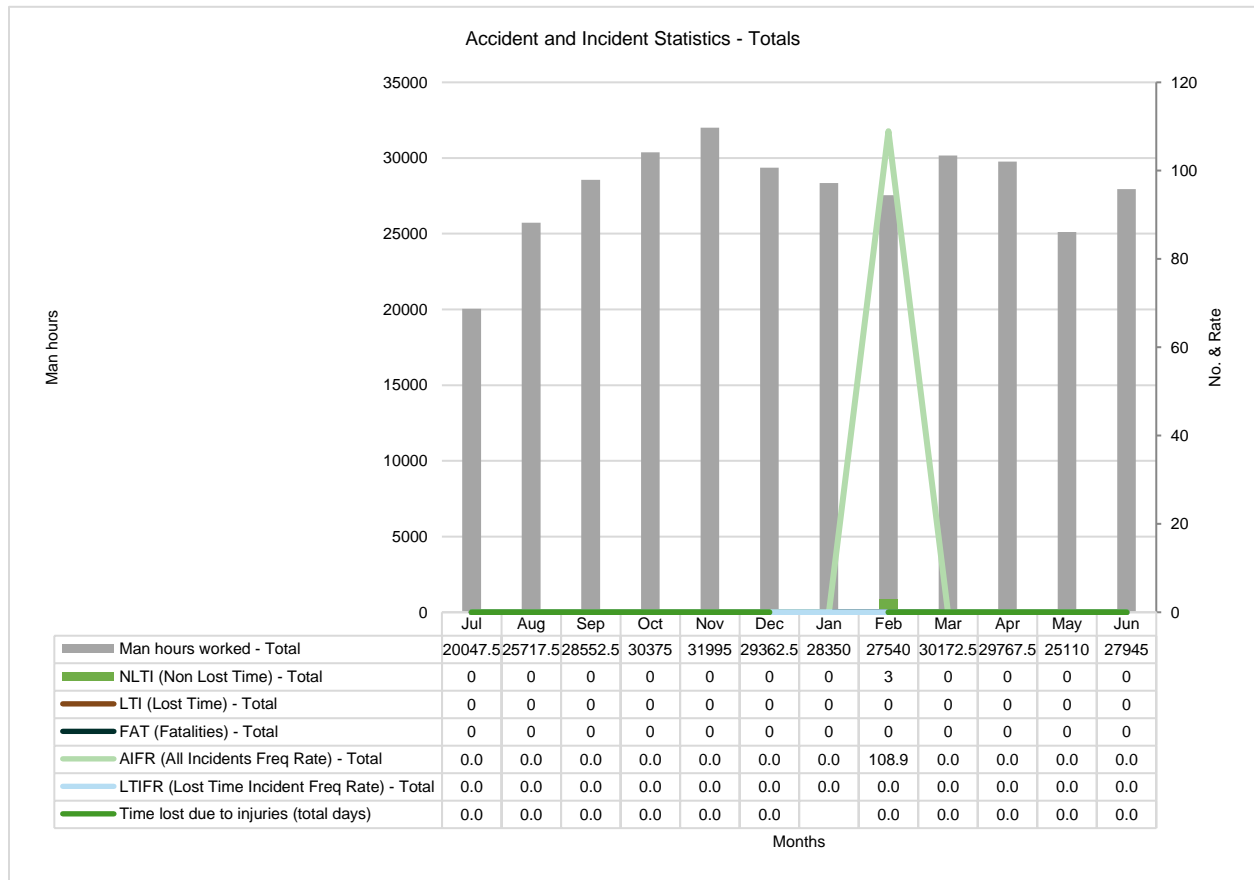


Chart 11: Luwunga safety statistics

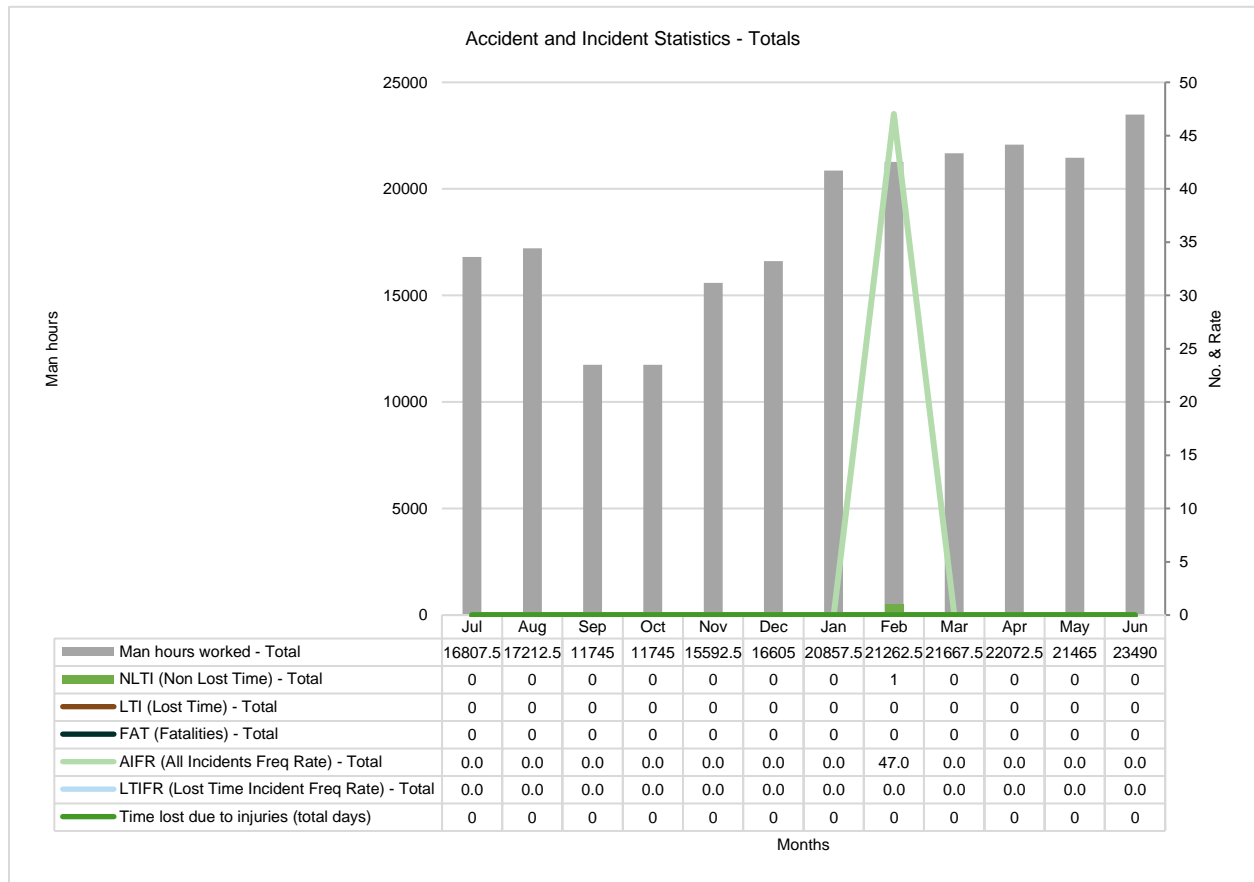


Chart 12: Kirinya safety statistics

Company policies, systems and procedures meet International Labour Organisation (ILO) requirements, and legal requirements. There were no fatalities or lost time injuries reported in the period under review. Non-lost time injuries were reported, the workers concerned were

treated at first aid kits and returned to work immediately or their injuries sent for further management at health centres, as appropriate.

## Payment of wages (Criterion 2.4)

All wages are paid within the agreed timelines and meet or exceed minimum requirements. Where this fails to happen, a grievance mechanism exists.

## Worker Training (Criterion 2.5)

Training needs analyses are carried out by line management. These feed into training plans that are implemented.

## Where pesticides are used, the health of workers exposed to pesticides (Criterion 2.5 and Criterion 10.7)

Only trained personnel with appropriate personal protective equipment (PPE) are used. The pesticides that are used are in the list of FSC™ HHP permitted pesticides. For the pesticides in use, glyphosate, triclopyr and imidacloprid, negative effects on workers are yet to be recorded. The required environmental and social risk assessments are being implemented.

## The identification of Indigenous Peoples and local communities and their legal and customary rights (Criterion 3.1 and Criterion 4.1)

There are no Indigenous Peoples or communities on or near the NFC plantations. Forests for Prosperity (FP) Agreements with community associations (CAs) provide for realisation of mutually aligned interests between NFC and Forest Adjacent Communities after a process of identifying their rights.

## Full implementation of the terms in binding agreements (Criterion 3.2 and Criterion 4.2)

All Forests for Prosperity agreements were fully implemented for the period under review.

## Indigenous Peoples and community relations (Criterion 3.2, Criterion 3.3 and Criterion 4.2)

There are no Indigenous Peoples on NFC plantations. Areas of special interest (ASIs) on Namwasa and Kirinya have been mapped and neighbour communities have access. FP Agreements with CAs provide for realisation of mutually aligned interests between NFC and Forest Adjacent Communities.

## Protection of sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and local communities (Criterion 3.5 and Criterion 4.7)

We GPS any identified sites of cultural, ecological, economic, religious or spiritual significance to local communities. These are protected as required in our internal prescriptions. Kirinya plantation has Kirinya rock as the site of cultural significance and it is protected to achieve that purpose.

## The use of traditional knowledge and intellectual property (Criterion 3.6 and Criterion 4.8)

The company does not use traditional knowledge in operations.

## Local economic and social development (Criterion 4.2, Criterion 4.3, Criterion 4.4, Criterion 4.5)

This is clearly demonstrated through the Forests for Prosperity Agreements with Community Associations; the annual payments plus capacity building interventions and support to livelihoods through FP CAs. These agreements provide avenues for employment to be availed

to FP groups. Recommendations from the Participatory FP baseline co funded by FMO and NFC are still being implemented.

Local service providers are preferred and non-local providers are only engaged where the service or product required is specialised or not available locally.

## The production of diversified benefits and / or products (Criterion 5.1)

The company is optimally making use of yield of the forest product by utilising thinnings or clear-felling, and the sale of non-sawlog and non-pole material as biomass.

## The maintenance and/or enhancement of ecosystem services (Criterion 5.1)

Ecosystem services are yet to be effectively implemented in the country for the time being. There are some thoughts around this that have already resulted in some trainings and initial implementation of associated activities.

## Activities to maintain or enhance ecosystem services (Criterion 5.1)



Ecosystem services are yet to be effectively implemented in the country for the time being, though initial work towards these has started.

## Actual compared to projected annual harvests of timber and non-timber forest products (Criterion 5.2)

The Annual Plan of Operation is followed and monitored rigorously.

## The use of local processing, local services and local value added manufacturing (Criterion 5.4)

The processing plants (sawmill and pole plant) are located locally. The suppliers of services are mainly local, allowing the company to effectively contribute to the growth of the local economy.

## Long term economic viability (Criterion 5.5)

Long term plans are the basis of our yield prediction, and speak to something that is key to us, long term sustainability. These can be availed on request, with confidential information removed, at the cost of production.

## High Conservation Values 5 and 6 identified (Criterion 9.1)

There are no high conservation values on the forest management units that fall in these categories.

## Changes in Environmental Conditions

The maintenance and/or enhancement of ecosystem services (Criterion 5.2) (when The Organization makes FSC™ promotional claims regarding the provision of ecosystem services, or receives payment for the provision of ecosystem services)

Ecosystem services are not effectively implemented in the country for the time being.

Environmental values and ecosystem functions including carbon sequestration and storage (Criterion 6.1); including the effectiveness of actions identified and implemented to prevent,

## mitigate and repair negative impacts to environmental values (Criterion 6.3)

The company does not effectively measure carbon sequestration and storage for now. Where negative impacts are identified, these are prevented, mitigated or repaired as appropriate.

## Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (Criterion 6.4)

The rare, threatened and endangered species on plantation are identified and their habitats are protected. Biological diversity reviews shall inform progress on these.

## Representative sample areas and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.5)

The conservation areas are progressing well towards restoration, though there is still need to manage illegal activities and remove undesirable plant species.

Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.6)

Biological diversity reviews shall inform on these to a greater detail. Except for species that are collected illegally and we protect against this via the community associations and working with regulatory agencies such as the police, the actions seem to be producing positive results.

Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.7)

Water monitoring as required by the government is carried out.

Landscape values and the effectiveness of actions implemented to maintain and/or restore them (Criterion 6.8)

Unfortunately, it is not easy to link our plantations to other conserved areas in the landscape as we are typically surrounded by environmentally degraded areas through anthropogenic pressures. However, we have an outgrower programme that seeks to assist community members to reforest their areas, though this is with commercial exotic species that are better able to give the communities a quicker financial return.

## Conversion of natural forest to plantations or conversion to non-forest (Criterion 6.9);

There has been no conversion carried out in the period under review.

## The status of plantations established after 1994 (Criterion 6.10)

This forest management unit was established after 1994 and was assessed for conversion at the initial FSC™ certification in 2009. There was no evidence of conversion found.

## High Conservation Values 1 to 4 identified in Criterion 9.1 and the effectiveness of actions implemented to maintain and/or enhance them

Four forests at Namwasa have been declared HCV;

- Netullide Conservation Area

- Dalamba Conservation Area
- D/B block (split) Forest
- Homestead Forest

The efforts to maintain these are producing average results, with maintenance work in removal of undesired species still in progress, as well as monitoring for illegal activities. The recent introduction of satellite imagery for monitoring over time has been helpful.

END OF SUMMARY