

<b>Project Title</b>
Afforestation on the Big Island of Hawaii: Restoring native hardwood forests and enhancing multiple ecosystem services
<b>Gold Standard ID</b>
GS-3260
<b>Type of Certification</b>
<input checked="" type="checkbox"/> Initial Certification <input type="checkbox"/> New Area Certification
<b>Dual Certification</b>
<input type="checkbox"/> FSC - Dual certification
If the project is certified according the Forest Stewardship Council (FSC), the certification status replaces the completion of this template. Please provide the 'FSC Audit Report' in the <i>supporting documents</i> of section '3. Sustainability' and provide a reference to this <i>supporting document</i> in this template: ...

### Design of physical meeting(s)

<b>Agenda</b>
<p>Agenda of the Meeting:</p> <ul style="list-style-type: none"> <li>A. Opening of the meeting</li> <li>B. Explanation of the project</li> <li>C. Questions for clarification about project explanation</li> <li>D. Blind sustainable development exercise</li> <li>E. Discussion on monitoring sustainable development</li> <li>F. Closure of the meeting</li> </ul> <p>Note: Continuous input and grievance mechanism was not discussed at the physical meeting so it was communicated at the Stakeholder Feedback Round.</p>

### Invitation tracking table

Category code	Organisation (if relevant)	Name of invitee	Way of invitation	Date of invitation	Confirmation received? Y/N
See GS3260_3.2.1_Invitees to LSC.xlsx	...	...	...	...	...

<b>Describe your selection</b>
<p>Stakeholders who were invited to the physical meeting were individuals or representatives of organisations who are either:</p> <ul style="list-style-type: none"> <li>a) on the Hawaiian Legacy Hardwoods client list (both Legacy Trees and Investment Trees);</li> <li>b) one of our partners (e.g. The Four Seasons Hotel and Resorts, and Legacy Trees partners who sell Legacy trees as a fundraiser);</li> <li>c) a funder of the project (e.g. government partners like the Natural Resource Conservation Service (NRCS),</li> <li>d) local stakeholders (e.g. landowners, neighbours, staff), or</li> <li>e) a local policy maker, local authority, or local NGO working on a related topic.</li> </ul>

## Describe your selection

Our invitation methods included sending the invitation letter by mail directly to 400 relevant stakeholders, advertising the event in the local Island paper The Hawaii Tribune-Herald on Thursday March 6, 2014 more than 30 days prior to the consultation, and posting the invitation letters at the local town halls and other gathering places for the local community. There are no cultural barriers that would prevent stakeholders of certain gender, age, or ethnicity from responding, so no special dispensation was made on any behalf.

We overlooked to invite The National Focal Point and Gold Standard NGO supporters to the physical meeting so they were explicitly included in the Stakeholder Feedback Round and encouraged to respond at that stage.

## Text of individual invitations

Subject: Invitation of Afforestation Local Stakeholder Meeting  
Location: Waianuhea 45-3503 Kahana Dr., Honokaa, HI 96727  
Date & Time: April 10, 2014 (2:00pm-4:00pm)

Aloha Friends of HLH,

Hawaiian Legacy Hardwoods LLC and Legacy Carbon LLC (HLH/LC) are developing an afforestation project on Hawaii Island. We are working on technical aspects of land restoration to make the project as productive as possible. In the short and long-term, we aim to optimize project outcomes to maximize carbon sequestration, remove exotic species, expand native species habitat, retain water, produce healthy soils, and create jobs. The goal of this project is to produce environmentally sound and climate friendly land restoration and at the same time create opportunities for HLH/LC and the local community to invest and benefit from emission reduction projects.

To honor and involve local communities, The Gold Standard Foundation, an international non-profit sets high standards for environmental and social co-benefits of carbon offset projects and requires project development to involve all stakeholders in a Local Stakeholder Meeting. HLH/LC, therefore, are organizing this meeting required by Gold Standard Foundation framework. In this meeting, the project will be introduced to stakeholders through a short presentation and an interactive assessment will be held with participants.

Agenda of the Meeting:

- A. Opening of the meeting
- B. Explanation of the project
- C. Questions for clarification about project explanation
- D. Blind sustainable development exercise
- E. Discussion on monitoring sustainable development
- F. Closure of the meeting

Please kindly inform us of your participation by contacting Betsy Maler by telephone: (808) 228-0450 or by email: [bmaler@Hawaiianlegacyhardwoods.com](mailto:bmaler@Hawaiianlegacyhardwoods.com) RSVP by 5 PM Monday, March 24, 2014. In case you cannot attend the meeting, please write to us and send your comments by email or by letter to Hawaiian Legacy Hardwoods, 91 Coelho Way, Honolulu, HI 96817. We hope to leverage the most environmentally sound and climate friendly activities through this project. With your help and income from producing a Verified Emission Reductions (VER) under the Gold Standard Foundation process we hope to better our community, air, native habitat, and soils.

Mahalo,  
Jeffrey Dunster

## Description of other consultation methods used

Streamline Consulting Group and HLH staff conducted personal interviews with Hawaiian Legacy Hardwoods staff, local landowners, and local businesses. The main concerns raised in these meetings were related to staff

## Description of other consultation methods used

pay and benefits, which is addressed in this document.

## Participants' in physical meeting(s)

### Reference ID to the original participants' list

Please see supporting document GS3260\_3.2.1\_Invitees and attendees of LSC.xlsx

Additional comments:

...

### Participants list

Date and time	10 April 2014, 2.00 pm			
Location	Waianuhea 45-3503 Kahana Dr., Honokaa, HI 96727			
Category Code	Name of participant, job/ position in the community	Male/Female	Signature	Organisation (if relevant) Category Code
-	Jeff Dunster, CEO	Male	Obtained	Hawaiian Legacy Hardwoods
-	Tiffany Potter, Consultant	Female	Obtained	Streamline Consulting Group
-	Lew Rothstein, Co-Founder	Male	Obtained	Legacy Carbon LLC
A	Collin McCann, Forester	Male	Obtained	Hawaiian Legacy Hardwoods
A	Dennis Cohen, Forester	Male	Obtained	Hawaiian Legacy Hardwoods
A	Frank Williams, Forester	Male	Obtained	Hawaiian Legacy Hardwoods
A	Darrell Fox, COO	Male	Obtained	Hawaiian Legacy Hardwoods
A	Richard Lindburg, HLH Director	Male	Obtained	Hawaiian Legacy Tours
A	Jason Cordoza, Rancher	Male	Obtained	Kukaiiau Ranch
A	Willie Rice, Harvesting Forester	Male	Obtained	Forest Solutions
A	John Wynne, HLH	Male	Obtained	Hawaiian Legacy Hardwoods
A	Shanon Greathouse, HLH	Male	Obtained	Hawaiian Legacy Hardwoods
A	Julie Wynne, Nursery Manager	Female	Obtained	HLH, Nursery Manager
A	Diana Fox, HLH	Female	Obtained	HLH

A	John Linddelgn, Owner	Male	Obtained	Ahn Lrn. Sanctuary
B	Kori Hisashima, District Conservationist	Female	Obtained	USDA, Natural Resource Conservation Association
B	Grant Kow, CREP Planner	Male	Obtained	USDA, Natural Resource Conservation Association
B	Steve Rafferty, Project Manager	Male	Obtained	Trust For Public Land
B	Kristen Kiriu, Program Tech	Female	Obtained	FSA USDA
B	Diane Ley, State Executive Director	Female	Obtained	USDA, Farm Services Agency,
E	Lisa Hodes Rosen, Gold Standard National Manager	Female	Not obtained	Gold Standard

## Evaluation forms

### Reference ID to the original 'evaluation forms'

Please see supporting document [GS3260\\_3.2.6\\_Evaluation forms.pdf](#).

Additional comments:

...

**Summarise the main comments in the table below (please translate into English if necessary). Provide references to the individual 'evaluation forms'.**

<p>What is your impression of the meeting?</p>	<ol style="list-style-type: none"> <li>1) Stephen Rafferty, Trust For Public Land “Went well. No time wasted.”</li> <li>2) Kori D Hisashima, USDA, Natural Resource Conservation Service (NRCS) “Very good. I wish more members of the community attended.”</li> <li>3) Shanon Greathouse, HLH “Informative.”</li> <li>4) Julie Wynne, HLH “Inspiring.”</li> <li>5) Frank Williams, HLH “I think it was a good idea to have an open forum style meeting, it was planned and carried out”.</li> <li>6) John Lindelow, Ahu Lani Sanctuary, “As mentioned the questions for the 10 criteria should have been tailored to the project as they were general “Village expert?”</li> <li>7) John Wynne, HLH, “Great”.</li> <li>8) Grant Kow, Natural Resource Conservation Service (NRCS), “Very good discussions and great explanations of the reasons why these methods are being used”.</li> <li>9) Dennis Cohen, HLH, “Very positive. Would like to attend much more informative sessions like this.”</li> <li>10) William Gilliam, HLH, “Awesome”.</li> <li>11) Jeff Dunster, HLH, “Excellent!”</li> <li>12) Lew Rothstein, Legacy Carbon, “Very professionally executed, with multiple opportunities for community feedback.”</li> <li>13) Colin McCann, HLH, “I enjoyed the professionalism of the meeting. I learned more about the company I am working for.”</li> <li>14) Diane Ley, USDA Farm Services Agency, “Process encouraged engagement. HLH was forthcoming in responses.”</li> <li>15) Jason Cordoza, Kukaiau Ranch, “Interesting and to the point, informative.”</li> <li>16) Rich Lindberg, HLH “Very informative! Very good at answering audience questions.”</li> <li>17) Tiffany Potter, Streamline Consulting Group, Self-evaluation “I had a gut feeling prior to the meeting that literature needed to conduct the meeting was missing but I had scoured the Gold Standard Foundation site many times. I was convinced I was being nervous about conducting the meeting. Then the morning prior to the stakeholder meeting, I confirmed with Lisa at Gold Standard about the process and was notified the sheet I needed to run the meeting was under an energy methodology and not the forestry methodology. Therefore, I had to use form with little prep which I should have modified for the meeting. I could have double checked the form with GS earlier. Even consider this glitch, I felt that we did the best we could do go every concern or question listed in the blind matrix exercise with stakeholders and that this open forum revealed a lot about the project and that it is a great one.”</li> <li>18) Darrell Fox, HLH, “I was most impressed by the diverse turnout of people willing to take time out of their life to their opinions and insights.”</li> </ol>
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<p>What do you like about the project?</p>	<ol style="list-style-type: none"> <li>1) Stephen Rafferty, Trust For Public Land: “Native Reforestation, preserves open land, helps the watershed. It is educational and has philanthropic aspects”.</li> <li>2) Kori D Hisashima, USDA, NRCS “I love that the project will not only put Koa trees in the ground but that they are creating a diverse forest that will serve wildlife habitat fort native threatened and endangered species.”</li> <li>3) Shanon Greathouse “Good for the planet.”</li> <li>4) Julie Wynne, HLH “All of it.”</li> <li>5) Frank Williams, HLH, “I think it is beneficial to the environment and community as well as innovative.”</li> <li>6) John Lindelow, Ahu Lani Sanctuary, “I like just about everything about the HLH model.”</li> <li>7) John Wynne, HLH, “Everything.”</li> <li>8) Grant Kow, Natural Resource Conservation Service (NRCS), “A great large change. Seeing trees on the ground. A fresh step forward for degraded habitat.”</li> <li>9) Dennis Cohen, HLH, Everything. “Fresh air and honest work.”</li> <li>10) William Gilliam, HLH, “Everything.”</li> <li>11) Jeff Dunster, HLH CEO, “Everything.”</li> <li>12) Lew Rothstein, Legacy Carbon, “The integration of multiple components, a whole that is much greater than the sum of its parts. There is an attention to the overall societal good.”</li> <li>13) Colin McCann, HLH, “I love that we get to enrich the air and we get to do something great each day we work.”</li> <li>14) Diane Ley, USDA Farm Services Agency, “Taking less than productive agriculture land and working to establish a forest.”</li> <li>15) Jason Cordoza, Kukaiau Ranch, “Replanting of native trees and employment opportunities.”</li> <li>16) Rich Lindberg, HLH “The amount of trees put into the land in the amount of time in business: 225,000 trees &gt; 4 years.”</li> <li>17) Tiffany Potter, Streamline Consulting Group, “I love the leveraging of environmental finance to do quality innovative conservation using Carbon offsets, Government funding (e.g. NRCS CRP, EQIP, etc.), the Four Seasons partnership, use of timber investment, and a lot of sweat equity and labor by company owners and by HLH staff”.</li> <li>18) Darrell Fox, HLH CFO, “It has given me the opportunity to do more than ever would have been possible without diverse help and support”.</li> </ol>
<p>What do you not like about the project?</p>	<ol style="list-style-type: none"> <li>1) Stephen Rafferty “Nothing.”</li> <li>2) Kori D Hisashima, USDA, NRCS “Nothing.”</li> <li>3) Shanon Greathouse, No response.</li> <li>4) Julie Wynne, HLH “Nothing.”</li> <li>5) Frank Williams, HLH “I believe there could be more public notice about the project such as an open house, to properly educate the community.”</li> <li>6) John Lindelow, Ahu Lani Sanctuary, No response.</li> <li>7) John Wynne, HLH, “Nothing.”</li> <li>8) Grant Kow, Natural Resource Conservation Service (NRCS), No response.</li> <li>9) Dennis Cohen, HLH, “Dust in summer. Would enjoy more extra-curricular involvement such as this meeting.”</li> <li>10) William Gilliam, HLH, “I think the IT department needs a raiseJ.”</li> <li>11) Jeff Dunster, HLH, “Nothing.”</li> <li>12) Lew Rothstein, Legacy Carbon, “Nothing.”</li> <li>13) Colin McCann, HLH, “There is absolutely nothing I dislike about the project.”</li> <li>14) Diane Ley, USDA Farm Services Agency, “It was somewhat limited in questions asked.”</li> <li>15) Jason Cordoza, Kukaiau Ranch, “Losing grazing land for cattle.”</li> <li>16) Rich Lindberg, HLH, “N/A”.</li> <li>17) Tiffany Potter, Streamline Consulting Group, “What is tough about the project—is it so innovative that financiers have a hard time imaging how it works. The magic fairy dust on this project is difficult to explain quantitatively and qualitatively to outsiders”.</li> <li>14) Darrell Fox, HLH, “I could use some sleep.”</li> </ol>

**Pictures from physical meeting(s)**



**Outcome of consultation process**

**Minutes of physical meeting(s)**

Hawaiian Legacy Hardwoods Reforestation Initiative Stakeholders Meeting Minutes 4-10-14  
2:00 PM: Introduction to the meeting and outline by Tiffany McCormick Potter, Streamline Consulting Group LLC



**Restoring Degraded Lands in Hawai'i  
Using Environmental Finance**  
*Gold Standard Public Stakeholder Consultation*



**Hawaiian Legacy Hardwoods/Legacy Carbon**

Jeff Dunster, [jdunster@hlh.co](mailto:jdunster@hlh.co), 808 595-8847

Darrell Fox, [dfox@hlh.co](mailto:dfox@hlh.co), 808 222 5793

Lew Rothstein, [Lrothstein@legacycarbon.com](mailto:Lrothstein@legacycarbon.com), 401 862-8938

Tiffany McCormick Potter, [Potter@streamlineinc.us](mailto:Potter@streamlineinc.us), 202 341-5955

Minutes of physical meeting(s)



Presentation Outline

- Background of company (HLH & Gold Standard)
- Overview of Legacy Carbon under Hawaiian Legacy Hardwoods
  - Project area
  - Carbon, biodiversity restoration, and education
- Public/Private Partnerships
- Restoration benefits & ecological changes to the landscape
- Questions for clarification about project explanation
- Blind Sustainable Development Matrix
- Discussion on monitoring sustainable development
- Closure of the meeting

2:15 Intro of HLH: Jeff Dunster, HLH intro: Basic Introduction of the company.

Darrell Fox, HLH COO: Short History of past land use and the company's personal and professional interest in eco-projects.

Lew Rothstein, Legacy Carbon Co-Founder: Intro on carbon, his project, motivation & passion.

Intro of Gold Standard by Lisa Rosen, US Director of the Gold Standard (GS)

- "Thousands of carbon projects worldwide
- GS is a regulator of carbon projects
- In 2003, GS founded by Wildlife Fund
- It was developed as a tool for sustainability
- It has a rigorous process for verification"
- Lisa described <verification> process
- "Goal is to facilitate communication between community and project leaders"
- "Emission and community impact is monitored throughout the life of the project"

Minutes of physical meeting(s)



### Hawaiian Legacy Hardwoods: Management



**Jeff Dunster:** President and Chief Executive Officer (CEO) has run commercially viable operations for decades and HLH for four years.

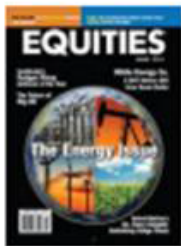
**Darrell Fox:** HLH Chief Operating Officer (COO) brings a lifetime of experience as a biologist and entrepreneur to a project that has been in the planning stages for years. He personally designed and implemented an RFID-based Geo Tagging system

**Lew Rothstein,** Founder of Legacy Carbon, Professor of Oceanography at University of Rhode Island.

HLH has superior scientific expertise & advisory staff of Ph.D. scientists based in major University research and education programs.



### Hawaiian Legacy Hardwoods in the News



Minutes of physical meeting(s)



**Project site**

- Main 1200 acres project area is located on the Big Island of Hawai'i
- Largely marginal pasture land
- Once dominated by koa, mamane, and `ohi`a old growth forest
- The Kukaiau Ranch site has been a working cattle ranch since the 1880s
- Current landowners have put historic ranch back together after it was subdivided and sold off piece by piece
- Ranch consists of 10,000 acres-half of its original size
- Most of the land is up for sale now.



**Overview of the company**



HLH team has developed a strategic plan for planting endemic, fast-growing hardwoods and native species. Revenue is generated via:



- “Legacy Tree” program (75% of the plan):  
Legacy Tree defined: A tree planted for conservation in perpetuity and not harvested for timber.
- Timber: “100 Tree” program (25% of the plan)
- Carbon offsets: High quality carbon offset generation
- Exportable business model to Pacific Islands, Puerto Rico, Guam, continental US.
- Cultural heritage outreach, education & promotion of native/local made products

Minutes of physical meeting(s)



### Afforestation Timber: "100 Tree" Program



- >\$20 billion of investment from institutional investors is made in timber worldwide
- Rate of increase in tropical hardwood prices since records started being kept in 1972 = 13% per year. 6-7% annual price increase documented by industry in last 100 years.
- HLH timber trees ordered in lots of 100.
- Early thinning timber at 8, 13, and 17 years with major harvests at 21 and 25 years maximizes restoration efforts, promotes protection of biodiversity and helps to eradicate invasive species.



### "Legacy Tree" Program



- Allows individuals or corporations to sponsor the planting of a single koa "Legacy Tree".
- With the cost of the tree, maintenance costs covered and donations to charities and non-profits are made.
- Partnerships with Boy Scouts, Big Brothers, Big Sisters, Martin & MacArthur, and many more facilitate fundraising for the Legacy Tree Model.

Minutes of physical meeting(s)



**Carbon offsets**

North American GHG Compliance Systems



- Regulatory pressures to reduce emissions and corporate social responsibility are driving companies to address demand and supply chains of energy, resources, and waste.
- Compliance and voluntary carbon markets facilitate revenue streams for afforestation.
- Revenue can be realized through registration of offset credits generated with Gold Standard, The Climate Action Reserve, and American Carbon Registry to name a few.



**Restoration:**

**Return of the Hawai'i Forest, Education & Promotion of Cultural Heritage**



- Ecosystem services (e.g. environmental co-benefits of the project)
  - water retention
  - biodiversity
  - native habitat protection
- Social-co benefits:
  - Jobs, supporting other native Hawai'i cultural practices.
  - Traditional materials for the practice of Hawaiian cultural activities increased
  - Sustainable resource education via:
    - On-site visitor programs (e.g. in partnership with the Four Seasons Hotel)
    - Outreach programs (e.g. in partnership with corporations, local, state and federal government agencies)

Minutes of physical meeting(s)



### Strategic Partnerships

HLH has developed a strategic relationships with many profit and non-profit partners



Overview complete

Do you have questions about the project?

**Minutes of physical meeting(s)**

## Part II. Questions and Comments

- 1) Q1: Diane Ley, "Can you elaborate on the employment opportunities?"
- 2) Jeff Dunster: "Keep the faith. We aim to keep the community involved through local hiring."
- 3) Q2: Diane Ley, "Can you elaborate on the goal to plant other species in the understory?"
- 4) Darrell Fox describes the "layered approach in planting understory species like Sandalwood, etc.)"

## Part III. Discussion of the Sustainable Development Matrix

- SD Matrix explained (Process of the matrix).
- Forms passed out.

- SD Matrix Questions read from this site on Gold Standard:

[http://www.goldstandard.org/wp-content/uploads/2012/06/v2.2\\_ANNEX-AC.pdf](http://www.goldstandard.org/wp-content/uploads/2012/06/v2.2_ANNEX-AC.pdf).

(However, it should be noted that this reference was not on the site for forestry (only energy) so we received this with less than 5 hours to prepare. All the questions were read but it was not clear that some questions could be avoided and some that were important should be elaborated in the Power Point presentation that served as an introduction. Tiffany Potter also read half of the questions first that were for a technical audience, rather than the general stakeholder, which this group represented. Therefore, the questions were more technical than the information in the presentation. There was some confusion around this, so Tiffany Potter reviewed all the questions again for the general stakeholder audience. In essence, we went through the questions twice.

3:00 PM After the SD matrix exercise was completed, the papers were collected and a question and answer round followed a short break.

3:26: Tiffany addressed all the questions from the SD Matrix forms starting with:

- 1) Air Quality Concerns: "Clarification concerning emissions?" Answer: Darrel: "It is hard to make a forest without using some fossil fuels. We minimize our use of vehicles after planting. We help diminish airborne particles. We do soil surveys to address <changes> to the surface and deep soils with the project. We minimize fertilizer application to the drip zones. We use minimum potassium and nitrogen. We use a targeted mix for minimal effect. A soil analysis called for tons of fertilizer but we opted to use much less than what is recommended".
- 2) Question: "What kind of H2O Quality impact monitoring does HLH do?" Answer: Darrel: "We monitor with a weather station as much of the forest as possible. The trees provide considerable fog drip. Over time we will have more information on water quality as we continue to compare and contrast the data set."
- 3) Question: "Other Pollutants—can you elaborate?" Answer: Darrell: "We use an herbicide as our biggest concern. Again we target it to preserve roots from biomass to keep run-off under control." Darrell then explains the spraying process. "We use small amounts of herbicide in the beginning. There is no need for it beyond the first years. We also started using weed mats".
- 4) Question: "What herbicide are you using? Answer: Darrell "We use Ranger (mix)".
- 5) Question: "How many employees do you have?" Answer: Darrell "8 on Oahu (e.g. admin, sales, etc.) and 8-10 on the Big Island which can go as high as 18-20 in the planting season. We have consultants as well."
- 6) Question: "What is HLH doing to promote tech transfer?" Answer: Darrell: "We are working on a lot of aspects in forestry. Many methods exist for propagating. We have spent a lot of time looking at genetics and tracing the growth allowing us to maximize benefits of local, native, seed collection".
- 7) Question: "Can you clarify on training and education? Answer: Darrell "Early in the process, we learn as we go. Now we have 3-4 years of experience to mentor 'newbies'. We've had the boy scouts out there and worked with Community College Work Study students. We have partners with the Four Seasons to bring their staff up to plant and examine the project. It gives them hands on experience to relay to guests. We recently developed tours of the project designed to inspire and give direct experience planting."
- 8) Question: "Can you clarify the project's inclusivity for age and race? Answer: Darrell: "Yes the project aims to be inclusive through supporting culturally important programs like the Merrie Monarch Festival (See: <http://www.hawaiinewsnow.com/story/17433332/grow-ako-a-tree-help-the-merrie-monarch>), through tours to locals and Hawaiian Visitors, and through cultural outreach. We have specific hotel outreach that is international and we recently donated a cape that was newly made to mimic the Hawaiian King's cape. We are also working on how to discuss it with schools".
- 8B) Tiff: "Darrell, I think the question is more based on age and race for employment." Answer: Darrell "Word of mouth is working to help recruit some candidates. Tiff: "We are working on developing a program with the Student Conservation Association, as I am an alum working on a partnership with the Youth Conservation Corps.

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8C) Jeff: "This is good timing as we are a B Corp (explains B Corp). It has a 2% acceptance rate for businesses. HLH was accepted last June. Just yesterday HLH won 'Best in the world of B Corps'." HLH is the in the top 70 projects and elaborates on how B Corp works. "They inspect your involvement with the community, environment, charity, worker's rights and quality of work. HLH scored highly on all of B Corp indicators. Regarding HLH's impact on community we support Merrie Monarch and we plant native species to promote native culture. We are starting a Kindergarten Legacy Program to 'get them when they are young.'"  
9) Question: "Regarding Investing in community can HLH elaborate." Jeff "I believe in 'think globally act locally'. HLH support over 300 charities."

10) Tiffany "Are there any more questions." No questions.

### Discussion of HLH's Assessment (Self-assessment)

Water quality and quantity is neutral. Darrell: "Water Quality & Quantity: what is positive? We run a nursery in a water short area. We have always used catchment. We are really careful with what we use the water for. We recycle the water so there is very little waste. For tree field establishment, we target planting around the rainy season so we don't have to use much water. We monitor the soil to make sure it is full saturated. The Koa tree is very water efficient". Air quality is neutral. Darrell: "We don't use much greenhouse gas in our plantings—mostly man power".

Soil conditions are positive. Darrell: "We did an initial survey of the soil to serve as a baseline. Other pollutants are also neutral."

Biodiversity is a positive. Darrell: "We can easily monitor the soil and quantify change long-term. When we started there was nothing but grass. We have many species thriving. We are adding more diversity to our mix and try to plant anything that was once there. We hope that as our plants establish, birds will come and help us redistribute."

3:50 PM: Darrell is asked to close the meeting by discussing the monitoring plan and the plan for the future. Darrell: "We are monitoring the carbon and the growth (explains the test plots, RFID tag tracking, explains using the HLH proprietary RFID/e-forestation© system to create new hybrid growth models for sampling."

Tiff closes the meeting with recommendations that the SD matrix for forestry was not clear but that HLH is open to suggestions/comments. She requests feedback by email, phone, postal service. To conclude, stakeholders are asked for four pieces of information

- 1) What is your impression of the meeting?
- 2) What did you like about the project?
- 3) What do you not like about the project?
- 4) Signature

## Minutes of other consultations

Tiffany Potter interviewed HLH staff including Richard Lindberg, Williams Gilliam, Frank Williams, Wesley, Diane Fox, and Darrell Fox and local landowners (Umikoa Bread and Breakfast owner, a German couple who purchased land adjacent to the site). The only issues were concerns by staff seeking increased employment benefits.

## Assessment of all comments

Stakeholder comment	Was comment taken into account (Y/N)	Explanation (Why? How?)
Community outreach involved in the stakeholder consultation was effective at getting community feedback. It might be useful to do another community meeting annually.	Y	This could be put on the calendar for the future.

Methods being used on the ground are very sound.	Y	N/A
There is diverse set of stakeholders (government, landowners, staff, and clients) with smart opinions and insights interacting with the project.	Y	N/A
The HLH Model is positive for biodiversity and native habit, but negative for hunting & livestock use.	Y	HLH is considering providing areas for hunting feral animals on another fenced property.
Regarding quantitative employment and income generation for the company, the data on employees and job hires could be more transparent.	Y	<p>HLH is attempting to work with various student and youth groups to train local and more diverse candidates. Conversations with Youth Conservation Corps (YCC) and Student Conservation Association (SCA) have been initiated for this purpose.</p> <p>HLH will make employment statistics publically available on a periodic basis.</p>
HLH staff seeking improved benefits (comments from the private sessions held with them)	Y	<p>HLH will seek to improve workers' benefits by the following:</p> <ol style="list-style-type: none"> <li>1) Pro-deals to buy discounted field gear,</li> <li>2) A boot replacement program (e.g. used work boots would be replaced by the company),</li> <li>3) HLH to be involved in a waived tuition payment to help alleviate the student loan debt of long-term full-time HLH employees who are currently on tuition bills,</li> <li>4) A mentoring program for HLH staff to teach summer interns/field volunteers to offer more variability in their work responsibilities,</li> <li>5) New job titles for technical forestry staff,</li> <li>6) Enrolment for HLH staff in the Upromise program to help pay down student loan debt by using company credit card transactions, and</li> <li>7) Continuing training opportunities in technical forestry skills.</li> </ol>

## Summary of alterations based on comments

Comments were related to transparency of equal opportunity in employment, workers' benefits, availability of land for hunting, and the conducting of future community forums. All comments were taken into account and some have ramifications for the Sustainability Monitoring Plan. However, none of the comments required alteration of the fundamental design and implementation of the project.

## Sustainable Development Assessment

Sustainable Development Assessment of the <u>project owner</u> :		
Indicator	Description and Score	Mitigation measure
<b>Environment</b>	<b>Category score: 1</b>	
1. Air quality	This project will have little impact on air quality due to its small size. <b>Indicator score: 0</b>	N/A
2. Water quality and quantity	Although this project is likely to increase water yield due to cloud water interception, its small size does not allow for a meaningful impact. <b>Indicator score: 0</b>	N/A
3. Soil condition	This project will stabilise the soil, improve porosity and decrease compaction, and restore more natural balances of carbon, fertility, and microbiology. <b>Indicator score: 1</b>	N/A
4. Other pollutants	Mitigation measures are in place to ensure that the project does not cause pollution. <b>Indicator score: 0</b>	1) Practical measures are taken to prevent spillages; 2) Soil fertility tests are conducted before planting to determine minimum fertiliser rates necessary
5. Biodiversity	The project will profoundly improve native biodiversity on the site, provide habitat for endangered animals, and restore native plants that have been removed by harvesting and clearing. <b>Indicator score: 1</b>	Seed collections will be made from native trees on and around the project area to ensure that the project does not have any detrimental effects on local genetic diversity. Species for which local seed is not available may be sourced from the nearest possible provenance via a commercial nursery or seed supplier.
<b>Social Development</b>	<b>Category score: 1</b>	
6. Quality of employment	Local positions have been created. Employees have excellent benefits and conditions. <b>Indicator score: 1</b>	N/A
7. Livelihood of the poor	This project neither assists nor hinders the alleviation of poverty. <b>Indicator score: 0</b>	N/A
8. Access to affordable and clean energy services	This project does not influence energy services or access to energy. <b>Indicator score: 0</b>	N/A

Sustainable Development Assessment of the project owner:		
Indicator	Description and Score	Mitigation measure
9. Human and institutional capacity	This project neither enhances nor diminishes human and institutional capacity <b>Indicator score: 0</b>	N/A
<b>Economic &amp; Technical Development</b>	<b>Category score: 1</b>	
10. Quantitative employment and income generation	This project has created around 18 full-time positions and 10 part-time positions. Baseline scenario involves 1 full-time position. <b>Indicator score: 1</b>	N/A
11. Access to investment	This project is a pioneer initiative that may pave the way for further similar investments in the region. <b>Indicator score: 1</b>	N/A
12. Technology transfer and technological self-reliance	The technology applied by this project is not relevant for technological self-reliance in the broader community. <b>Indicator score: 0</b>	N/A

Justification choices, data source and provision of references	
Environment	
1. Air quality	<p>The effects of trees on air quality are beneficial but localized. This project is of a modest size and is therefore unlikely to result in a measurable improvement to air quality. It will not increase outdoor or indoor air pollution, nor have a measurable impact on bothersome odours.</p> <p>This indicator has been scored neutral.</p>
2. Water quality and quantity	<p>The Koa-Mamane forest being restored by this project is an example of a tropical montane cloud forest, which occurs at altitudes where clouds frequently form. The project location on the windward side of Mauna Kea makes it particularly important for cloud water interception (locally called 'fog drip'), which is recognized as a distinct supplemental hydrological input, contributing to soil water reserves, ground-water recharge, and streamflow. The restoration of forest on this cleared land is predicted to result in increased catchment of between 280 and 1130 mm per year (DeLay &amp; Giambelluca 2010; Chapter 35 History of fog and cloud water interception research in Hawai'i in <i>Tropical Montane Cloud Forests: Science for Conservation and Management</i>).</p> <p>Nevertheless, the size of this project is considered insufficient to have a measurable effect on water relations at the catchment scale, so this indicator has been scored neutral.</p>
3. Soil condition	<p>1). Erosion control. The baseline scenario of cattle ranching would maintain the existing kikuyu grass, which is excellent for preventing erosion from surface runoff (see <a href="http://www.ipm.ucdavis.edu/PMG/PESTNOTES/pn7458.html">http://www.ipm.ucdavis.edu/PMG/PESTNOTES/pn7458.html</a>). However, grasses do not utilize water efficiently nor do they anchor the soil well. When hillside soils become saturated after a heavy rain event they can therefore be prone to slumps, even though they may be covered in the protective mat of kikuyu. This concern has been expressed in the Hawaiian context (see <a href="http://pdf.usaid.gov/pdf_docs/PNAAR134.pdf">http://pdf.usaid.gov/pdf_docs/PNAAR134.pdf</a> page 45). Restoration of the native forest is therefore expected to improve soil stability within the project area and prevent slumps that might otherwise occur in the baseline scenario.</p>

Justification choices, data source and provision of references	
	<p>2). Compaction. Conversion of tropical montane cloud forest to pasture for cattle grazing causes an increase in soil compaction (for example, see bulk density data from a volcanic soil in <a href="#">Tobon <i>et al.</i> 2010</a>; <a href="#">Chapter 52 Changes in soil physical properties after conversion of tropical montane cloud forest to pasture in northern Costa Rica in Tropical Montane Cloud Forests: Science for Conservation and Management</a>). This afforestation project is therefore expected to restore the soil to a more natural state of reduced compaction compared with the baseline scenario of ongoing ranching.</p> <p>3). Soil organic carbon. The scientific literature is inconclusive on whether tropical forests support more soil organic carbon than pastures. However, a recent study conducted near Hilo, Hawai'i, found that soil organic carbon was significantly greater 22 years after afforestation of ex-cane land compared with established pasture (see <a href="#">GS3260_3.2.3_2010 paper on soil carbon under Hawaiian secondary forest and pasture.pdf</a>). The type of carbon beneath a forest is likely to be longer-lasting (see same reference). It is therefore considered plausible that the project will have a positive impact on soil carbon compared with the pasture baseline.</p> <p>4). Soil microbiology. There is no scientific consensus on the optimum microbiological composition of a soil. However, significant changes in soil microbiology have been documented in association with conversion from forest to pasture in Hawaii (see <a href="#">GS3260_3.2.4_Nuslein &amp; Tiedje 1999 paper on soil bacteria in Hawaii.pdf</a> and <a href="#">GS3260_3.2.5_Burke 2003 paper on soil microbiology in Hawaii.pdf</a>). This afforestation project is likely to assist in the restoration of a more natural soil biology balance compared with the baseline scenario of ranching. Unfortunately, monitoring of soil microbiology is currently prohibitively expensive so it has not been included in the Sustainability Monitoring Plan.</p> <p>Considering all the above parameters, this indicator has been scored as positive.</p>
4. Other pollutants	<p>Potentially polluting activities such as herbicide application and fertilisation are carefully controlled by HLH to reduce the risk of pollution as much as possible and then to limit the extent of pollution if a spillage does occur. The baseline scenario of continued ranching would also involve some level of herbicide and fertiliser application. Comprehensive plans are in place relating to disposal of wastes and the project will not create excess noise or light pollution.</p> <p>Therefore, this indicator has been scored as neutral.</p>
5. Biodiversity	<p>The project site is being restored from a pastureland of predominantly introduced grasses to a native biodiverse forest. The project is designed to affect a profound improvement to biodiversity within its boundaries and to significantly improve biodiversity outcomes for the region. For example, the palila (<i>Loxioides bailleui</i>) is a rare and endangered finch that depends on mamane trees, which are being planted for the project. A large-scale State-sponsored forest restoration program is currently underway adjacent to the project area to improve habitat for the palila. The HLH project will complement this effort and provide additional habitat for endangered forest birds (See <a href="#">3.1.7_Endangered Species Survey.pdf</a>, page 9).</p> <p>The Hawaiian hoary bat (<i>Lasiurus cinereus semotus</i>), Hawaii's only native land mammal, is another endangered species known to live in the vicinity of the project. The forest restoration activities are expected to create additional suitable roosting, foraging, and breeding habitat for this species See <a href="#">3.1.7_Endangered Species Survey.pdf</a>, page 18).</p> <p>The project will re-introduce ecologically significant native plant species such as Sandalwood that once occupied the area and has been greatly impacted by harvesting and land clearing.</p>

Justification choices, data source and provision of references	
	<p>Seed collections will be made from native trees on and around the project area to ensure that the project does not have any detrimental effects on local genetic diversity. Species for which local seed is not available may be sourced from the nearest possible provenance via a commercial nursery or seed supplier.</p> <p>This indicator has been scored as positive.</p>
<b>Social Development</b>	
6. Quality of employment	<p>Approximately 10 permanent positions and 10 temporary positions have been created locally to the project site. Men and women are equally eligible to employment on the project under HLH's anti-discrimination policy (see <a href="#">3.1.3_HLH Employee Handbook.pdf page 18</a>). HLH provides excellent employee benefits including health cover, life and disability insurances, counselling services, and multiple discounted rates for services (see <a href="#">GS3260_3.2.2_Employee Benefits Brochure.pdf</a>). All workers are entitled to join a labour organisation.</p> <p>The skill level required of workers varies across the organisation, from highly skilled positions such as the Chief Information Officer who undertakes mapping and creates web content, to field workers who plant and tend the trees. Invariably, workers develop skills and expertise as they gain on-the-job experience. Overall, the skill level of workers on this project is likely to be greater than in the baseline scenario of ranching, as this project is more multi-faceted and complex.</p> <p>This indicator has been scored as positive.</p>
7. Livelihood of the poor	<p>The project does not make any meaningful difference to poverty alleviation in the region. It does not affect health care services, waste management facilities, vulnerability to natural disasters, or access to water. It does make a contribution to the overall economy of the region, but it is not significant enough to warrant a positive score for this indicator.</p> <p>This indicator has therefore been scored as neutral.</p>
8. Access to affordable and clean energy services	<p>This project will not influence energy services or the community's access to energy.</p> <p>This indicator has been scored as neutral.</p>
9. Human and institutional capacity	<p>This project does not measurably improve or diminish human and institutional capacity, as defined by the Gold Standard Sustainable Development Indicator Questions. It does not significantly impact on community education, nor provide specifically for women or ethnic minorities.</p> <p>This indicator has been scored as neutral.</p>
<b>Economic &amp; Technical Development</b>	
10. Quantitative employment and income generation	<p>This project has created 8 permanent positions on Oahu (e.g. admin, sales, etc.) and around 10 permanent positions on the Big Island, as well as around 10 casual tree-planting roles. The baseline scenario of ranching would only employ one or two people to manage the same area.</p> <p>Local people fill local positions and the wages offered vary according to role and responsibility. The average wage for workers across the project would be greater than the average wage for a worker on a cattle ranch.</p> <p>This indicator has been scored as positive.</p>
11. Access to	<p>The project will channel millions of dollars in revenue to the region from across the</p>

Justification choices, data source and provision of references	
investment	<p>United States. The project is a pioneer initiative in the region. It is intended to showcase an innovative approach to conservation and timber production that may be replicated by others who attract even further investment to the region.</p> <p>This indicator has been scored as positive.</p>
12. Technology transfer and technological self-reliance	<p>The technology applied to this project is not expected to provide a measurable benefit to the local community.</p> <p>This indicator has been scored as neutral.</p>

Summary of Sustainable Development Assessment of the stakeholders - BLIND exercise:		
Indicator	Description and Score	Mitigation measure
<b>Environment</b>	<b>Category score: Average 0.6</b>	
13. Air quality	<p>10 positive; 10 neutral</p> <p><b>Indicator score: Average 0.5</b></p>	N/A
14. Water quality and quantity	<p>10 positive; 10 neutral</p> <p><b>Indicator score: Average 0.5</b></p>	N/A
15. Soil condition	<p>19 positive; 2 neutral</p> <p><b>Indicator score: Average 0.9</b></p>	N/A
16. Other pollutants	<p>7 positive; 13 neutral</p> <p><b>Indicator score: Average 0.4</b></p>	N/A
17. Biodiversity	<p>19 positive; 1 neutral; 1 negative</p> <p><b>Indicator score: Average 0.9</b></p>	N/A
<b>Social Development</b>	<b>Category score: Average 0.3</b>	
18. Quality of employment	<p>9 positive; 12 neutral</p> <p><b>Indicator score: Average 0.4</b></p>	N/A
19. Livelihood of the poor	<p>8 positive; 13 neutral</p> <p><b>Indicator score: Average 0.4</b></p>	N/A
20. Access to affordable and clean energy services	<p>4 positive; 17 neutral</p> <p><b>Indicator score: Average 0.2</b></p>	N/A
21. Human and institutional capacity	<p>6 positive; 13 neutral</p> <p><b>Indicator score: Average 0.3</b></p>	N/A
<b>Economic &amp; Technical Development</b>	<b>Category score: Average 0.6</b>	
22. Quantitative employment and income generation	<p>17 positive; 2 neutral; 1 negative</p> <p><b>Indicator score: Average 0.8</b></p>	N/A

Summary of Sustainable Development Assessment of the stakeholders - BLIND exercise:		
Indicator	Description and Score	Mitigation measure
23. Access to investment	8 positive; 11 neutral <b>Indicator score: Average 0.4</b>	N/A
24. Technology transfer and technological self-reliance	10 positive; 9 neutral <b>Indicator score: Average 0.5</b>	N/A

Comments accompanying the BLIND exercise
<p>Individual comments were as follows:</p> <p><b>Air quality:</b></p> <ul style="list-style-type: none"> <li>- "Positive; Global perspective, not local perspective"</li> <li>- "no data given on net emissions of project"</li> </ul> <p><b>Water quality and quantity:</b></p> <ul style="list-style-type: none"> <li>- "No data given or monitoring, proof of impacts so far"</li> </ul> <p><b>Biodiversity:</b></p> <ul style="list-style-type: none"> <li>- "Positive for native habitat, negative for livestock use and hunting"</li> </ul> <p><b>Employment:</b></p> <ul style="list-style-type: none"> <li>- "Positive; Encourage sensitivity to racial diversity in employment"</li> </ul> <p><b>General:</b></p> <ul style="list-style-type: none"> <li>- "Outreach to community – is it diverse with respect to race, age, employment? Not fully apparent from people at the meeting"</li> <li>- "With only 5 slides it was hard to answer as not much detailed data was given"</li> </ul>

Main differences
<p>The blind exercise with stakeholders corroborated three of the five positive scores that were self-assigned – soil condition (average 0.9), biodiversity (average 0.9), and quantitative employment and income generation (average 0.8). These three indicators were therefore easily assigned a positive score in the consolidated assessment.</p> <p>Two of the indicators that HLH scored as positive were only considered positive by a minority of participants in the blind exercise – quality of employment (average 0.4) and access to investment (0.4). In hindsight, it was considered that the employment benefits of the project were not well communicated in the physical meeting and this indicator was assigned a positive score in the consolidated assessment. On the other hand, it was recognised that the stakeholders were not well convinced that other investors would follow the example of HLH to fund restoration initiatives in the region. The consolidated assessment reflected this by an assignation of neutral for access to investment.</p> <p>The remaining indicators received average scores between 0.2 and 0.5 by the stakeholders in the blind exercise. These responses generally concur with the neutral score assigned by HLH and the indicators remained as neutral in the consolidated assessment.</p>

Consolidated Sustainable Development Assessment - with final scores		
Indicator	Description and Score	Mitigation measure
Environment	<b>Category score: 1</b>	

Consolidated Sustainable Development Assessment - with final scores		
Indicator	Description and Score	Mitigation measure
25. Air quality	This project will have little impact on air quality due to its small size. <b>Indicator score: 0</b>	N/A
26. Water quality and quantity	Although this project is likely to increase water yield due to cloud water interception, it's small size does not allow for a meaningful impact. <b>Indicator score: 0</b>	N/A
27. Soil condition	This project is expected to stabilise the soil, improve porosity and decrease compaction, and restore more natural balances of carbon, fertility, and microbiology. <b>Indicator score: 1</b>	N/A
28. Other pollutants	Mitigation measures are in place to ensure that the project does not cause pollution. <b>Indicator score: 0</b>	1) Practical measures are taken to avoid spillages; 2) Soil fertility tests are conducted before planting to determine minimum fertiliser rates necessary
29. Biodiversity	The project will profoundly improve native biodiversity on the site, provide habitat for endangered animals, and restore native plants that have been removed by harvesting and clearing. <b>Indicator score: 1</b>	Seed collections will be made from native trees on and around the project area to ensure that the project does not have any detrimental effects on local genetic diversity. Species for which local seed is not available may be sourced from the nearest possible provenance via a commercial nursery or seed supplier.
<b>Social Development</b>	<b>Category score: 1</b>	
30. Quality of employment	Local positions have been created. Employees have excellent benefits and conditions. <b>Indicator score: 1</b>	N/A
31. Livelihood of the poor	This project neither assists nor hinders the alleviation of poverty. <b>Indicator score: 0</b>	N/A
32. Access to affordable and clean energy services	This project does not influence energy services or access to energy. <b>Indicator score: 0</b>	N/A
33. Human and institutional capacity	This project neither enhances nor diminishes human and institutional capacity. <b>Indicator score: 0</b>	N/A
<b>Economic &amp; Technical Development</b>	<b>Category score: 1</b>	
34. Quantitative employment and income generation	This project has created around 18 full-time positions and 10 part-time positions . <b>Indicator score: 1</b>	N/A
35. Access to investment	Although this project is an innovative example of financially sustainable conservation, it may not be replicated in the region.	N/A

Consolidated Sustainable Development Assessment - with final scores		
Indicator	Description and Score	Mitigation measure
	<b>Indicator score: 0</b>	
36. Technology transfer and technological self-reliance	The technology applied by this project is not relevant for technological self-reliance in the broader community. <b>Indicator score: 0</b>	N/A

## Sustainability Monitoring Plan

### Discussion on Sustainability Monitoring Plan

Aspects of ongoing monitoring were discussed in the physical meeting. However, the formal Sustainability Monitoring plan was only formulated after the physical meeting. Stakeholders were therefore given the opportunity to provide feedback about the Sustainability Monitoring Plan during the Stakeholder Feedback Round.

Relevant feedback from that mechanism will be included here after the Stakeholder Feedback Round is closed.

## Discussion on continuous Input and Grievance Mechanism

### Discussion on continuous Input and Grievance Mechanism

	Method chosen (include all known details e.g. location of book, phone, number, identity of mediator)	Justification
Continuous Input and Grievance Expression Process Book	<b>Notebook to be held at the HLH Plantation Office.</b>  The notebook will have an additional column for the method by which the grievance was lodged (in person, by phone, internet form, or email).	The correct use of the Process Book is described in GS3260_3.2.3_HLH Input and Grievance Policy and Procedure.  The Site Office is centrally located in the local community and it is a convenient and secure facility.
Telephone access	Number: 808 228-0450 Grievances that are registered by phone will be recorded in the Continuous Input and Grievance Expression Process Book.	The standardised system for recording stakeholder feedback via telephone is described in GS3260_3.2.3_HLH Input and Grievance Policy and Procedure.

Internet/email access	<p>A webpage (<a href="http://www.legacycarbon.com/stakeholder_feedback">www.legacycarbon.com/stakeholder_feedback</a>) has been created for stakeholders to register input and grievances via a standard web form.</p>	<p>The standardised system for recording stakeholder feedback via web form is described in GS3260_3.2.3_HLH Input and Grievance Policy and Procedure.</p> <p>Stakeholders with internet access will be able to complete the web form easily. There is a greater risk that stakeholder grievances may not be captured by the system if the mechanism was to rely on emails.</p>
Nominated Independent Mediator (optional)	Not considered necessary	<p>This project has a relatively simple social structure and stakeholders have free and unencumbered access to multiple methods for providing feedback.</p>

## Stakeholder feedback round

### Description of the design of the stakeholder feedback round

The stakeholder feedback round was opened on the 19<sup>th</sup> of November. Each invitee to the physical local stakeholder meeting was provided with a copy of a) the project design document, b) this present document, c) the Sustainability Monitoring Plan, and d) the HLH Input and Grievance Policy and Procedure. Most invitees were contacted via email (see supporting document GS3260\_3.2.8\_Stakeholder feedback round invitation\_1.docx). Some were contacted physically and others by post. The four aforementioned documents were also uploaded to the HLH website.

This was the first time that the continuous input and grievance mechanism was described. Special attention was brought to it as this item was omitted from the physical meeting.

The National Focal Point and Gold Standard NGO supporters were emailed separately and the aforementioned documents were attached to the communiqué (see supporting document GS3260\_3.2.9\_Stakeholder feedback round invitation\_2.docx).

Each stakeholder was invited to provide feedback via email or telephone within the 60-day period.

The Stakeholder Feedback Round was closed on the 20<sup>th</sup> of January, 2015 without registering any feedback. This was interpreted to mean that stakeholders were generally satisfied.

The HLH Input and Grievance Procedure was discussed and disseminated in a meeting of HLH workers on 18 February (see GS3260\_3.2.10\_Workers acknowledge receipt of Input and Grievance Procedure.pdf). Jason Cordoza (Ranch Manager) was also informed of the Input and Grievance Procedure and given a copy (see

Description of the design of the stakeholder feedback round
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<a href="#">GS3260_3.2.11_Minutes of meeting with Jason Cordoza re Input and Grievance Procedure.docx</a>
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