

Hawkeye on Health, Safety & Environment



August 2026



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Forests
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Message from the General Manager

Kia ora Koutou everyone,

Over the past few months, I've spent time visiting a range of our operations, talking with staff, contractors and stakeholders about the opportunities and challenges we face. A common theme has been the importance of learning, adapting and continually improving how we operate.

One area where we've seen positive progress is in the quality of our observation and near miss reporting. The value of these reports isn't in the numbers themselves, but in the conversations they generate and the opportunities they provide to identify risks before harm occurs. Whether it's a safety concern, an environmental issue or an operational improvement, every observation is a chance to learn and strengthen our business. **Our challenge is to continue encouraging people to speak up, share ideas and ensure we turn learnings into action.**

Environmental stewardship also remains a key focus. Recent work across the estate has included stream restoration projects, fish relocation and passage improvements, wetland protection initiatives, biodiversity programmes and invasive weed management. These activities often receive less attention than day-to-day operations but are an important part of ensuring our forests are managed responsibly for future generations.

In July we welcomed Hawke's Bay Regional Council staff to Gwavas Forest, providing an opportunity to showcase our operations, environmental management practices and cyclone recovery work. The visit highlighted the value of engaging directly with stakeholders and helping others understand the complexity of modern forest management. Building trust and maintaining strong relationships with regulators, iwi, communities and industry partners remains essential to our long-term success.

Looking ahead, our Forest Stewardship Council (FSC® - C017103) and PEFC certification audits are approaching. These audits provide an opportunity to demonstrate the high standards that exist across our business and to identify areas where we can continue to improve. Success will depend on the collective efforts of everyone involved, from planning and administration through to the work undertaken every day in our forests. Preparation is well underway, and I would like to thank everyone for contributing to that effort.

As we move into spring, our focus remains on learning from experience, protecting the environment and continuing to strengthen the safe, sustainable and professional way we manage our forests.

Take Care and Stay Safe.

Nga mihi nui
Tim Sandall

Winter Ready: Looking After Yourself in the Cold

SAFETY

As winter settles in across our operations, it's important to remember that cold, wet, and icy conditions can increase the risks we face both on and off the job. A little preparation and a few simple habits can make a big difference in keeping yourself and your workmates safe.



One of the biggest winter hazards is driving. Wet roads, frosty mornings, and hidden patches of ice can quickly catch drivers out. Slow down, increase your following distance, and stay particularly alert on shaded corners where ice may linger throughout the day. Taking a few extra minutes to reach your destination safely is always time well spent.



Staying warm is just as important as staying safe. Wearing layers helps regulate your body temperature and allows you to adjust as conditions change throughout the day. Having spare dry clothing available can also make a big difference if you get caught in the rain or become wet while working.



Winter conditions can also make footing less reliable. Mud, frost, and slippery surfaces increase the chance of slips and falls, especially when moving around harvesting sites and work areas. Make sure your boots are in good condition, provide adequate grip, and take the safer route rather than the quickest one when moving between tasks.

Cold weather places extra demands on the body, so good nutrition remains important. Starting the day with a solid breakfast, enjoying warm meals where possible, and keeping healthy snacks on hand will help maintain energy levels and keep you focused throughout the day.



Winter brings challenges, but by planning ahead, dressing appropriately, driving to the conditions, and looking out for one another, we can continue to work safely and efficiently throughout the colder months.



SAFETY

Forest Driving Safety Briefing: Keep Left, Get Home Safe

Driving in the forest is one of the highest-risk activities undertaken every day across forestry operations. Unlike public roads, many forest roads consist of only two-wheel ruts with limited room for error. Drivers must remain on the left-hand side of the road at all times and never cut corners, regardless of how familiar they are with the route.

Forest roads present a unique combination of hazards including narrow carriageways, blind corners, steep gradients, dust, changing weather conditions, heavy logging trucks, forestry machinery, and multiple contractors operating on the same road network. These hazards can quickly combine to create a situation where a moment's inattention leads to a serious or potentially fatal head-on collision.

While radio communication is an essential part of safe forest driving, it is only one layer of protection. Drivers must never assume the road is clear simply because they have not heard a radio call. Always expect another vehicle around the next bend and drive accordingly.

Safe driving starts before entering the forest. Every driver should ensure their vehicle is roadworthy by checking tyres, brakes, lights, and radio operation. It is equally important to confirm you are fit for work, understand current road and weather conditions, know the correct radio channel, and have planned your journey before setting off.

When travelling through the forest, keep as far left as practicable, adjust speed to suit road conditions, visibility, weather, dust levels and traffic density, and ensure seatbelts are worn by all occupants at all times. Following established radio protocols and making all required road calls remains critical, but should never replace defensive driving practices.

Recent vehicle incidents continue to show that failing to keep left remains one of the most significant risks in forestry operations. The message is simple: **Keep Left or Have a Head-On Crash**. Rules are there for a reason, not a season. Following them on every trip protects you, your workmates, contractors, and everyone who uses the forest road network.

Before you drive, take five moments to stop and think. Ask yourself if your vehicle is fit for purpose, whether you understand today's hazards, and whether you are ready to drive safely. If the answer to any of these questions is no, stop and address the issue before proceeding.

Remember: **Keep Left • Slow Down • Use Your Radio • Expect Other Traffic • Get Home Safe.**



TRAINING

Achieved
during
April 2026
- Aug 2026

Harvesting

Name:	Unit Std:	Name:	Unit Std:
Farryn Tamai-King	17769, 22994, 17769, 6916, 24571, 24574	Kyle MacRae	17601, 17591, 22316, 21337, 30266
Luke Hansen	17601, 17591, 22316, 21337, 30266	Tamatoa Higgins	17601, 17591, 22316, 21337, 24590, 30266
James MacFarlane	30583, 30584, 30585	Elai Harrison	6926, 6931, 6935
Hayden Mullins	24590	Nathan Moscrip	24590
Paul Crowther	27628, 6931, 6934	Harry Radford	24590, 30583
Joseph Pukeke	6945, 24590	Matiu McKenzie Ferris	27965, 6931
Robin McKenzie	22994, 17769,	Richard Hamilton	6934
Tamati Schumann	1252, 25787, 25788, 43, 6934	Slayde Lange-Wereta	25787, 6934
Terry Young	17771, 6934	Thomas Quint	1252, 1254
Quade Parson	27633, 6920	Jarred Kihi	30583
David Smith	1269	Fiona Te Kahika	6926, 6931, 6935
Maxamillion Rore	1221, 1227	Callum Mullins	6934, 27628
Conor Dobbyn	30584, 30585	Tyson Waina	27634
Dean Reti	27628, 6934, 6964, 24577	Dean Reti	27628, 6934, 6964, 24577
John Smith	24577	Joshua Cox	24577
Katy Baty	6916, 24574	Ngahau Taiapa	6916
Luke Wedd	24584, 6944		

Roading

Course/Unit Std:	Name:
NZ Cert in Light Automotive Engineering Level 4	Cullen Mills
First Aid	Damien McCarthy, Eddie Te Kahika, Jack Tait, Jason Peck, Kadin McLeland, Macca O'Donnell, Nic Todd, Robbie Kearns, Scott Fraser, Steve Saunders, Zachan Adams
Class 2 Full Licence	Jordan Campbell, Nick Humphreys
OSH Forklift Cert	Ben Yeoman, Russell How, Cullen Mills, Kerry Paviours

Great achievement always
requires great sacrifice.

Robin S. Sharma

Planning Underway Glenfalls Block Harvest

Planning is underway for the Glenfalls Block harvest in Esk Forest, located up Waitara Road and alongside the iconic Mohaka River.

This operation presents a unique combination of environmental, engineering and logistical challenges. Large areas of the harvest are located within Red and Orange Erosion Susceptibility Classification (ESC) zones, requiring resource consent under the National Environmental Standards for Commercial Forestry (NES-CF). It will also be one of the first harvest consents in Hawke's Bay assessed under the new post-Cyclone Gabrielle slash management framework.

The steep terrain will require complex cable harvesting systems, with some operations involving machinery access across the Mohaka River. Careful planning will also be needed for earthworks in erosion-prone areas to manage sediment and erosion risks.



The Mohaka River adds another layer of complexity. As one of Hawke's Bay's premier recreational rivers, it is heavily used by rafters, jet boat operators and anglers. At times, haul ropes will be suspended across the river, requiring temporary traffic management measures and close coordination with river users to ensure safety and minimise disruption.

Environmental planning is a major focus of the project. The Glenfalls area contains significant native vegetation, sensitive freshwater environments and outstanding natural landforms, including the distinctive geological feature known as The Organs. These values are being carefully mapped and incorporated into harvest design.

Mohaka River

The Mohaka River is also recognised as an Outstanding Water Body under Hawke's Bay Regional Council's Plan Change 7. As a result, the consent application will face additional scrutiny beyond standard NES-CF considerations, particularly around:

- Sediment discharge.
- Disturbance of the river bed and margins.
- Fish habitat and passage.
- Water clarity.
- Natural character and landscape values.
- Recreational and amenity values.
- Cultural values associated with the river.

A key challenge will be managing woody debris and slash mobilisation risk. Many trees extend to the river's edge, while both recent and historic slips have occurred throughout the catchment. Combined with the highly visible nature of the operation from the river, these factors will be a major focus of planning and consenting. River users are often highly aware of environmental issues, making environmental performance critical to the success of the project.

Detailed assessments are underway to identify erosion-prone areas, potential debris pathways and measures to reduce risk. The project provides an opportunity for Pan Pac to demonstrate industry leadership in environmentally responsible forestry while delivering a safe harvest and protecting one of Hawke's Bay's most valued river environments.



The Organs—A Famous Geological Feature

FORESTRY

SECURITY

Forest security remains an ongoing challenge and a critical part of protecting Pan Pac's people, assets, forests, and neighbouring communities. Because forests cover large, often remote areas, effective security depends on technology, strong partnerships, and proactive management to reduce risks such as unauthorised access, theft, vandalism, illegal activity, and forest fire.

To strengthen security across our forestry estate, Pan Pac is continuing the rollout of electronic gates. These provide better control over access to forest roads and operational areas, helping ensure only authorised personnel can enter and deterring unauthorised access. As with any new technology, the gates can have issues, but we are working with the supplier to resolve them.

The next tool to be rolled out is a network of fixed cameras at key locations throughout the estate. Cameras will help deter theft, vandalism, and other unlawful activity, while supporting investigations when incidents occur. Together, electronic gates and cameras will improve both prevention and detection across the estate.

Technology is only one part of effective security. Pan Pac has increased engagement with forestry partners across Hawke's Bay to share information, identify emerging risks, and coordinate responses. This collaboration strengthens the region's security network and supports a more consistent approach across the forestry sector.

Pan Pac also recognises the important role neighbours and local communities play. People living and working near forestry operations are often the first to notice suspicious behaviour. Open communication helps improve awareness, encourage reporting, and protect forest resources and local infrastructure.

Collaboration with NZ Police remains a key part of Pan Pac's security strategy. Their ongoing support helps improve responses to trespassing, theft, vandalism, and other criminal activity. The Rural team's message is: "Help us help you by reporting incidents, theft, and suspicious activity, and by gathering photo evidence if it is safe to do so."

A special mention goes to our Forest Security Contractor, Lionsgate Security. The team works long hours in high-risk conditions, day and night, and plays a major role in protecting our forests, machinery, and people. Their main request for forest users is: "Please close and lock gates behind you when leaving the forest." Nightly patrols continue to find gates left open or unlocked, and securing gates is the first step in protecting the forest.



First Camera box at Tinker Rd entrance, Tangoio Forest.



Electronic lock box

DISTRIBUTION

New High-Lift Loader Shows Potential for Pan Pac Logyard

A new **Volvo L200 High Lift** wheel loader is making waves in New Zealand's forestry sector, with the country's first machine now operating at **Qube Ports NZ in Mount Maunganui**. Following its successful introduction, Qube is keen to explore how this technology could be applied in the Pan Pac Logyard through a future trial.



The Volvo L200 High Lift combines truck unloading capability with exceptional log stacking performance. The machine can stack logs to almost **6.9 meters high**, increasing storage capacity by up to **60%** compared with a conventional wheel loader, while its **11.2 tonne lifting capacity** allows it to handle larger payloads safely and efficiently.

Potential Benefits for the Logyard:

- Higher log stacks allowing better utilisation of available yard space.
- Improved productivity through faster loading, unloading, and log handling cycles.
- Dual-purpose capability, enabling one machine to both unload trucks and high-stack logs.
- Increased storage capacity, helping manage peak log inventories without expanding the yard footprint.
- Enhanced safety, with features including cameras, radar detection systems, collision mitigation technology, and excellent operator visibility.
- Improved fuel efficiency through Volvo's latest powertrain and fuel-saving technologies.

Operators at the Mount Maunganui site have reportedly praised the machine's smooth hydraulics, stable handling, excellent visibility, and overall ease of operation.



DISTRIBUTION

Blokes Book Delivered Across Hawkes Bay

Supporting the wellbeing of our drivers and contractors

Distribution has recently completed the rollout of **230 copies of The Blokes Book** to all Pan Pac cartage contractors and the external Hawke's Bay log transport companies. The initiative is part of a wider effort to support the health, wellbeing and resilience of the people who keep our log transport industry moving every day.

The Blokes Book is a practical well-being resource designed specifically for those working in the log transport sector. It recognizes that wellbeing is a critical part of keeping people safe, healthy and engaged both at work and at home. The book covers a wide range of topics including mental health, stress management, nutrition, sleep, physical fitness, family life, financial wellbeing and access to support services.

The resource has been made possible through funding from the **Forest Growers Levy Trust (FGLT)** and the **New Zealand Forest Owners Association (FOA)**, with the project being championed and supported by the **LTSC**. Their investment reflects a growing recognition that a safe and productive industry depends on more than just equipment and systems. It depends on looking after the people behind the wheel.

Long hours on the road, changing work schedules, operational pressures and time away from family can all take a toll over time. The Blokes Book provides practical tools, real-life stories and useful contacts that encourage drivers and contractors to take a proactive approach to their wellbeing and to support their mates when needed.

The response from contractors has been overwhelmingly positive, with many appreciating a resource written specifically for people working in our industry. By distributing the books across Hawke's Bay, Pan Pac and its transport partners are helping create conversations around health and wellbeing that might otherwise never happen.

While the title may be *The Blokes Book*, the messages inside apply to anyone working within the forestry and transport sectors. Its key message is simple: **look after yourself, look out for your mates, and don't wait until there's a problem before taking action.**



WOODLOTS

OPERATIONS 2026 / 2027 OVERVIEW

Our financial year target is to harvest 110,000 tonnes from private estates, of which we achieved 23,000 tonnes year to date.

The export log market is showing cautious signs of improvement as it moves through its traditional seasonal low. At wharf gate (AWG) prices have recovered from the June downturn and are expected to strengthen if freight rates continue to ease and very dependent on the Middle East. Demand from China and India, is expected to provide gradual upward pressure on prices, although ongoing geopolitical and economic uncertainty remains a key risk, especially regarding fuel prices.

On a personal note, Sam Scott will be moving to Gisborne at the end of August to further his career. I would like to sincerely thank Sam for all his hard work, commitment, and contribution to Pan Pac over the years, and wish him all the very best for this next opportunity.

2026 / 2027 Programme - Snapshot Aropaoanui -> 85 Ha (60,000t)

- 6,000t of Road Line salvage remaining
- 1.8 km of Roding to be completed
- 6 landings & 10 pads to be built
- 54,000t of clearfell available



Mossman -> 50 Ha (38,000t)

- 4,000t of Road Line salvage remaining
- 0.9 km of Roding to be completed
- 2 landings & 5 pads to be built
- 34,000t of clearfell available



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OPERATIONS

Tangoio Super Crew

If you've been in and around the Mill Block recently, you've probably noticed a fair bit of activity. Over the last few months, new skid sites have been built, roads upgraded and a lot of earthworks completed, in preparation for the Tangoio Super Crew harvesting operation, due to start towards the end of August.

The Super Crew concept isn't new to Pan Pac. Variations of it have been used before, most recently in Gwavas, where harvesting activities were centred around a large processing site rather than numerous smaller landings. The Tangoio operation builds on what was learnt from that project, with increased focus on efficiency, and waste fibre recovery.

The harvest will begin from the Gardiner Road super skid, before progressing through a series of additional superskids spread throughout the Mill Block. Rather than each crew operating independently from separate landings, full trees are brought back to larger central processing areas to be processed, fleeted and loaded out. Using the supercrew system in this very steep, broken terrain allows us to haul to and cart away from smaller pads, minimizing earth works and environmental impacts.

DGL will undertake the clearfell, while Elliots have been opening up the road corridors, and MWL have been responsible for much of the earthworks and infrastructure preparation. Road upgrades, skid construction, road restoration and other enabling works have been ongoing for much of the year, with significant works completed on Gardiner Road, Burbury Road, Terrace Road and the superskid sites themselves to date.

One of the more interesting parts of the project is a purpose-built truck and trailer combination being introduced by DGL. The truck has been designed to move the full-length trees, from the harvest extraction areas to the central processing locations, reducing congestion and debris accumulation at the extraction points. This improves the flow of wood through the operation, and will also provide environmental and safety benefits. Planning for this haulage system has been closely tied to the development of the superskid layout.

There is also a strong focus on making better use of slash material that traditionally has limited value. Instead of slash being treated purely as a waste by-product, opportunities exist to collect, process and convert that material into biomass fuel. That biomass will be used as boiler fuel within Pan Pac and may support future developments as demand grows for renewable energy in Hawkes Bay.





PLAYER PROFILE

Mitchell Jones

Forest Engineer

Name:	Mitchell Jones
How long have you lived in HB?	I've spent about 18 years living in the Bay all up.
Marital Status?	Working on it.
Children?	No.
Interests?	I like anything outdoorsy - fishing, tramping, kayaking, camping, mountain biking, bouldering etc. Jack of all trades, master of none.
Where were you born and raised?	I was born on the Tiniroto Rd, next to Marumaru Tav (just out of Wairoa) and raised in Havelock.
What did you do before Pan Pac?	Before working at Pan Pac I was at NZ Forest Managers in Turangi as a Forest Investment Supervisor. I was mostly working in the silviculture space (mech land-prep, aerial ops, planting).
How were you introduced to the forest industry?	HB Forestry Group had a stand at a careers fair in Taradale. I got talking to one of the guys there who managed to convince me to head down to Canterbury to study Forest Engineering.
How long have you worked in the forest industry?	3 Years
What do you like most about your job?	Being able to work outdoors and see some awesome parts of the country that not many others get to see.
What do you like least about your job?	Pushing through gorse & blackberry can get old pretty quick but someone has to do it.
What are your achievements?	I'm quite proud of re-establishing a good tree crop following the windthrow that NZFM experienced from Cyclone Gabrielle.
What are your goals?	To continue growing as a forestry leader, contributing to safe and sustainable operations and building expertise across a wide range of forestry operations.
What do you enjoy doing in your spare time?	In my spare time I'm usually out in the bush, on a river, or kicking back with family & friends.

WALLIES STORY

The Mad Scientists

Wallies pop up out of the duff and pine needles when you least expect it. Sometimes they can be forgiven for their stuff ups and it is fun having a laugh with them - other times they are complete morons and should be consigned – literally!! This issues Wallies are of the moron category!

Recently in Tangoio Forest, deep down in a dark, damp valley our roading contractor had been toiling away through wet, horrible weather trying to construct a logging road in very unhelpful soil types (a silk purse out of a pigs ear scenario). The boys finally got to a point where they had to admit defeat and park up until conditions improved. Before abandoning the job the road pavement was smoothed over and drainage installed. The road clay surface fair glistened in the few shafts of light that broke through the storm clouds.

Step up the Mad Scientists from the council. Our Wallies arrived at the start of the new road to check on the sediment monitoring station just upstream. The Wallies surveyed the scene - a quick glance at the shiny surface did not register – walking 200m was not to their liking at all - we have 4WD - so slap her into gear and off we go!! After 20m any normal rural type would have guessed the tyre spinning, mud flying, sideways crabbing was not a good sign. Not our Wallies on they charged, leaving deep tyre tracks snaking to their final resting place against the bank! Completely bogged and not going anywhere.

The SOS was sent out to Pan Pac and a roading excavator trundled its way from several kms away to extricate the sorry sods, repair the road and walk all the way back.

