1 Linking actions to outcomes for biodiversity in Nordic forestry 2 Annika Nordin^{1,2}*, Pär Wilhelmsson¹, Louise Mair³, Ly Lindman¹, Francesca A Ridley³, Florence Curet⁴, 3 Medha Bhasin⁴, Martin Sneary⁴, Toby Croucher⁵ & Philip JK McGowan³ 4 ¹ Stora Enso Skog AB, Åsgatan 22, 791 80 Falun, Sweden 5 ² Umeå Plant Science Centre, Swedish University of Agricultural Sciences, 901 83 Umeå, Sweden. 6 ³ School of Natural and Environmental Sciences, Newcastle University, Newcastle Upon Tyne, NE1 7 7RU, United Kingdom 8 ⁴ IUCN, Rue Mauverney 28, Gland CH-1196, Switzerland. 9 ⁵ Stora Enso Oyj, Katajanokanlaituri 4, 00160 Helsinki, Finland. 10 11 * corresponding author: Annika.Nordin@storaenso.com 12 13 Abstract 14 The lack of a unified biodiversity metric to measure outcomes against a company's biodiversity 15 ambitions and societal conservation goals has hindered the implementation of a rigorous, science-16 based approach to biodiversity actions by companies. Here we propose that the Species Threat 17 Abatement and Restoration (STAR) metric offers a science-based framework for forestry companies to 18 measure and disclose their impact on biodiversity at the species level for spatial and temporal scales 19 relevant to link the company's actions to biodiversity outcomes. STAR could be integrated into the 20 business decision support system of a forestry company to prioritize the biodiversity investments that 21 most efficiently reduce species' extinction risks through threat abatement and habitat restoration. 22 Such an application of STAR could quantify the company's biodiversity contributions credibly and 23 transparently and allows them to be considered relative to business profitability. 24 Introduction 25 It is three decades since the role of business in delivering positive contributions to biodiversity began 26 to attract notable attention (e.g. Kelly and Hodge, 1996; Stone et al. 1997; Wehrmeyer and Tyteca, 27 1998). Whilst some businesses started to set corporate objectives for reducing negative impacts on 28 biodiversity and enhancing positive impact 25 years ago (Rainey et al. 2015) there has been no 29 consensus on how outcomes for biodiversity can be aligned with business practice in a measurable 30 way at meaningful scale. This has contributed to an apparent lack of ambition and hindered wide 31 uptake of integrated conservation and business planning and the resulting positive outcomes for 32 biodiversity. 33 Numerous corporate and civil society initiatives were established over this period to deliver this 34 outcome as a standardised approach to business operations, including the Energy and Biodiversity 35 Initiative, the Cross Sector Initiative on Biodiversity, and the Business and Biodiversity Offsets 36 Programme, but all were unsuccessful in going beyond highly localised outcomes that were not 37 scaled into an industry-wide approach. There are numerous reasons for this failure, but one common 38 issue has been the inability to fully and permanently integrate planning for biodiversity outcomes 39 directly into business planning via a universally agreed outcome measure (zu Ermgassen et al. 2022; 40 Hawkins et al. 2024): the opposite situation is true for climate action where CO₂ outcomes are easily 41 measured from activity planning. 42 There is renewed impetus, and urgency, in addressing this challenge following the adoption of the 43 Kunming-Montréal Global Biodiversity Framework (KMGBF: CBD 2022a), and its monitoring 44 framework (CBD 2022b) that outlines how progress towards these global biodiversity goals and

targets will be measured. The importance of this is also recognised by a range of initiatives intended

to emphasise the importance of business playing a full role in delivery of the KMGBF (e.g. Finance for

Biodiversity, Business for Nature and the Taskforce for Nature-related Financial Disclosure). In

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- 48 addition, there is a drive to develop and embed science-based targets and target-setting for
- 49 biodiversity in businesses and financial institutions (e.g. Andersen et al. 2020). What is needed now is
- a concerted effort to integrate science-based approaches into decision-making in business for nature-
- 51 positive outcomes that contribute to 'halting and reversing nature loss from a 2020 baseline so that
- by 2030 nature is visibly and measurably on the path of recovery' (Nature Positive Initiative).
- Here we describe an initiative designed to do this, by aligning business decision-making in forestry
- with scientifically robust planning for positive and measurable biodiversity outcomes. We do this by:
- a) introducing the context, which is a Nordic forestry enterprise; b) describing the science-based
- 56 approach being taken; and c) explaining how the science-based approach is being aligned with
- 57 corporate decision-making. We also highlight some challenges with applying science-based target-
- setting for biodiversity in a forestry company and outline how they can be overcome. Our hope is that
- 59 this could begin the widescale recalibration of the forestry industry towards the Goals and Targets of
- 60 the KMGBF through supporting implementation of relevant National Biodiversity Strategies and
- Action Plans (NSBAPs). This could provide stimulus to expand certain types of forestry planning to
- 62 enable and expand renewable material provision to a biobased society.

Nordic forestry and biodiversity

- 64 Forestry companies harvesting trees as raw material for renewable packaging and paper, wood
- 65 construction and bioenergy, profoundly influence biodiversity across the landscapes that they
- 66 operate in. In the Nordics, here defined as Finland, Sweden and Norway, forested lands have been
- 67 used by people for centuries and this has impacted the structures and functions of the forest,
- 68 including biodiversity (Ashton and Kelty 2018). Today's production forests are dominated by even-
- aged stands mostly managed with rotation cycles of 60-100 years including management
- interventions for regeneration, thinning and final harvesting (e.g. Mönkkönen et al. 2022). These
- 71 forests with even-aged stands produce significantly more timber than forests of a century ago (Kauppi
- 72 et al. 2022), while at the same time many species linked to long canopy continuity and trees of high
- age have been continuously declining (e.g. Savilaakso et al. 2021).
- 74 In accordance with environmental legislation and certification, the standard practice of forestry
- 75 companies to mitigate negative biodiversity effects of even-aged forestry is retention forestry
- 76 combined with voluntary set-asides (Simonsson et al. 2016). Retention forestry includes leaving trees
- in parts of an even-aged stand that have features identified as important for biodiversity (Gustafsson
- 78 et al. 2020). Voluntary set-asides, whereby forested land is omitted from standard forestry
- 79 operations, target areas of particular importance for biodiversity to ensure habitat continuity over
- 80 time (Siitonen et al. 2001). Voluntary set-asides can also be managed for conservation purposes to
- 81 maintain habitat features that otherwise may be lost due to forests' natural succession (Timonen et
- 82 al. 2010).

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- 83 Retention forestry in combination with voluntary set-aside has had a positive effect on local
- biodiversity (Suominen at al. 2015; Gustafsson et al. 2020). On the other hand, it has been criticized
- 85 for its 'one-size-fits-all' application, and specifically for not taking into consideration the natural
- 86 variability of landscapes and particular habitat requirements of the most threatened species
- 87 (Kuuluvainen et al. 2019). However, the lack of suitable analytical decision support tools makes it
- 88 challenging to implement a coherent strategy that includes biodiversity-promoting measures across
- 89 landscapes and forest holdings to reach specified conservation targets for species.
- 90 Moreover, companies' investments in more active biodiversity management beyond the standard
- 91 practice to meet legislation and certification requirements could be further incentivized. To achieve
- 92 this, a performance metric that transparently and credibly discloses a company's biodiversity
- 93 investments and achievements and allows comparison of performance among companies would be
- 94 beneficial. Ideally such a metric should be able to measure a company's contribution to national,
- 95 regional and global biodiversity targets. Hence, there is a need for a biodiversity metric that can

- support forestry decision-making by identifying and quantifying biodiversity-promoting measures in
- 97 forests. Such a metric would be required to ensure positive outcomes for threatened species and
- 98 their habitats, while also serving as a benchmark for a forestry company's biodiversity performance.

A science-based approach for a forestry company to set measurable targets for species

- 100 A science-based approach requires using the best available knowledge and analytical evidence to set
- targets for biodiversity outcomes (e.g. Andersen et al. 2020). If applied appropriately this can, in
- broad terms, guide managers to achieve clearly stated and measurable outcomes. Successful
- 103 biodiversity management for forestry necessitates actions at significant spatial and temporal scales.
- 104 Thus, to prevent biodiversity efforts from becoming anecdotal—such as targeting a specific
- 105 biodiversity feature at an arbitrary location with unclear outcomes over time—it is essential for a
- forestry company to adopt tools that allow ecologically meaningful targets to be set over realistic
- temporal and spatial scales. Moreover, to be operationalizable biodiversity management must be
- fully integrated into the forestry company's routine decision-making process, also enabling it to be
- 109 considered relative the company's profitability.

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- To fit such a purpose, biodiversity assessment needs to accommodate spatial variation of species and
- provide specific guidance for management actions to avoid, reduce, remediate, and compensate for
- impacts and to identify positive opportunities. We argue that the Species Threat Abatement and
- 113 Restoration (STAR) metric meets such criteria (Mair et al. 2021) and can be useful for a forestry
- company to set science-based biodiversity targets and develop actions to achieve them. The STAR
- metric is a structured approach designed to identify which biodiversity threats have the greatest
- impact on species' extinction risk within a defined landscape and can pinpoint where in the landscape
- extinction risk could be decreased (Mair et al. 2021). The STAR metric uses three data sources to
- 118 quantify the potential positive impact of measures aimed at reducing threats and/or restoring
- habitats in a landscape: a) species' extinction risk as assessed by global Red-lists, b) documented
- threats to species, and c) species' current area of habitat (AOH) data and restorable AOH (natural
- habitat that has been lost and could be restored). The STAR metric has been applied in various
- contexts, including for terrestrial vertebrates globally (Mair et al. 2021), at subnational levels
- 123 (Chaudhury et al., 2022), for marine species (Turner et al. 2024), at national levels for endemic plants
- 124 (Mair et al., 2023), and in quantifying national extinction-risk footprints (Irwin et al. 2022).

The application of STAR to standard forestry decision making

- Forestry business decision-making relies on forestry planning, which involves finding the best possible
- forestry operations across a given landscape to achieve desired outcomes (Bettinger et al. 2016,
- Eyvindson et al. 2018). These planning problems are often complex. For instance, managing a forest
- landscape over several decades to ensure an annual and even flow of harvested timber from
- numerous stands, each with unique features such as tree ages, species, timber volumes, soil fertility,
- and biodiversity values, requires advanced calculations.
- 132 Forestry decision support systems are software designed to facilitate solutions to such problems
- 133 (Vacik & Lexer, 2014) and are commonly used by forest owners for business decision-making (Borges
- et al. 2014, Ulvdal et al. 2023). For STAR to serve the purpose of a forestry company, it needs to be
- integrated into these business decision support systems. This integration ensures that the biodiversity
- outcomes of a specified forest management scenario are correctly understood by the decision-maker.
- 137 In other words, the biodiversity outcomes are relevant to the same geographical and temporal scales
- as the forest growth and yield outcomes, enabling economically justifiable decisions on potential
- trade-offs between forest growth and yield versus biodiversity.
- 140 In the case of Sweden, the Heureka forestry decision support system was developed as a joint
- research effort in forestry planning between academia and industry in the early 2010s (Wikström et
- al. 2011, Lämås et al. 2023). The Heureka system uses extensive forest data to predict forest growth

and yield outcomes over time, based on forest management scenarios (Lämås et al. 2023). Other countries have developed similar systems, e.g. SIMO in Finland (Rasinmäki et al. 2009, Packalen et al. 2013). While it is common for forestry planning systems to include aspects of biodiversity (Nordström et al. 2019), the simplified way biodiversity is represented in common forestry planning systems has been criticised due to e.g. weak connections to drivers of biodiversity change (Hunault-Fontbonne & Eyvindson 2023). Decision-making on biodiversity management using a system like Heureka can however be improved by linking it to the outputs of forest management scenarios to biodiversity models. For example, Moor et al. (2022) evaluated biodiversity in forest management scenarios using species distribution models (SDMs) of birds, fungi and lichens. The outputs of SDMs in the form of species' distributions across forest landscapes can in turn be linked to STAR to produce STAR scores of the specified forest management scenarios. Hence, the suit of data and models proposed in Fig. 1 enables a forestry decision support system that can prioritise between different forest management scenarios for a specified forest landscape towards reducing the extinction risk of the most vulnerable species. This because the STAR metric quantifies threats driving extinction risk in any given location in the landscape and thus supports identification of actions to reduce threats and/or support restoration of habitats for vulnerable species.

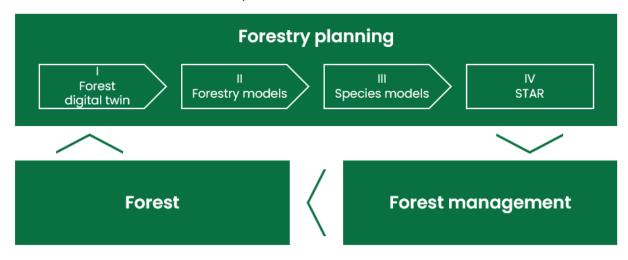


Figure 1. A schematic representation of how a forestry company can integrate STAR into its forestry planning, enabling evaluation of forest management scenarios while considering extinction risk of vulnerable, red-listed species. The forestry planning defines stand-level forest management alternatives including estimations of outcomes for economy and biodiversity, which can be combined to cost-efficiently reduce extinction risk with specificity in time and space. Components in the planning chain are ordered in a sequential_chain of data and models to integrate predictions for economy and biodiversity, and hence enable an evaluation of trade-offs: Forest data (i) input to forestry models must be geographically precise and include key biodiversity variables. Forestry models (ii) capture how forests change over time and under management with tree growth as a cornerstone process. Species distributions models (iii) predict the response of species to the forest management. The output from the species models is aggregated with Red-list information into a STAR score (iv). The outcome of forestry planning determines forest management which in turn determines the outcomes of tree growth and biodiversity in the forest.

We consider that STAR offers the following to forestry corporates aiming for a real and measurable positive impact on biodiversity: a) Spatial Preciseness which is crucial for forestry operations that

- 178 cover extensive and varied landscapes (Hawkins et al. 2023), b) Temporal Preciseness as STAR can be
- informed by models for forest dynamics (Fig. 1) that reflect changes over time, enabling predictions
- 180 for if and when set biodiversity ambitions will be fulfilled, c) Transparency and Auditability for
- disclosing biodiversity outcomes over time in a standardized manner, facilitating stakeholder trust
- and regulatory compliance (Mair et al. 2024), and d) Policy Alignment measuring the company's
- contribution towards global, regional, and national biodiversity policy targets.
- However, applying STAR in a forestry context presents scalability and granularity challenges. STAR was
- developed to encompass various land types and land-use types, not solely forests and forestry in
- isolation. Therefore, fine-tuning STAR to reflect responses to forest management actions over the
- different timescales used in forestry is necessary and in preparation (Mair et al. manuscript). This
- requires forest data input to be more geographically explicit and include key biodiversity variables,
- surpassing the traditional data used for forestry decision-making. Leveraging forest "big data" and
- 190 Artificial Intelligence (AI) offers a promising way forward. For instance, forestry companies are
- 191 exploring forest digital twin methods that combine traditional forestry data with other data, including
- 192 biodiversity-relevant data, to optimize management at the finest possible scale (Tagarakis et al.,
- 193 2024). As such data becomes increasingly integrated into the forestry planning framework (Fig. 1)
- this will enable a link between biodiversity management input and biodiversity outcomes.

Defining and measuring a forestry company's target of net positive impact on biodiversity

- 196 In the company operating model, targets need to be measurable and linked to key performance
- indicators (KPIs) to be achieved. As of today, there is no agreed framework for companies for how to
- set such targets and KPIs for biodiversity. In the early 2000s the Net Positive Impact on biodiversity
- 199 concept was used increasingly by companies operating in the land-use sector as an ambition to
- 200 ensure that positive impacts on biodiversity from corporate operations would outweigh the negative
- ones (e.g. Rainey et al. 2014). This was to be achieved through the so-called mitigation hierarchy, i.e.
- a series of actions that included avoiding and reducing impacts, rehabilitating affected species and
- 203 landscapes, and offsetting any residual impacts (Rainey et al. 2014). However, defining "Net Positive
- 204 Impact" proved challenging for a range of reasons, including difficulties defining the biodiversity
- baseline, and many corporates have abandoned the target (da Silva et al. 2019).
- We suggest that STAR offers a potential solution to this dilemma by providing a way of quantifying a
- desired "Net Positive Impact" as an expected reduction in species' extinction risk across a landscape
- 208 because of abated threats and restored habitats. This is because STAR can be used to identify the
- 209 most urgent threats and where they have their impacts on threatened species, and consequently
- 210 guide spatially precise, efficient and prioritized abatement actions.

Conclusion

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- 212 There is widespread recognition that the forestry sector must reduce its negative impacts on
- 213 biodiversity and act on the urgency of a biodiversity approach that ensures progress towards the
- 214 target of the Kunming-Montreal protocol to halt human induced extinction of known threatened
- 215 species. Forestry heritage is rooted in regulations and certifications standardized across the
- 216 landscape, applying measures that promote similar habitat structures everywhere rather than
- 217 targeting threatened species. The challenge is to go beyond regulations and certifications so that
- 218 investments result in real and measurable species threat abatement and restoration that can be
- 219 disclosed in compliance with emerging frameworks like the Taskforce on Nature-related Financial
- 220 Disclosures (2022) and used to set science-based targets for nature. Integrating the STAR metric into a
- forestry company's normal decision support system can serve the purpose of underpinning adaptive
- and sustainable forest management balancing nature values with economic profitability.

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