



FOREST INDUSTRY  
CONTRACTORS  
ASSOCIATION

# CODE OF ETHICS

## Tikanga Matatika





# OUR PLEDGE

## He Kī Taurangi

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### AS FICA MEMBERS, WE PLEDGE TO:

- Uphold the shared values and principles of FICA
- Support the Strategic Pillars of Influence
- Hold others accountable to the same principles and values
- Promote the FICA Code of Ethics and encourage others to adhere to it
- Work together and demonstrate leadership in our industry by setting an example to others
- Recognise and support FICA's core role, objectives and vision as the industry leader



A handwritten signature in black ink, appearing to read 'R Stubbs'.

**ROBERT STUBBS**  
FICA Chairperson



A handwritten signature in black ink, appearing to read 'Prue Younger'.

**PRUE YOUNGER**  
FICA CEO

# PROUD TO BE FICA

We represent the best in our industry as an influential and respected forestry industry leader. The FICA Code of Ethics is a shared commitment between FICA and our members, setting out our guiding principles and shared values. It upholds the essence of FICA and protects the integrity of our organisation and membership within our industry and beyond. FICA members include silviculture, logging/harvesting and road engineers and share a professional identity.

## WHAT WE ARE WORKING TOWARD

### BEST PRACTICE

Develop a workforce that understands **industry best-practice**, to **future-proof contractors** and to enable opportunities

### PERCEPTION

Increase **public understanding** of the forestry industry and have a **solid social license** to operate in our communities

### LABOUR

Have a constant pipeline of **skilled capable labour**, to sustain the industry and build resilience for forestry contractors

## VISION

A confident, resilient, and sustainable contractor workforce, ready to meet future demands and opportunities.

## PURPOSE

Be the strong, informed, and respected voice of the forestry contractor community.

## OUR WHY

Drive the professionalism of forestry contractors and support our members to prepare for the changing industry environment, compliance, and future opportunities.

## OUR SHARED VALUES



### LEADERSHIP

Exhibiting strong and solid leadership with our staff, peers and colleagues



### PEOPLE FIRST

Creating a culture where our people thrive and matter above all else



### PROFESSIONALISM

Commitment to contractor certification to stay abreast of industry change and best practice



### COLLABORATION

Working collaboratively for the best shared outcomes



### FAIRNESS

Commitment to paying fair and playing fair



### HONESTY + INTEGRITY

Operating with honesty and integrity in everything we do



# PROMOTION



**Strengthening the “social license” to operate.**



**Encouraging entry into the contractor workforce.**



**Growing the voice of the forestry contractor community**

## WORKSTREAMS

## ACTIVITIES

### GENERAL PUBLIC

- Fast & Forward Forestry EXPO
- Forest & Wood Processing Workforce Council – Recruitment Initiative (ForestryCareers.nz) Project

### POTENTIAL WORKFORCE

- Good news stories – profiles
- Support Regional Forestry Awards

### INDUSTRY STAKEHOLDERS

- Support Generation Programme rollout & funding
- Co-design with FISC – Good Work Design projects
- Co-design with Regional Wood Councils

### CENTRAL GOVERNMENT

- ROVE engagement – COVE Board, Food & Fibre Leadership
- Chair FRAG with long term view to discuss longevity of forestry agency
- Co-design with TUR and MPI

# EDUCATION



**Upskilling the contractor community**



**Prioritising safety in the workplace**



**Increasing best practice adoption and advancing industry professionalism**

## WORKSTREAMS

## ACTIVITIES

### BEST PRACTICE

- Review of the ACOP in partnership with WorkSafe
- National Template Contract Pilot
- “Learning from Everyday Work” APP

### HEALTH AND SAFETY

- Safetree Certification
- FISC Council Role
- Yarder Tower APP & BPG

### WORKFORCE DEVELOPMENT / EMPLOYMENT

- Workforce Council Role
- Greater collaboration with Council and taking on lead of projects that are contractor centric
- “Employer readiness” “Pastoral care”
- MSD engaging with Youth through HR role for silviculture contractors

### MENTAL HEALTH

- Mates4 Life Pilot
- Webinar Series – Resilience & Relationships – Work – Life Investment
- Toroawhi Role

### INNOVATION/ RESEARCH

- Micro-Innovation – Brionny Hooper
- “Learning from Everyday Work” APP





# OUR VALUES IN ACTION

## Ngā Tikanga Mahi



### LEADERSHIP

We exhibit strong and solid leadership in all we do. This includes supporting and growing our staff to reach their full potential, demonstrating leadership with our peers and colleagues in the broader industry.



### PEOPLE FIRST

FICA members are committed to creating a culture where our people matter above all else. We have a commitment to influence and support the training of our people. We are working to meet the outcomes of the Forestry Workforce Plan and the Forestry Strategy. We foster a culture where people are first and their safety is paramount.



### PROFESSIONALISM

We are committed to contractor and worker certification and ensuring we fully comply with the latest industry standards. This ensures we stay abreast of industry changes and best practice, creating safe workplaces where our people thrive.



### COLLABORATION

We work collaboratively for the best shared outcomes. This involves communicating clearly and efficiently, being inclusive, recognising all FICA members as equals and making decisions that benefit the greater good.



### FAIRNESS

FICA and our members are committed to paying fair wages and conditions to attract, retain and reward. This is guided by industry benchmarks and the standards set by MBIE. We are steadfast in playing fair in all of our dealings and we expect that our supply chain partners, as employers that are certified by international schemes like FSC which aims to promote productive and beneficial employment relationships, will support our approach.



### HONESTY + INTEGRITY

FICA members operate with honesty and integrity every day. This means being transparent when necessary, making ethical decisions, identifying and declaring conflicts of interest and holding ourselves to the highest standard of unwavering integrity.



# GUIDING PARTNERS FOR FICA

## Ngā Hoa Kaiārahi





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# FICA PARTNERS

Thank you to all of the organisations who support FICA, which in turn works to promote business growth and improved safety and efficiency amongst forestry contractors for the benefit of New Zealand's Forestry Industry.

## STRATEGIC PARTNERS



## BUSINESS PARTNERS



## GOLD PARTNERS

