

KT KAITIAKI O TE NGAHERE SCHOLARSHIP POLICY

Type:	Internal & External
Policy Owner:	GM – Transformation, People & Culture
Implementation date:	1 July 2025
Date of next review:	1 July 2027 (or as needed)

Vision

1. Kaingaroa Timberlands' (KT) vision is to be **the best and safest production forest in the world – mo ake tonu atu.**

Purpose

2. The purpose of this policy is to set out the criteria and conditions of the KT Kaitiaki o te Ngahere Scholarship.

Scope

3. This policy applies to all students undertaking full time tertiary study towards a forestry or related discipline that supports the broad functions of forest management. This includes but is not limited to forestry or environmental science, resource management, engineering, data science and business.

Background

4. The scholarship, offered by Kaingaroa Timberlands, shall be known as the “KT Kaitiaki o te Ngahere Scholarship”.

Conditions Of Offer

5. This policy governs the administration of the scholarship.
6. This policy does not create any legal rights for recipients beyond the entitlement to receive scholarship payments as outlined. Kaingaroa Timberlands' only legal obligation under this policy is to provide the scholarship entitlements as specified.
7. The scholarship will be awarded annually to a maximum of two students enrolled in full-time tertiary study in a forestry or related discipline.
8. Priority will be given to students who meet two or more of the following criteria:
 - a. Have affiliations to, and are recommended in writing by, iwi holding mana whenua over the land managed by Timberlands Limited.
 - b. Have preferably resided in the Central North Island and attended a Secondary School within that region for at least two years prior to applying for the scholarship.
 - c. Have preferably not previously attended a tertiary education institute on a full-time basis.



9. To be eligible, the student must apply at the commencement of their programme of study. The scholarship is tenable for the minimum period required to complete the programme, up to a maximum of four years. While priority will be given to first-year students, applications from students in subsequent years of study may also be considered.
10. The scholarship will cover the full cost of tuition fees for the approved course of study. Tuition fees will be paid annually upon receipt of a GST invoice from the approved tertiary education provider for each year of study.
 - a. Where tuition is free under a government tertiary funding scheme, an equivalent annual cash payment, up to the value of the standard annual tuition fees, will be made to the student's nominated bank account.
 - b. Where a student has already paid their annual tuition fees, reimbursement will be made to the student on proof of payment from the tertiary provider.
11. Award of the scholarship will be approved by the GM People, Culture & Transformation and the CEO, following a selection process involving at least three Timberlands Limited staff members, including a representative from the People & Culture team.
12. The selection criteria will include the student's:
 - a. Iwi affiliation, location of origin, and prior tertiary education status (as per clause 8).
 - b. Academic achievement, capability and the likelihood of successfully completing the tertiary course.
 - c. Financial circumstances, including other scholarships awarded to the applicant.
 - d. Interest and reasons for studying forestry or related discipline.
 - e. Likely benefits to the applicant, their whanau, and community.
13. Timberlands Limited may refrain from awarding a scholarship in any year if, in its opinion, no applicant adequately meets the selection criteria outlined in clause 12 above.
14. The scholarship may be awarded in conjunction with any other bursary, scholarship, prize or tertiary allowance, unless the conditions of the other awards state otherwise. The awarding of other financial assistance may be taken into account when assessing an applicant's financial need under clause 12c.
15. The GM People, Culture & Transformation or CEO may terminate or revoke a scholarship in any one or more of the following circumstances:
 - a. The student fails more than one paper toward their qualification.
 - b. The student's grades indicate unsatisfactory academic progress.
 - c. The tertiary provider reports unsatisfactory conduct at any time during the program of study.
16. Timberlands Limited may offer paid vacation work to scholarship recipients during the tenure of the award. However, recipients are under no obligation to accept. Should a recipient choose not to accept the offer, they must notify Timberlands Limited within two weeks of the offer being made.



Document Management

Version	Author	Revisions Made	Approved By	Date Approved
1	GM People, Culture & Transformation	Initial policy developed from existing KT Kaitiaki o te Ngahere Scholarship regulations approved by SLT	SLT	26 June 2025

