

Forest Stewardship Council®







The FSC Interim National Standard of the Republic of Ghana

FSC-STD-GHA-03-2022 Description LA





Photo credit

From left to right:

Photo 1: Savinja river, Slovenia, ©Milan Reška.

Photo 2: Pile of sawn boards. ©Arturo Escobar.

Photo 3: Worker in a forest operation. ©Arturo Escobar.

NOTE ON THIS ENGLISH VERSION:

This is the official version of the FSC National Forest Stewardship Standard that is approved by FSC International Center, and it is available at ic.fsc.org. Any translation of this version is not an official translation approved by FSC International Center. If there is any conflict or inconsistency between the approved English version and any translated version, the English version shall prevail.

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FSC Performance and Standards Unit contact	FSC International Center gGmbH - Performance and Standards Unit - Adenauerallee 134 53113 Bonn, Germany	

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The Forest Stewardship Council® (FSC) is an independent, not for profit, non-government organization established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

FSC's vision is that true value of forests is recognized and fully incorporated into society worldwide. FSC is the leading catalyst and defining force for improved forest management and market transformation, shifting the global forest trend toward sustainable use, conservation, restoration, and respect for all.

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¹ The transition period is the timeline in which there is a parallel phase-in of the new version and phase-out of the old version of the standard. Six (6) months after the end of the transition period, certificates issued against the old version are considered invalid.

Foreword

(Informative section)

1 The Forest Stewardship Council (FSC)

The Forest Stewardship Council A.C. (FSC) was established in 1993, as a follow-up to the United Nations Conference on Environment and Development (the Earth Summit at Rio de Janeiro, 1992) with the mission to promote environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

FSC provides a system for voluntary accreditation and independent third-party certification. This system allows certificate holders to market their products and services as the result of environmentally appropriate, socially beneficial and economically viable forest management. FSC also sets standards for the development and approval of National Forest Stewardship Standards and Interim National Standards which are based on the FSC Principles and Criteria. In addition, FSC sets standards for the accreditation of conformity assessment bodies (also known as certification bodies) that certify conformance with FSC's standards.

Environmentally appropriate forest management ensures that the production of timber, non-timber products* and ecosystem services* maintains the forest's biodiversity, productivity, and ecological processes.

Socially beneficial forest management helps both local people and society at large to enjoy long term benefits and also provides strong incentives to local people to sustain the forest resources and adhere to long-term management plans*.

Economically viable forest management means that forest operations are structured and managed so as to be sufficiently profitable, without generating financial profit at the expense of the forest resource, the ecosystem*, or affected communities. The tension between the need to generate adequate financial returns and the principles of responsible forest operations can be reduced through efforts to market the full range of forest products and services for their best value.

2 The FSC Principles and Criteria

FSC first published the FSC Principles and Criteria in November 1994 as a performance-based, outcome-orientated, worldwide standard. The Principles and Criteria focus on field performance of forest management rather than on the management systems for delivering that field performance.

There is no hierarchy between the Principles or between Criteria. They share equal status, validity and authority, and apply jointly and severally at the level of the individual Management Unit.

The FSC Principles and Criteria together with the IGI provide the basis for the development of National Forest Stewardship Standards (NFSS) and Interim National Standards (INS).

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A Preamble

A.1 Objective

(Informative section)

The objective of this standard is to provide a set of requirements for:

The Organization to implement responsible forest management within their Management Unit and to demonstrate conformance.

FSC accredited certification bodies (CBs) to determine conformity against this standard as the basis for awarding or maintaining forest management certification.

A.2 Scope

(Normative section)

This standard shall be applied in the following scope:

Geographic region	The Republic of Ghana
Forest types	Plantations / Natural forests
Ownership types	Public and private
Scale and intensity categories (according to section 6 of FSC-STD-60-002)	All categories of Management Units, including small and low intensity managed forests (SLIMFs) (See section C for the applicable SLIMF eligibility criteria for this country)/ Other specific Management Units
Forest products (according to FSC-STD-40-004a)	NTFPs: N1.x Barks; N2.x Soil conditioner and substrates for plants; N4.1 Rattan cane (rough form); N4.2 Rattan taper (clean, peeled and spitted); N4.3 Decorative objects and wickerwork; N 4.4 Rattan furniture; N4.5 Rattan furniture components; N5.1 Natural bamboo; N5.2 Edible bamboo; N5.3 Fuel bamboo; N5.4 Bamboo plywood; N5.5 Bamboo flooring; N5.6 Bamboo furniture N5.7 Bamboo household articles and wickerwork; N5.8 Bamboo textiles; N5.9 Bamboo vinegar; N5.10 Bamboo pulp; N6.1 Flowers; N6.2 Grasses, ferns, mosses and lichens; N6.3 Whole trees or plants; N6.4 Pine cones; N7.1 Rubber/ Latex; N7.2 Gum resin; N7.3 Resin and manufactured resin products; N7.4 Tannin; N7.5 Essential oils; N8.1; Ethanol; N8.2 Medicinal plants and products; N8.3 Pharmaceutical raw materials; N8.4 Cosmetics and health care products; N8.5 Wood vinegar; N8.6 Pyroligneous acid; N9.1 Nuts; N9.2 Tea; N9.3 Palm-hearts; N9.4 Mushrooms, truffles; N9.5 Fruits; N9.6 Sap-based foods; N9.7 Game; N9.8 Honey; N10.x (those products not elsewhere classified) / NTFPs not included

A.3 Responsibility for Conformance

(Normative section)

The requirements in this standard cover all of The Organization's management activities that are related to the Management Unit, whether within the Management Unit or outside; whether directly undertaken or contracted out.

In terms of geographical space, the requirements in this standard apply generally to the entire geographic space inside the boundary of the Management Unit which is being submitted for (re)certification. However, some of the Criteria and indicators apply beyond the boundary of the Management Unit. This would include those infrastructural facilities that are part of the Management Unit, as defined by the FSC Principles and Criteria.

National standards are to be used in conjunction with international, national and local laws and regulations.

Where there might be situations of conflict between the requirements in this standard and laws, specific FSC procedures will apply.

Responsibility for ensuring conformity with the requirements in this standard lies with the person(s) or entities that is/are the certification applicant or holder. For the purpose of FSC certification these person(s) or entities are referred to as 'The Organization'.

The Organization is responsible for decisions, policies and management activities related to the Management Unit.

The Organization is also responsible for demonstrating that other persons or entities that are permitted or contracted by The Organization to operate in, or for the benefit of the Management Unit, conform with the requirements in this standard.

The Organization is required to take corrective actions in the event of such persons or entities not being in conformance with the requirements in this standard.

A.4 Note on the use of indicators, annexes and verifiers

(Normative section)

Normative elements in the standard are:

Scope, effective date, validity period, glossary of terms, principles, criteria, indicators, tables and annexes, (as well as other addenda which might be produced in association with this standard) unless indicated otherwise).

Not normative elements in the standard that can be used for guidance only, are:

Verifiers, notes, guideline and examples which are attached to some of the indicators (as well as other guidance/applicability notes which might be produced in association with this standard).

Normative elements that have been greyed out are not applicable in the country but are kept in the standard for transparency.

Organizations managing Management Units qualifying as SLIMF (small or low-intensity managed forest(s)) shall conform with all indicators in the standard. Where specific <u>SLIMF indicators</u> exist (marked as e.g. "SLIMF 3.5.1"), these Organizations shall conform with them instead.

eligibility criteria National threshold

Small Management Units	Natural forests of not more than 1000ha. Plantations
Low intensity Management Units	Management is generally without the use of heavy equipment (less than the horsepower of a CAT D6 machine) for harvesting. Rate of harvest shall not be more than 20% of the Mean Annual Increment (MAI) and maximum annual total volume of less than 5,000m³.

Organizations including NTFPs in their certification scope shall conform with all indicators in the standard. Where specific NTFP indicators exist (marked as e.g. "NTFP 3.5.1"), these Organizations shall conform with them in addition.

Verbal forms for the expression of provisions

[Adapted from ISO/IEC Directives Part 2: Rules for the structure and drafting of International Standards]

- "shall": indicates requirements strictly to be followed in order to conform with the standard; 'shall not' indicates a prohibition.
- "should": indicates that among several possibilities one is recommended as particularly suitable, without mentioning or excluding others, or that a certain course of action is preferred but not necessarily required. The Organization can meet these requirements in an equivalent way provided this can be demonstrated and justified.
- "may": indicates a course of action permissible within the limits of the standard; 'need not' indicates that a specified course of action is not a requirement.
- "can": is used for statements of possibility and capability, whether material, physical or causal.

In the text of the sections F and G, the terms for which a definition is provided in the annex of Glossary of terms are formatted in italics and marked with an *asterisk**.

This document is subject to the review and revision cycle as described in FSC-PRO-60-007 EN *Structure*, *Content and Development of Interim National Standards*.

A.5 Interpretations and Disputes

(Normative section)

Interpretation requests regarding Interim National Standards are submitted directly to FSC for processing and approval. Approved interpretations are published in the international FSC website (see: INT-STD-60-006_01).

Disputes between stakeholders concerning certification requirements are managed by FSC dispute resolution procedure (see: FSC-PRO-01-008).

B Context

B.1 General description of the forestry sector

(Informative section)

(here to add content)

B.2 Background information on the standard development

(Informative section)

The forest sector in Ghana plays an important role in the national economy for its social, environmental and economic benefits. Between 1990 and 2015, timber production has remained Ghana's third biggest foreign exchange earner, and its contribution to the Gross Domestic Products (GDP) has been increasing in nominal terms over the years. In real GDP terms forestry contribution has declined due to the crude oil exports, however in nominal terms its contribution has been increasing over the years. The forestry ad logging contribution to GDP (at 2006 constant prices) has been more than cocoa since 2013. This underpins the importance of the forestry sector in the national economy (Source: Forest Development Master Plan 2016 to 2036). The forests provide Non-timber products such as bush meat and other wildlife products. bamboo /rattan, essential oils, tannins, resins, gums, dyes, cork, honey, and medicinal plants among others which play important roles in the lives of local communities. The forests in Ghana also provide protection and regulation environmental Services, such as watershed protection, biodiversity conservation, carbon sequestration and clean air, micro-climate regulation/modification, soil fertility improvement, soil conservation/soil erosion control, recreational (aesthetic) value and among others

Ecologically, Ghana is broadly classified into 1) the high-forest in the south (rain and deciduous forest), accounting for about one-third of the land area (8.2 million hectares), 2) a savanna (15.7 million hectares – Coastal, Guinea and Sudan savannah), and 3) a transition zone (1.1 million hectares1 mostly semi-deciduous forest in the middle belt). While current data on mean annual increment of forest resources especially timber are not readily available, it is estimated that, wood removal in the off-forest (outside the Forest Reserves) are more than the current allowable cut. Forests reserves in Ghana are owned by the stools and skins and are held in trust by the President for the people. The Forestry Commission (FC) established by the Act of Parliament is the legally mandated institution to managed forest and wildlife resources in the country. This management responsibility is carried out in collaboration with registered forest organisations through the allocation of Timber Utilisation Contracts (TUCs). There are over 100 potential timber species in Ghana but currently only about 60 of them are exploited as economic timber species.

Forest management in Ghana is governed by local legislation and internationally rectified agreements. These include: The Constitution of the Republic of Ghana, 1992, Article 267 stool and skin lands and properties (vests stool lands in the appropriate stools for the subjects of the stool); Forest Act 1927 section 17 (1) (CAP 157). It clarifies that ownership of land with forest reserve is unchanged by its establishment as a forest reserve; Forestry Commission Act 1999 (Act 571) (defines legal authority for forest management); Timber Resources Management Act 1997 (Act 547) and related Amendment Act 2002, (Act 617) (defines requirements and procedures for the award of timber rights in Ghana) and the Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254). provides for the regulation of the grant of small and large-scale timber rights, other sources of timber and provide a licensing scheme.

C References

(Informative section)

The following referenced documents are relevant for the application of this standard. For references without a version number, the latest edition of the referenced document (including any amendments) applies.

FSC-POL-20-003	FSC Policy on the Excision of Areas from the Scope of Certification
FSC-POL-30-001	FSC Pesticides Policy
FSC-POL-30-602	FSC Interpretation on GMOs: Genetically Modified Organisms
FSC-STD-20-007	Forest Management Evaluations
FSC-STD-30-005	FSC Standard for Group Entities in Forest Management Groups
FSC-PRO-01-008	Processing Complaints in the FSC Certification Scheme
FSC-PRO-30-006	Ecosystem Services Procedure: Impact Demonstration and Market Tools
FSC-DIR-20-007	FSC Directive on FSC Forest Management Evaluations
FSC-GUI-30-003	FSC Guidelines for the implementation of the right to Free, Prior and Informed Consent (FPIC)
FSC-GUI-60-005	Promoting Gender Equality in National Forest Stewardship Standards

Note: When applying this standard, consider relevant interpretations by inquiring with local FSC representatives (e.g. National Offices or representatives, or FSC's Performance and Standards Unit, if no national FSC presence exists), or your certification body. International interpretations are available through the FSC Document Centre (https://fsc.org/en/document-centre).

D List of	abbreviations
1 1 1C+ A+	2hhraviatiane
17 1 151 ()1	acm evialions

(Informative section)

(here to add list – optional)

E	Version history
	(Informative section)
This	version of the standard is the first for Ghana since the IGIs became effective

F Principles*, criteria* and indicators*

(Normative section)

PRINCIPLE* 1: COMPLIANCE WITH LAWS

The Organization* shall comply with all applicable laws*, regulations and nationally-ratified* international treaties, conventions and agreements.

- 1.1 The Organization* shall be a legally defined entity with clear, documented and unchallenged legal registration*, with written authorization from the legally competent* authority for specific activities.
 - 1.1.1 Legal registration* to carry out all activities within the scope of the certificate is documented and unchallenged.

Verifiers

- Certificate of Incorporation with Tax Identification Number (TIN)
- Social Security and National Insurance Trust (SSNIT) Registration Certificate
- 1.1.2 Legal registration* is granted by a legally competent* authority according to legally prescribed processes.

Verifiers

- Certificate of Incorporation is issued by the Registrar General Department (RGD)
- Tax Identification Number issued by the Ghana Revenue Authority (GRA)
- 1.2 The Organization* shall demonstrate that the legal* status of the Management Unit*, including tenure* and use rights*, and its boundaries, are clearly defined.
 - 1.2.1 Legal* tenure* to manage and use resources within the scope of the certificate is documented.

Verifiers

- Title Deeds
- Timber Utilization Contract (TUC) /Concession Lease
- Valid Certificate of Registration of Property Mark (Form C)
- Approved yield or yield list in the case of TUC or Concession lease holders
- Management Agreement for private plantations in Forest Reserves
- Registration with the TIDD when processing in scope
- NTFP 1.2.1.1 *Legal** or customary *tenure** to manage and use resources including harvesting and processing of *non-timber forest products** within the scope of the certificate is documented.

- Title Deeds
- · Documentation of NTFP management and use
- Management plans
- Certificate of Registration with appropriate authorities when processing is in the scope: e.g., Cane and Rattan etc with TIDD, Thaumatin, Mushroom etc with FDA etc
- NTFP 1.2.1.2 TUC/Forest Concession Lease holders and private plantations within Forest Reserves document legal* tenure* to manage and/or use NTFPs resources including harvesting and processing within the scope of the certificate to include clear indication of unrestricted access to NTFPs by local communities for their non-commercial use.

- NTFP harvesting permit
- Management agreement with Forestry Commission include management and use of NTFPs
- Evidence of unrestricted access to fringe communities for subsistence use (document review and interviews)
- Certificate of Registration with appropriate authorities when processing is in the scope: E.g., Cane and Rattan etc. with TIDD, Thaumatin, Mushroom etc. with FDA etc.
- NTFP 1.2.1.3 TUC/Concession Lease holders have the knowledge of and document any use of NTFPs in the concession granted to third parties by the Forestry Commission

Verifiers

- Documentation of Third Party NTFP permit holders in the concession
- Interview with local communities
- Interview with Forest Services Division District Office
- · Direct observation in the field
- 1.2.2 Legal* tenure* is granted by a legally competent* authority according to legally prescribed processes.

Verifiers

- TUC or Concession Lease signed by the sector minister and ratified by the Parliament of Ghana
- TUC/Concession Lease or Land title Deeds registration by the Lands Commission
- Management agreement signed with the Forestry Commission for plantations in forest reserves
- 1.2.3 The boundaries of all *Management Units** within the scope of the certificate are clearly marked or documented and clearly shown on maps.

Verifiers

TUC/Concession Lease Map with boundary schedule

- Lease or land title registration
- Official maps
- Boundary pillars on the ground consistent with boundary schedule (Site verification)
- Forest management plan
- 1.3 The Organization* shall have legal* rights to operate in the Management Unit*, which fit the legal* status of The Organization* and of the Management Unit*, and shall comply with the associated legal* obligations in applicable national and local laws* and regulations and administrative requirements. The legal* rights shall provide for harvest of products and/or supply of ecosystem services* from within the Management Unit*. The Organization* shall pay the legally prescribed charges associated with such rights and obligations.
 - 1.3.1 All activities undertaken in the *Management Unit** are carried out in compliance with:
 - 1) Applicable laws* and regulations and administrative requirements,
 - 2) Legal* and customary rights*; and
 - 3) Obligatory codes of practice*.

- For, TUC/Concession Lease holders: The relevant FC Manual of Procedures (MoPs) and the Logging Manual
- Approved yield or yield list issued by the FC,
- Harvesting registers
- Compartment stock maps
- Compartment closure certificates issued by the Forestry Commission
- Social Responsibility Agreement (SRA) following FC guidelines
- Log Measurement and Conveyance Certificates (LMCC)
- Environmental permit issued by Environmental Protection Agency
- NTFP 1.3.1 All activities including harvesting and processing of *non-timber* forest products* undertaken in the Management Unit* are carried out in compliance with:
 - 1) Applicable laws* and regulations and administrative requirements,
 - 2) Legal* and customary rights*; and
 - 3) within the provisions in the Logging Manual and Wild Animal Preservation requirements *.

- Harvesting permit/License issued by the FC
- Evidence of fringe communities have unrestricted access to NFTP for subsistence use (interviews, document review)
- Conveyance Certificate for NTFPs issued by the FC
- When applicable

- Hunting permit issued by the FC
- Evidence of observation of closed hunting season (i.e., August
 1- December 1) every year.
- o Evidence of no use of poisonous chemicals for fishing.
- In addition, TUC/Concession lease holders and private plantation within Forest Reserves
 - Evidence of no hunting camps in the reserve
 - Evidence of no traps and snares for hunting
 - o Evidence of no distillation of local gin
 - o Evidence of no snare and game hunting in the nights
- 1.3.2 Payment is made in a *timely manner** of all applicable legally prescribed charges connected with *forest management**.

- Stumpage fee payment receipt issued by FC
- Land rent payment receipt issued by the FC
- Social Responsibility Agreement payment (i.e., 5% of total stumpage) receipt
- Environmental Permit fees
- Cooperate Tax
- Value Added Tax
- Pay as you Earn (PAYE)
- Relevant Local Council fees
- 1.3.3 Activities covered by the *management plan** are designed to comply with all *applicable laws**.

Verifiers

- For TUCs/Concession Leases
 - Strategic Forest Management Plan prepared by the FC
 - TUC Area plan including harvesting schedule endorsed by FC
 - Compartment Logging Plan
- Forestry Commission approved Management Plan for Commercial plantation in Forest Reserves as agreed with the FC
- Environmental management plan approved by the EPA
- 1.4 The Organization* shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the Management Unit* from unauthorized or illegal resource use, settlement and other illegal activities.
 - 1.4.1 Measures are implemented to provide *protection** from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.

- Forest Protection procedures
- Forest protection responsibilities in SRAs

- Records of resources assigned for forest protection
- forest protection monitoring and evaluation records/reports
- 1.4.2 Where *protection** is the *legal** responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.

- Procedures for forest protection
- Evidence of implemented collaborative forest protection system with the FC
- Forest protection responsibilities in SRAs
- Records of resources assigned to forest protection
- 1.4.3 If illegal or unauthorized activities are detected, measures are implemented to address them.

Verifiers:

- Records of detected illegal activities
- Records of measures to address detected illegal activities
- For TUC/Concession Lease holders:
 - records of engagement with the FC to address detected activities
 - offence records held with the FC
- 1.5 The Organization* shall comply with the applicable national laws*, local laws, ratified* international conventions and obligatory codes of practice*, relating to the transportation and trade of forest products within and from the Management Unit*, and/or up to the point of first sale.
 - 1.5.1 Compliance with applicable national laws*, local laws*, ratified* international conventions and obligatory codes of practice* relating to the transportation and trade of forest products up to the point of first sale is demonstrated.

Verifiers:

- Form C
- Log Measurement and Conveyance Certificate (LMCC)
- · Weekend and Public holiday working permits
- Driving licenses of drivers
- No transportation between 6pm and 6am
- Evidence of Registration of transporting Vehicle with the FC
- NTFP 1.5.1 Compliance with applicable national laws*, local laws*, ratified* international conventions and the Logging Manual relating to the transportation and trade of NTFP up to the point of first sale is demonstrated.

- NTFP Conveyance certificate
- Weekend and Public holiday working permit
- For TUC/Concession lease holders/private plantation in Forest Reserves
 - NTFP permit/Licence
 - Evidence of Registration of Vehicle with the Forestry Commission
- 1.5.2 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.

Verifiers for TUC/Concession Lease holders

- Form C
- Restricted species permit
- LMCC
- CITES certificate for CITES species

Verifiers for and Private Plantations in Forest Reserves and others

- Form C
- LMCC
- CITES Certificate issued by Forestry Commission
- NTFP 1.5.2 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any NTFP species.

Verifiers

- CITES Certificate issued by Forestry Commission
- LMCC
- Additional For TUC/Concession lease holders
 - Restricted species permit
- 1.6 The Organization* shall identify, prevent and resolve disputes* over issues of statutory or customary law*, which can be settled out of court in a timely manner*, through engagement* with affected stakeholders*.

1.6.1 A *publicly available* dispute** resolution process is in place; developed through *culturally appropriate* engagement** with affected *stakeholders**.

- Dispute resolution procedures includes issues relating to legal or customary law on tenure
- Records of development of Dispute resolution procedures with affected stakeholders (appropriate representation, agreed communication

- channels, involve all actors, recorded agreements, meeting records approved, meeting records shared)
- Forest management plan
- Records complaints
- 1.6.2 Disputes* related to issues of applicable laws* or customary law* that can be settled out of court are responded to in a timely manner*, and are either resolved or are in the dispute* resolution process.

- Dispute resolution procedures
- Records on dispute resolution
- 1.6.3 Up to date records of disputes related to issues of *applicable laws** or customary law*, are held including:
 - 1) Steps taken to resolve *disputes**;
 - 2) Outcomes of all dispute* resolution processes; and
 - 3) Unresolved *disputes**, the reasons they are not resolved, and how they will be resolved.

Verifiers

- Complaint register
- List of disputes and resolution status of each
- Reasons for unresolved disputes and actions to resolve them
- Records of dispute resolution decisions and actions taken
- 1.6.4 Operations cease in areas where *disputes** exist:
 - Of substantial magnitude*; or
 - Of substantial duration*; or
 - Involving a significant* number of interests.

- Records of disputes include the list of disputes, the start date of dispute, number of interested parties and any court decision on dispute)
- Dispute Resolution procedures
- Records of notification for suspension of operations to stakeholders
- Records of notification for resumption of operations to stakeholders
- Evidence of cessation of operations
- Direct field observations
- Interview with stakeholders
- 1.7 The Organization* shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, The Organization* shall implement other anti-corruption measures proportionate to the scale* and intensity* of management activities and the risk* of corruption.

1.7.1 A policy is implemented that includes a commitment not to offer or receive bribes of any description.

Verifiers

- Anti-bribery / anti-corruption policy
- Anti bribery /anti-corruption procedures
- Evidence of implementation of anti-bribery procedures
- SLIMF 1.7.1 A written declaration not to give or receive bribes (money) or to engage in other forms of corruption is communicated to fringe communities and customers.

Verifiers

- Anti-bribery / Anti-corruption written declaration
- Evidence of dissemination to fringe communities and customers
- 1.7.2 The policy meets or exceeds related legislation.

Verifiers

- Written policy discourages active and passive bribery and corruption.
- 1.7.3 The policy is *publicly available** at no cost.

Verifiers

- Evidence of public availability of the policy at no cost
- 1.7.4 Bribery, coercion and other acts of corruption do not occur.

Verifiers

- Records of implementation of anti-bribery / anti-corruption procedures
- Evidence of effectiveness of anti bribery and corruption measures
- Interview with stakeholders including customers
- 1.7.5 Corrective measures are implemented if corruption does occur.

- Procedures include means to detect corruption
- Records of corrupt incidence
- Records of corrupt incidence investigation and corrective actions

SLIMF 1.7.5 Corrective measures are implemented if corruption does occur.

Verifiers

- Records of detected corruption
- Evidence of implementation of corrective action for detected corruption
- Interview with fringe communities and customers
- 1.8 The Organization* shall demonstrate a long-term* commitment to adhere to the FSC Principles* and Criteria* in the Management Unit*, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a publicly available* document made freely available.
 - 1.8.1 A written policy, endorsed by an individual with authority to implement the policy, includes a *long-term** commitment to *forest management** practices consistent with FSC *Principles** and *Criteria** and related Policies and Standards.

Verifiers

- Written policy endorsed by management representative.
- 1.8.2 The policy is *publicly available** at no cost.

Verifiers

• Evidence of public availability of policy

PRINCIPLE* 2: WORKERS'* RIGHTS AND EMPLOYMENT CONDITIONS

The Organization* shall maintain or enhance the social and economic wellbeing of workers*.

- 2.1 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work* (1998) based on the eight ILO Core Labour Conventions*.
 - 2.1.1 The Organization*shall not use child* labour.
 - 2.1.1.1 *The Organization** shall not employ *workers** below the age of 15, or below the age of 13 years for lighter work as stated under the Children's Act 1998 (Act 560), or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2.

Verifiers

- Employment policy commits not to employ workers below the age of 15
- Forest management plan
- Employment procedures includes determination of the age of prospective workers
- Worker personal file
- Workers' Ghana Card
 - 2.1.1.2 Employment of persons between the ages of 13 to 15 years in *light work** shall not interfere with schooling nor, be harmful to their health or development. They shall work only outside of school hours during normal day-time working hours.

Verifiers

- Register of children employed including their dates of birth or their apparent ages
- Worker Ghana Identity Card or National Health Insurance Card
- Evidence that worker is engaged in light work
- Evidence that work does not affect schooling of the worker
- Evidence that the child is not engaged in night work
- Stakeholder interviews
 - 2.1.1.3 No person between the age of or above 18 years but below 21 years is employed in hazardous* or heavy work* as defined by the Labour Regulation LI 1833 of 2007 except for the purpose of training within approved national laws* and regulation

Note: Hazardous work is defined in the Labour Regulation to include:

- a) manual lifting of loads the weight of which exceeds twenty-five kilograms,
- (b) work on scaffold and other structures at a height exceeding two and a half metres,
- (c) the use of substances and materials that emit
 - (i) radiation, or
 - (ii) poisonous gases or fumes,
- (d) the use of dangerous chemicals,
- (e) excessive noise, (f) the felling of timber.
- (g) night work exceeding eight continuous hours, or

(h) other situations considered by the Chief Labour Officer as hazardous

Verifiers

- Register of young persons employed including their dates of birth.
- Young persons' Ghana Identity Card.
- Contract and or job schedule of young worker
- Medical Officers' certified report of medical fitness of young worker for assigned job
 - 2.1.1.4 The Organization* shall prohibit worst forms of child labour*.

Verifiers

- Policy for employment of young workers
- Forest management plan
- Evidence of implementation of policy
- Recruitment procedures
- Register of children employed including their dates of birth or their apparent ages
- Worker Ghana Identity Cards or National Health Insurance Card
 - 2.1.2 The Organization*shall eliminate all forms of forced and compulsory labour*.
 - 2.1.2.1 Employment relationships are voluntary and based on mutual consent, without threat of a penalty.

Verifiers

- Recruitment policy
- Recruitment procedures
- Employment contracts
- Wage records
- Payslips including any deductions,
- Dispute, complaint and grievance records,
- Records of licensed recruitment agencies if any
- Stakeholder interviews
 - 2.1.2.2 There is no evidence of any practices indicative of forced or *compulsory labour**, including, but not limited to, the following:
 - Physical and sexual violence
 - Bonded labour
 - Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
 - Restriction of mobility/movement
 - Retention of passport and identity documents
 - Threats of denunciation to the authorities.

- Recruitment policy
- Recruitment procedures
- Employment contracts
- Wage records
- Payslips including any deductions,
- Dispute, complaint and grievance records,
- · Records of licensed recruitment agencies if any
- Stakeholder interviews
 - 2.1.3 *The Organization** shall ensure that there is no *discrimination** in employment and occupation.
 - 2.1.3.1 *Employment and occupation** practices are non-discriminatory.

- Recruitment policy
- Forest management plan
- Recruitment procedures
- Implementation of recruitment procedures, e.g., publication of job offers
- Job application records
- Employment contracts
- Wage records
- Payslips including any deductions,
- Dispute, complaint and grievance records,
- Records of licensed recruitment agencies if any
- Stakeholder interviews
- Job evaluation (appraisals) records
- Records of distribution of workers (by gender, origin, etc.) in the register of employees
 - 2.1.4 The Organization*shall respect freedom of association and the right to collective bargaining*.
 - 2.1.4.1 Workers* are able to establish or join worker organizations* of their own choosing.

- Policies and procedures on worker rights
- Forest management plan
- Evidence of no restrictions to join worker organisations
- Any agreement between the organisation and workers or trade unions as which workers cannot join the Union
- Written constitution and rules of any existing Worker organizations especially on how executives are selected
- Existence of trade-union representatives
- Stakeholder interviews
 - 2.1.4.2 *The Organization**respects the rights of *workers** to engage in lawful activities related to forming, joining or assisting a

workers' organization*, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.

Verifiers

- Policies and procedures
- Forest management plan
- Evidence of no restrictions to join worker organisations
- Any agreement between the organisation and workers or trade unions as which workers cannot join the Union
- Written constitution and rules of any existing Worker organizations especially on how executives are selected
- Existence of trade-union representatives
- Stakeholder interviews
 - 2.1.4.3 The Organization* negotiates with lawfully established workers' organizations* and/ or duly selected representatives in good faith* and with the best efforts to reach a collective bargaining* agreement.

Verifiers

- Existence of Collective Bargaining Agreement
- Records of meeting between management and workers' organisations
- Meeting with workers organization executives
 - 2.1.4.4 *Collective bargaining** agreements are implemented where they exist.

Verifiers

- Evidence of implementation of Collective bargaining agreement
- Meeting with workers organisation executives
- Stakeholder interviews
- 2.2 The Organization* shall promote gender equality* in employment practices, training opportunities, awarding of contracts, processes of engagement* and management activities.
 - 2.2.1 Systems are implemented that promote *gender equality** and prevent gender *discrimination** in employment practices, training opportunities, awarding of contracts, processes of *engagement** and management activities.

- Organisation policy on gender equality and discrimination
- Evidence of implementation of policy
- Training records (confirm equal opportunity for women)
- Employment and contract records (confirm equal opportunity for women)

- Wage records (confirms no discrimination against women)
- Forest management plan
- Interviews with women
 - 2.2.2 Job opportunities are open to both women and men under the same conditions, and women are encouraged to participate actively in all levels of employment.

- Recruitment policy
- Content of job advertisements
- Organogram
- List of workers
- Job grades
- Contract documents
- Forest management plan
- Interviews with women
 - 2.2.3 Work typically carried out by women (nurseries, *silviculture**, *Non Timber Forest Product** harvesting, weighing, packing, etc.) is included in training and health & safety programs to the same extent as work typically carried out by men.

Verifiers

- Training plan (include typical women jobs and health and safety)
- Training content or modules
- Training records
 - 2.2.4 Women and men are paid the same wage when they do the same work.

Verifiers

- Organogram, wage bands and Pay roll are consistent
- Worker's contract
- Pay Slips
- Forest management plan
- Interview with women
 - 2.2.5 Women are paid directly and using mutually agreed methods (e.g., direct bank transfer, direct payments for school fees, etc.) to ensure they safely receive and retain their wages.

- Any agreed payment method for women
- Collective Bargain Agreement / Collective Agreement
- Evidence of implementation of women pay method agreement
- Interview with women and Labour Union Executives

2.2.6 Maternity leave is no less than a six-week period after childbirth.

Verifiers

- Organisation's employment Policy
- Human Resources Procedures
- Collective Bargaining Agreement / Collective Agreement
- Maternity leave records
- Work contract / Condition of Service records of women
- Interview with women
 - 2.2.7 Paternity leave is available and there is no penalty for taking it.

Verifiers

- Organisation Employment Policy
- Human Resources Procedures
- Collective Bargaining Agreement
- Workers are aware of availability of paternity leave
- Paternity leave records
- Interview with men confirm no penalty for paternity leave
 - 2.2.8 Meetings, management committees and decision-making forums are organized to include women and men, and to facilitate the active participation of both.

Verifiers

- Existing management committees' records (confirms equal opportunity for women)
- Meeting minutes and forums confirm participation of women
- Signed attendance list of meetings and forums.
 - 2.2.9 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and *discrimination** based on gender, marital status, parenthood or sexual orientation.

- Organisation's mechanism for confidential reporting and elimination of gender harassment and discrimination.
- Evidence of implementation of mechanism
- Records of complaints of harassment or discrimination
- Investigation reports
- Corrective actions on reported cases
- Interview with stakeholders
- 2.3 The Organization* shall implement health and safety practices to protect workers* from occupational safety and health hazards. These practices

shall, proportionate to *scale*, *intensity and risk** of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.

2.3.1 Health and safety practices are developed and implemented that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.

Verifiers

- Organisation's H&S policy and procedures meet or exceed ILO code (assigned H&S responsibility, risk assessment for each job, risk mitigation, assigned resources, H&S training, machine maintenance schedule, emergency response etc)
- H&S information instructions, training and supervision provided to workers have regard to the age, literacy level and other circumstances of the worker
- First aid kits available and accessible
- Machine maintenance records
- Emergency rescue records
- Occupational health and medical care policy or standards based on ILO Code
- Complaint boxes and feedback forms available
- H&S training records
- H&S signages
- · Risk assessments for different jobs
- Personal Protective Equipment (PPE)
- Forest management plan
- Direct observations and interview with stakeholders

SLIMF 2.3.1 Each worker is informed about the health and safety measures corresponding to his/her activity and these meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.

Verifiers

- Evidence of each worker informed of H&S measures relating to her/his activities
- Interview with workers confirm content H&S measures related to their work
 - NTFP 2.3.1.1 Health and safety practices are developed and implemented for all workers* including workers* harvesting and processing of non-timber forest products* that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work and the requirements of the Logging Manual

- Organisation's H&S policy and procedures meet or exceed ILO code (assigned H&S responsibility, risk assessment for each job, identified hazardous substances, risk mitigation, assigned resources, H&S training, machine maintenance schedule, emergency response etc)
- First aid kits available and accessible
- Machine maintenance records

- Emergency rescue records
- Occupational health and medical care policy or standards based on ILO Code
- · Complaint boxes and feedback forms available
- H&S training records
- H&S signages
- Risk assessments for different jobs
- Personal Protective Equipment (PPE)
- Forest management plan
- · Direct observations and interview with stakeholders
- NTFP 2.3.1.2 Where NTFP is harvested and processed for food or drug, the organisation shall develop and implement procedures to demonstrate compliance with the Public Health Act, 2012 Act 851, and the related FDA regulation and guidelines

- Food or drug registration certificate
- Food or drug export registration (if applicable)
- 2.3.2 *Workers** have personal protective equipment appropriate to their assigned tasks.
- NTFP 2.3.2 Workers*, including workers* harvesting and processing of nontimber forest products*, have personal protective equipment appropriate to their assigned tasks including food or drug safety whenever applicable.

Verifiers

- PPE distribution records confirm PPEs are appropriate to assigned task
- Interview with workers confirm receipt of PPE at no cost
- 2.3.3 Use of personal protective equipment is enforced.

Verifiers

- Organisation's PPE use enforcement measure
- Evidence of implementation of PPE use enforcement measures
- Direct observation of workers use of PPEs
- Interview with workers
- 2.3.4 Records are kept on health and safety practices including accident rates and lost time to accidents.

- H&S records include accident records
- Accident records include accident rates, type operation, machine / equipment, and lost time
- Accident records include reported accidents to appropriate national institutions

SLIMF 2.3.4 The use of health and safety measures by *workers** is checked and known.

Verifiers

- Organisation aware of use of H&S measures
- Evidence of checking the use of H&S measures
- 2.3.5 The frequency and severity of accidents are consistently low compared to national forest* or available regional industry averages.

Verifiers

- Organisation accident reduction targets
- · Monitoring and evaluation records
- Accident analysis reports
- Interview with stakeholders
- SLIMF 2.3.5 Accidents records inform training of workers and mitigation measures implemented to avoid repetition of accidents and ensure reduced accident frequency over time.

Verifiers

- Monitoring and evaluation records
- Accident analysis reports
- Training reports
- Training plan
- 2.3.6 The health and safety practices are reviewed and revised as required after major incidents or accidents.

Verifiers

- Accident records
- Accident analysis reports
- Evidence of changes made in health and safety practices as results of major incidents
- Interview with stakeholders
- 2.4 The Organization* shall pay wages that meet or exceed minimum forest* industry standards or other recognized forest* industry wage agreements or living wages*, where these are higher than the legal* minimum wages. When none of these exist, The Organization* shall through engagement* with workers* develop mechanisms for determining living wages*.
 - 2.4.1 Wages paid by *The Organization** in all circumstances meet or exceed *legal** minimum wage rates in Ghana.

- Pay roll
- Legal minimum wage rates

- Collective bargaining agreements
- Pay slips
- Workers contracts

2.4.2 Wages paid meet or exceed:

- Minimum wages as agreed between the organization and the General Agriculture Workers Union (GAWU) or the Timber and Wood Workers Union (TWU); or
- 2) Other recognized forest* industry wage agreements; or
- 3) Living wages* that are higher than legal* minimum wages.

Verifiers

- Pay roll
- Legal minimum wage rates
- Collective bargaining agreements
- Workers Pay slips
- Workers contracts
- Meeting with local trade union executives
- Interview with workers
- 2.4.3 When no minimum wage levels exist, wages are established through culturally appropriate* engagement* with workers* and/or formal and informal workers organizations*.

Verifiers

- Not applicable. Minimum wage exists in Ghana.
- 2.4.4 Wages, salaries and contracts are paid on time.

Verifiers

- Wage payment records
- Collective bargaining agreements
- Interview with workers
- 2.5 The Organization* shall demonstrate that workers* have job-specific training and supervision to safely and effectively implement the Management Plan* and all management activities.
 - 2.5.1 Workers* have job specific training consistent with Annex B and supervision to safely and effectively contribute to the implementation of the management plan* and all management activities.

- Management plan
- Training needs assessment records
- Training plan and implementation cover all applicable requirements in Annex B
- Training reports

- Work instructions
- Direct observation of work supervision
- Interview with workers

NTFP 2.5.1 Workers*, including workers* harvesting and processing of non-timber forest products*, have job specific training and supervision to safely and effectively contribute to the implementation of the management plan* and all management activities or the NTFP permit requirements.

Verifiers

- Management plan and /or permit conditions (for TUC/Concession Lease holders and Private plantations in Forest Reserves)
- Management plan (for all other forest organisations)
- Training needs assessment records
- Training plan and implementation cover all applicable requirements in Annex B
- Training reports
- Work instructions
- Direct observation of work supervision
- Interview with workers
- 2.5.2 Up to date training records are kept for all relevant workers*.

Verifiers

- Training plan or programme
- Training records
- Interview with confirm training knowledge of training
- 2.6 The Organization* through engagement* with workers* shall have mechanisms for resolving grievances and for providing fair compensation* to workers* for loss or damage to property, occupational diseases*, or occupational injuries* sustained while working for The Organization*.
 - 2.6.1 A *dispute** resolution process is in place, developed through *culturally* appropriate * engagement* with workers*.

- Dispute resolution procedures include workers grievances
- Records of development of Dispute resolution procedures on workers grievance with participation of workers (appropriate representation, agreed communication channels, involve levels of workers, recorded agreements, meeting records approved, meeting records shared)
- Forest management plan
- Meeting with local trade union executives
- Interview with workers

2.6.2 *Workers** grievances are identified and responded to and are either resolved or are in the *dispute** resolution process.

Verifiers

- Disputes resolution procedures
- Records of workers grievances and resolution status
- 2.6.3 Up-to-date records of *workers** grievances related to *workers** loss or damage of property, *occupational diseases** or injuries are maintained including:
 - 1) Steps taken to resolve grievances;
 - 2) Outcomes of all *dispute** resolution processes including *fair compensation**; and
 - 3) Unresolved *disputes**, the reasons they are not resolved, and how they will be resolved.

Verifiers

- Workers' grievance records
- Records of action to resolve workers grievances
- Records of dispute include status of their resolution, fair compensation if applicable, reasons and how they will be resolved
- Accident and injury records to include accidents reported to appropriate national institutions
- Compensation records
- 2.6.4 Fair compensation* is provided to workers* for work-related loss or damage of property and occupational disease* or injuries.

- Dispute records
- Accident records
- Workman Compensation records
- Evidence of payment compensation

PRINCIPLE* 3: INDIGENOUS PEOPLES'* RIGHTS

The Organization* shall identify and uphold* Indigenous Peoples* legal* and customary rights* of ownership, use and management of land, territories* and resources affected by management activities.

- 3.1 The Organization* shall identify the Indigenous Peoples* that exist within the Management Unit* or those that are affected by management activities. The Organization* shall then, through engagement* with these Indigenous Peoples*, identify their rights of tenure*, their rights of access to and use of forest* resources and ecosystem services*, their customary rights* and legal* rights and obligations, that apply within the Management Unit*. The Organization* shall also identify areas where these rights are contested.
 - 3.1.1 *Indigenous Peoples** that may be affected by management activities are identified.
 - 3.1.2 Through *culturally appropriate** engagement* with the *Indigenous Peoples** identified in 3.1.1, the following are documented and/or mapped:

Their legal* and customary rights* of tenure*;

Their *legal** and customary access to, and *use rights**, of the *forest** resources and *ecosystem services**,

Their *legal** and *customary rights** and obligations that apply;

The evidence supporting these rights and obligations;

Areas where rights are contested between *Indigenous Peoples**, governments and/or others;

Summary of the means by which the *legal** and *customary rights** and contested rights, are addressed by *The Organization**; and

The aspirations and goals of *Indigenous Peoples** related to management activities, *Intact Forest Landscapes** and *Indigenous cultural landscapes**.

NTFP 3.1.2 Through *culturally appropriate* engagement** with the *Indigenous Peoples** identified in 3.1.1, the following issues are documented and/or mapped:

Their *legal** and *customary rights** of *tenure**;

Their *legal** and customary access to, and use *rights**, of the *forest** resources, *non-timber forest products** and *ecosystem services**;

Their *legal** and *customary rights** and obligations that apply;

The evidence supporting these rights and obligations;

Areas where rights are contested between *Indigenous Peoples**, governments and/or others;

Summary of the means by which the *legal** and *customary rights** and contested rights, are addressed by *The Organization**;

The aspirations and goals of *Indigenous Peoples** related to management activities.

3.2 The Organization* shall recognize and uphold* the legal* and customary rights* of Indigenous Peoples* to maintain control over management

activities within or related to the *Management Unit** to the extent necessary to protect their rights, resources and *lands* and *territories**. Delegation by *Indigenous Peoples** of control over management activities to third parties requires *Free, Prior and Informed Consent**.

- 3.2.1 Through *culturally appropriate** engagement* Indigenous Peoples* are informed when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights, resources, *lands and territories**.
- 3.2.2 The *legal** and *customary rights** of Indigenous Peoples* are not violated by The Organization*.
- 3.2.3 Where evidence exists that *legal** and *customary rights** of *Indigenous Peoples** related to management activities have been violated the situation is corrected, if necessary, through *culturally appropriate** engagement* and/or through the *dispute** resolution process as required in *Criteria** 1.6 or 4.6.
- 3.2.4 Free, Prior and Informed Consent* is granted by Indigenous Peoples* prior to management activities that affect their identified rights through a process that includes:

Ensuring *Indigenous Peoples** know their rights and obligations regarding the resource:

Informing the *Indigenous Peoples** of the value of the resource, in economic, social and environmental terms;

Informing the *Indigenous Peoples** of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, *lands and territories**; and

Informing the *Indigenous Peoples** of the current and future planned *forest management** activities.

- 3.2.5 Where the process of *Free Prior and Informed Consent** has not yet resulted in an *FPIC** agreement, *the Organisation** and the affected *Indigenous Peoples** are engaged in a mutually agreed *FPIC** process that is advancing, in *good faith** and with which the community is satisfied.
- 3.3 In the event of delegation of control over management activities, a binding agreement* between The Organization* and the Indigenous Peoples* shall be concluded through Free, Prior and Informed Consent*. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by Indigenous Peoples* of The Organization*'s compliance with its terms and conditions.
 - 3.3.1 Where control over management activities has been granted through Free Prior and Informed Consent* based on culturally appropriate* engagement*, the binding agreement* contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.

- 3.3.2 Records of *binding agreements** are maintained.
- 3.3.3 The *binding agreement** contains the provision for monitoring by *Indigenous Peoples** of *The Organization**'s compliance with its terms and conditions.
- 3.4 The Organization* shall recognize and uphold* the rights, customs and culture of Indigenous Peoples* as defined in the United Nations Declaration on the Rights of Indigenous Peoples* (2007) and ILO Convention* 169 (1989).
 - 3.4.1 The rights, customs and culture of *Indigenous Peoples** as defined in UNDRIP and *ILO Convention** 169 are not violated by *The Organization**.
 - 3.4.2 Where evidence that rights, customs and culture of *Indigenous Peoples**, as defined in UNDRIP and *ILO Convention** 169, have been violated by *The Organization**, the situation is documented including steps to *restore** these rights, customs and culture of *Indigenous Peoples**, to the satisfaction of the rights holders.
- 3.5 The Organization*, through engagement* with Indigenous Peoples*, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance and for which these Indigenous Peoples* hold legal* or customary rights*. These sites shall be recognized by The Organization* and their management, and/or protection* shall be agreed through engagement* with these Indigenous Peoples*.
 - 3.5.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which *Indigenous Peoples** hold *legal** or *customary rights** are identified through *culturally appropriate** engagement*.
 - 3.5.2 Measures to protect such sites are agreed, documented and implemented through *culturally appropriate* engagement** with *Indigenous Peoples**. When *Indigenous Peoples** determine that physical identification of sites in documentation or on maps would threaten the value or *protection** of the sites, then other means will be used.
 - 3.5.3 Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the *Indigenous Peoples**, and as directed by local and *national laws**.
- 3.6 The Organization* shall uphold* the right of Indigenous Peoples* to protect* and utilize their Traditional Knowledge* and shall compensate local communities* for the utilization of such knowledge and their intellectual property*. A binding agreement* as per Criterion* 3.3 shall be concluded between The Organization* and the Indigenous Peoples* for such utilization through Free, Prior and Informed Consent* before utilization takes place, and shall be consistent with the protection* of intellectual property* rights.
 - 3.6.1 Traditional knowledge* and intellectual property* are protected and are only used when the acknowledged owners of that traditional

- knowledge* and intellectual property* have provided their Free, Prior and Informed Consent* formalized through a binding agreement*.
- 3.6.2 Indigenous Peoples* are compensated according to the binding agreement* reached through Free, Prior and Informed Consent* for the use of traditional knowledge* and intellectual property*.

PRINCIPLE* 4: COMMUNITY RELATIONS

The Organization* shall contribute to maintaining or enhancing the social and economic wellbeing of *local communities**.

- 4.1 The Organization* shall identify the local communities* that exist within the Management Unit* and those that are affected by management activities. The Organization* shall then, through engagement* with these local communities*, identify their rights of tenure*, their rights of access to and use of forest* resources and ecosystem services*, their customary rights* and legal* rights and obligations, that apply within the Management Unit*.
 - 4.1.1 Local communities*that exist in the Management Unit* and those that may be affected by management activities are identified.

Verifiers

- Socio-economic survey report
- Map of Management Unit showing communities affected by management activities
- Participatory maps
- Social objectives in the forest management plan
- Identified communities include fringe communities eligible for Social Responsibility Agreement (SRA) by TUC/Concession Lease holders and private plantations in Forest Reserves per FC SRA Guidelines
- 4.1.2 Through *culturally appropriate** engagement* with the *local communities** identified in 4.1.1, the following are documented and/or mapped:
 - 1) Their legal* and customary rights* of tenure*;
 - 2) Their *legal** and customary access to, and *use rights**, of the *forest** resources and *ecosystem services**;
 - 3) Their *legal** and *customary rights** and obligations that apply;
 - 4) The evidence supporting these rights and obligations;
 - 5) Areas where rights are contested between *local communities**, governments and/or others;
 - 6) Summary of the means by which the *legal** and *customary rights**, and contested rights are addressed by *The Organization**; and
 - 7) The aspirations and goals of *local communities** related to management activities.

- Documentation and /or map of items 1-7
- Socio-economic survey report
- Records on engagement with local communities
- Organization forest management plan
- Interview with local communities

- Additional verifiers for TUC/Concession Lease holders and private plantations in Forest Reserves to include
 - Strategic Forest Management plan for the Forest Reserve
 - o Reserve Settlement Commission's Report for the Forest Reserve
 - o Social Responsibility Agreement per FC SRA guidelines
 - o Interview with local communities
- 4.2 The Organization* shall recognize and uphold* the legal* and customary rights* of local communities* to maintain control over management activities within or related to the Management Unit* to the extent necessary to protect their rights, resources, lands and territories*. Delegation by local communities* of control over management activities to third parties requires Free, Prior and Informed Consent*.
 - 4.2.1 Through *culturally appropriate** engagement* local communities* are informed of when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights.

- Organisation's Policies
- Community Engagement Procedures
- Records of community engagement
- Evidence of receipt of local community request and organisation's response
- Interview with local communities
- 4.2.2 The legal* and customary rights* of local communities* to maintain control over management activities are not violated by The Organization*.

Verifiers

- Organisation's social policy
- Land lease Agreement
- Any existing agreement with local communities
- Grievance and complaint records
- Interview with local communities
- Additional verifiers for TUC/Concession lease holders and private plantations in Forest Reserves
 - Social Responsibility Agreement per FC SRA guidelines
 - Evidence of unrestricted access to local communities to collect NTFPs, hunt, fish, maintain and use access roads and footpath (subject to management restrictions*)
 - Records of any request from landowners to manage their own Forest as provided in Section 17(2) A of the Forest Act 1927
 - Evidence of response to request

Note:

Management Restrictions include:

- The use of permit system and payment of appropriate fees to District Forest Manager prior to collection of any NTFP (for commercial use)
- Prohibition of use of poisonous chemicals for fishing.
- Prohibition of hunting during close seasons (i.e., August 1- December 1) every year.
- Prohibition of setting up hunting camps in the reserve
- Prohibition of setting traps and snares for hunting
- o Prohibition of distillation of local gin
- Prohibition of snare and game hunting in the nights
- 4.2.3 Where evidence exists that *legal** and *customary rights** of *local communities** related to management activities have been violated the situation is corrected, if necessary, through *culturally appropriate** engagement* and/or through the *dispute** resolution process in *Criteria** 1.6 or 4.6.

- Organisation's community rights procedures
- Grievance and dispute resolution procedures
- Grievance and complaint records
- Dispute resolution records
- Root cause analysis and Corrective action for reported community rights violations
- Interview with local communities
- Additional verifiers for TUC/Concession lease holders and private plantations in Forest Reserves
 - The Timber Utilization Contract
 - Social Responsibility Agreement per FC SRA guidelines
 - Grievance and complaint records
 - Procedures for monitoring company activities
 - Monitoring reports
- 4.2.4 Free, Prior and Informed Consent* is granted by local communities* prior to management activities that affect their identified rights through a process that includes:
 - 1) Ensuring *local communities** know their rights and obligations regarding the resource;
 - 2) Informing the *local communities** of the value of the resource, in economic, social and environmental terms;
 - 3) Informing the *local communities** of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights and resources; and
 - 4) Informing the *local communities** of the current and future planned *forest** management activities.

- Organizations FPIC procedures
- Records of local community engagement related to FPIC
- Forest Management plans

- Interview with local communities
- Additional verifiers for TUC/Concession lease holders and private plantations in Forest Reserves:
 - o Timber Utilization Contract includes letter of consent
 - o Reserve Settlement Commission's Report for the Forest Reserve
 - Strategic Forest reserve management plan
 - Timber Utilization Contract area plan
 - Social Responsibility Agreement per FC SRA guidelines
- 4.2.5 Where the process of Free Prior and Informed Consent* has not yet resulted in an FPIC* agreement, the Organisation* and the affected local communities * are engaged in a mutually agreed FPIC* process that is advancing, in good faith* and with which the community is satisfied.

- Minutes of FPIC related meetings
- Interview with local communities and other stakeholders
- 4.3 The Organization* shall provide reasonable* opportunities for employment, training and other services to local communities*, contractors and suppliers proportionate to scale* and intensity* of its management activities.
 - 4.3.1 Reasonable* opportunities are communicated and provided to local communities*, local contractors and local suppliers for:
 - 1) Employment,
 - 2) Training, and
 - 3) Other services.

Verifiers

- Evidence of communication of job offers, training and other services to local communities
- Evidence of provision of employment, training and other services opportunities to local communities
- Forest management plan
- Interview with local communities and other stakeholders
- SLIMF 4.3.1 Preference is given to local people and services.

- Evidence of preference given to local communities on services
- 4.4 The Organization* shall implement additional activities, through engagement* with local communities*, that contribute to their social and economic development, proportionate to the scale*, intensity* and socioeconomic impact of its management activities.

4.4.1 Opportunities for local social and economic development are identified through *culturally appropriate* * *engagement** with *local communities** and other relevant organizations.

Verifiers

- Records of engagement with local communities
- Organisation's Corporate Social Responsibility
- Socio-economic survey reports
- Forest management plan
- Interview with local communities and other stakeholders
- Additional verifiers for TUC/Concession lease holders and private plantation in Forest Reserves
 - Social Responsibility Agreements per FC SRA guidelines

SLIMF 4.4.1 Opportunities for local social and economic development are identified and implemented.

Verifiers

- Evidence of identified local social and economic development
- Evidence of implementation of identified opportunities
- Direct observation of local development projects
- Interview with local communities
- 4.4.2 Projects and additional activities are implemented and/or supported that contribute to local social and economic benefit and are proportionate to the socio-economic impact of management activities.

Verifiers

- Records of implementation of local social economic development projects and additional activities
- Organisation's Corporate Social Responsibility project records
- Forest management plan
- Direct observation of local community projects and additional activities
- Additional verifiers for TUC/Concession lease holders and private plantations Forest Reserve
 - Social Responsibility Agreements per FC SRA guidelines
 - Stumpage payment records and Social Responsibility payment receipts
 - Direct observation of local community projects from SRAs

SLIMF 4.4.2 Local products and services are used.

- Evidence of use of local product and services
- Forest management plan
- Direct observation of use of local products and services
- Interview with local communities
- 4.5 The Organization*, through engagement* with local communities*, shall take action to identify, avoid and mitigate significant* negative social, environmental and economic impacts of its management activities on

affected communities. The action taken shall be proportionate to the scale, intensity and risk* of those activities and negative impacts.

4.5.1 Through *culturally appropriate** engagement* with *local communities**, measures are implemented to identify, avoid and mitigate *significant** negative social, environmental and economic impacts of management activities.

Verifiers

- Social, economic and environmental impact assessment report
- High Conservation Value Assessment report
- Social economic, and environment management plan
- Evidence of implementation the social, economic and environmental management plan
- Forest management plan
- Environmental Permit
- Quarterly Environmental Management monitoring reports to EPA
- Direct observation in the field
- Interview with local communities and other stakeholders
- SLIMF 4.5.1.1 Measures are implemented to avoid and mitigate negative social, environmental and economic impacts of management activities on affected communities.

Verifiers

Evidence of implementation of measures

SLIMF 4.5.1.2 Upon request, these measures are communicated to fringe communities and stakeholders.

Verifiers

- Evidence of request for social, environmental and economic mitigation measures by stakeholder
- Evidence of communication to request
- Interview with fringe communities and other stakeholders
- NTFP 4.5.1 Through *culturally appropriate** engagement* with *local communities**, measures are implemented to identify, avoid and mitigate *significant** negative social, environmental and economic impacts of management activities including impacts on *non-timber forest products** and local communities' access rights to NTFP for subsistence use when applicable.

- Social, economic and environmental impact assessment report
- High Conservation Value Assessment report
- Social economic, and environment management plan
- Evidence of implementation the social, economic and environmental management plan

- Forest management plan
- Environmental Permit
- Quarterly Environmental Management monitoring reports to EPA
- · Direct observation in the field
- Interview with local communities and other stakeholders
- 4.6 The Organization*, through engagement* with local communities*, shall have mechanisms for resolving grievances and providing fair compensation* to local communities* and individuals with regard to the impacts of management activities of The Organization*.
 - 4.6.1 A publicly *available* dispute** resolution process is in place, developed through *culturally appropriate* engagement** with *local communities**.

- Records of development of dispute resolution with local communities
- Dispute resolution procedures are publicly available
- 4.6.2 Grievances related to the impacts of management activities are responded to in a *timely manner**, and are either resolved or are in the *dispute** resolution process.

Verifiers

- Records of grievances include
- · Grievances received
- Evidence of response
- Interview with local communities and other stakeholders
- 4.6.3 An up to date record of grievances related to the impacts of management activities is held including:
 - 1) Steps taken to resolve grievances;
 - 2) Outcomes of all *dispute** resolution processes including *fair* compensation* to *local communities** and individuals; and
 - 3) Unresolved *disputes**, the reasons they are not resolved, and how they will be resolved.

- Records of grievances include
- Resolution steps
- Outcome of resolution
- Fair compensation and recipients
- Status of grievances
- Reasons for unresolved grievances
- Interview with local communities and other stakeholders

- 4.6.4 Operations cease in areas while *disputes** exist of:
 - 1) Substantial magnitude*;
 - 2) Substantial duration*; or
 - 3) Involving a *significant** number of interests.

- Records of disputes include the list, the start date of dispute, number of interested parties and any court decision on dispute
- Dispute Resolution procedures
- Records of notification for suspension of operations to stakeholders
- Records of notification for resumption of operations to stakeholders
- Evidence of cessation of operations
- Direct field observations
- Interview with stakeholders
- 4.7 The Organization*, through engagement* with local communities*, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance, and for which these local communities* hold legal* or customary rights*. These sites shall be recognized by The Organization*, and their management and/or protection* shall be agreed through engagement* with these local communities*.
 - 4.7.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which *local communities** hold *legal** or *customary rights** are identified through *culturally appropriate** *engagement** and are recognized by *The Organization**.

Verifiers

- Forest management plans/Strategic Forest Reserve Management plan
- High Conservation Value Assessment report
- Social and Environmental Impact assessment reports
- Interview with stakeholders
- 4.7.2 Measures to protect such sites are agreed, documented and implemented through *culturally appropriate engagement** with *local communities**. When *local communities** determine that physical identification of sites in documentation or on maps would threaten the value or *protection** of the sites, then other means will be used.

- Forest management plans/Strategic Forest Reserve Management plan
- HCV management and monitoring recommendation in HCV report
- Evidence of agreement of management recommendation of identified sites by local communities and implementation records
- Social and Environmental Management plan and implementation records
- Records of quarterly EMP monitoring reports to EPA
- Direct field observation
- Interview with stakeholders

4.7.3 Whenever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the *local communities**, and as directed by local and *national laws**.

Verifiers

- Organisation's procedures
- Records of notification for suspension of operations to stakeholders
- Records of notification for resumption of operations to stakeholders
- Evidence of cessation of operations
- Direct field observations
- Interview with stakeholders
- 4.8 The Organization* shall uphold* the right of local communities* to protect* and utilize their Traditional Knowledge* and shall compensate local communities* for the utilization of such knowledge and their intellectual property*. A Binding agreement* as per Criterion* 3.3 shall be concluded between The Organization* and the local communities* for such utilization through Free, Prior and Informed Consent* before utilization takes place, and shall be consistent with the protection* of intellectual property* rights.
 - 4.8.1 Traditional knowledge* and intellectual property* are protected and are only used when the owners of that traditional knowledge* and intellectual property* have provided their Free, Prior and Informed Consent* formalized through a binding agreement*.

Verifiers

- Organisations FPIC procedures
- FPIC records include binding agreement on traditional knowledge and intellectual property
- Agreement includes: the duration, provisions for renegotiation, renewal, termination, economic conditions/compensation, provision for monitoring by local communities and other terms and conditions.
- Evidence of implementation of agreement
- Interview with local communities and other stakeholders
 - 4.8.2 Local communities* are compensated according to the binding agreement* reached through Free, Prior and Informed Consent* for the use of traditional knowledge* and intellectual property*.

- Traditional knowledge and intellectual property agreement
- Evidence of compensation paid as in the agreement
- Interview with local communities and other stakeholders.

PRINCIPLE* 5: BENEFITS FROM THE FOREST*

The Organization* shall efficiently manage the range of multiple products and services of the *Management Unit** to maintain or enhance *long-term** economic viability* and the range of social and environmental benefits.

- 5.1 The Organization* shall identify, produce, or enable the production of, diversified benefits and/or products, based on the range of resources and ecosystem services* existing in the Management Unit* in order to strengthen and diversify the local economy proportionate to the scale* and intensity* of management activities.
 - 5.1.1 The range of resources and *ecosystem services** that could strengthen and diversify the local economy are identified.

Verifiers

- Forest management plans/Strategic Forest Reserve management plan
- Timber Utilization Contract area plan (for TUC holders)
- Any other report identifying resources and ecosystem services of benefit to the local economy
- SLIMF 5.1.1 *The Organization** is aware of the range of resources and *ecosystem services** that could strengthen and diversify the local economy.

Verifiers

- Evidence of awareness of range of resources and ecosystem services
- Forest management plan
- Direct field observations
- Interview with local communities and other stakeholders
- NTFP 5.1.1 The range of resources, *non-timber forest products** and *ecosystem services** that could strengthen and diversify the local economy are identified in consultation with the local communities.

Verifiers

- Forest management plans/Strategic Forest Reserve management plan
- Timber Utilization Contract area plan (for TUC holders)
- Any other report identifying NTFP resources and ecosystem services of benefit to the local economy
- 5.1.2 Consistent with *management objectives**, the identified benefits and products are produced by *The Organization** and/or made available for others to produce, to strengthen and diversify the local economy.

- Evidence of identified benefits, NTFPs and other products
- Evidence of production of identified benefits, NTFPs and other products strengthening and diversifying the local economy

- Forest management plans/Strategic Forest Reserve Management plan
 Note: (TUC / Concession lease holders have only permission to timber utilisation rights)
- SLIMF 5.1.2. Consistent with *management objectives**, the identified benefits and products are produced by *The Organization** and/or made available for others to produce, to strengthen and diversify the local economy.

 Evidence of production of identified benefits and products (directly or through a third party)

Note: (TUC / Concession lease holders have only permission to timber utilisation rights)

NTFP 5.1.2.1 Consistent with *management objectives**, the identified benefits, *non-timber forest products** and products are produced by *The Organization** and/or made available for others to produce, to strengthen and diversify the local economy.

Verifiers

- Evidence of identified benefits, NTFPs and other products
- Evidence of production of identified benefits, NTFPs and other products strengthening and diversifying the local economy
- Forest management plans/Strategic Forest Reserve Management plan
- NTFP 5.1.2.2 Consistent with management objectives*, the identified benefits, non-timber forest products* and products are produced by The Organization* as permitted by the FC and/or corporate with permitted parties to produce, to strengthen and diversify the local economy.

Verifiers

- Permit for NTFPs
- Evidence of identified benefits, NTFPs and other products
- Evidence of production of identified benefits, NTFPs and other products strengthening and diversifying the local economy
- Forest management plans/Strategic Forest Reserve Management plan
- Evidence of corporation with other parties with FC NTFP permits when applicable
- 5.1.3 When *The Organization** uses FSC Ecosystem Services Claims, *The Organization** shall comply with applicable requirements in FSC-PRO-30-006.

Verifiers

Evidence of compliance with FSC PRO 30-006

- 5.2 The Organization* shall normally harvest products and services from the Management Unit* at or below a level which can be permanently sustained.
 - 5.2.1 Timber harvesting levels* are based on an analysis of current Best Available Information* on growth and yield; inventory of the forest*; mortality rates; and maintenance of ecosystem functions*.

- For TUC/Concession lease holders
 - Yield or list of harvestable trees issued by the Forestry Commission
- Evidence of timber harvest level analysis based on:
 - Up-to-date growth and yield information.
 - Up-to-date inventory data.
 - Volume and area reductions caused by mortality as well as natural disturbances such as fire, insects and disease; and
 - o Volume and area reductions to account for adherence to all other requirements in this standard.
 - 5.2.2 Based on the *timber harvesting level** analysis, a maximum allowable annual cut for timber is determined that does not exceed the harvest level that can be permanently sustained including by ensuring that harvest rates do not exceed growth.

Verifiers

- For TUC/Concession lease holders
 - MoP Section D Stock Survey and Yield Allocation
 - Yield or list of harvestable trees issued by the Forestry Commission with RMSC report
 - Compartment stock maps
- Other forest management organisations
 - Maximum Annual Allowable Cut (AAC) based on timber harvest level analysis
 - o Records of timber harvest level analysis
- 5.2.3 Actual annual harvest levels for timber are recorded and the harvest over a defined period does not exceed the allowable cut determined in 5.2.2 for the same defined period.

- For TUC/Concession lease holders
 - Yield or list of harvestable trees issued by the Forestry Commission
 - Yield and stock maps
 - Harvesting schedules endorsed by Forestry Commission
 - Harvesting registers
 - Annual production report
 - Tree Information Forms
 - o Log Measurement and Conveyance Certificates

- Direct observations in the field
- Other Forest organisations
 - Annual Allowable Cut records
 - Records of harvested timber of over defined period
 - Log Measurement and Conveyance Certificate issued by Forestry Commission
 - Direct observation in the field
 - Interview with stakeholders
 - 5.2.4 For extraction of commercially harvested services and *non-timber* forest products* under *The Organization*'s* control a sustainable harvest level is calculated and adhered to. Sustainable harvest levels are based on *Best Available Information**.

- For TUC/Concession lease holders
 - Harvest permit issued by Forestry Commission
- Forest management organisations/operations
 - o Evidence of calculated sustainable harvest levels
 - Bases of the calculation
 - NTFP 5.2.4.1 For private forest plantations and alienation holders, extraction of commercially harvested services and *non-timber forest products** under *The Organization's** control a sustainable harvest level is calculated and adhered to. Sustainable harvest levels are based on *Best Available Information**.

Verifiers

- Forest management organisations/operations
- Evidence of calculated sustainable harvest levels
- Bases of the calculation
 - NTFP 5.2.4.2 For TUC/Concession Lease holders and other parties with commercial harvesting rights to non-timber forest products*, a sustainable harvest level is calculated and followed, taking into consideration access to non-timber forest products* by local communities for subsistence use. Sustainable harvest levels are based on Best Available Information including local harvesting for subsistence use*.

- NTFP harvesting permit
- Permitted NTFP quantity
- Evidence of calculated sustainable harvest levels
- Bases of the calculation
- 5.3 The Organization* shall demonstrate that the positive and negative externalities* of operations are included in the management plan*.

5.3.1 Costs related to preventing, mitigating or compensating for negative social and environment impacts of management activities are quantified and documented in the *management plan**.

Verifiers

- Social and Environmental Impact Assessment report
- Social and Environmental Management Plan
- Evidence of document social and environmental compensation and mitigation cost in forest management plan/ Strategic Forest management plan/TUC Area plan
- 5.3.2 Benefits related to positive social and environment impacts of management activities are identified and included in the *management plan**.

Verifiers

- Social and Environmental Impact Assessment report
- Social and Environmental Management Plan
- Evidence of documented social and environmental benefits in forest management plan/Strategic Forest management plan/TUC Area plan
- 5.4 The Organization* shall use local processing, local services, and local value adding to meet the requirements of The Organization* where these are available, proportionate to scale, intensity and risk*. If these are not locally available, The Organization* shall make reasonable* attempts to help establish these services.
 - 5.4.1 Where cost, quality and capacity of non-local and local options are at least equivalent, local goods, services, processing and value-added facilities are used.

Verifiers

- Justification for use of non-local options for each good and service
- Evidence of use of local option for goods and services

Note: Local in the context of this indicator means the Metropolitan Municipal and District Assemblies (MMDAs).

SLIMF 5.4.1 Where cost, quality and capacity of non-local and local options are at least equivalent, local goods, services, processing and value-added facilities are used. Note: Local in the context of this indicator means the Metropolitan Municipal and District Assemblies (MMDAs).

- Evidence of use of local goods and services
- Justification for use of non-local goods and services
- Interview with stakeholders within relevant MMDA
- NTFP 5.4.1 Where cost, quality and capacity of non-local and options within the Metropolitan Municipal and District Assemblies (MMDAs). are at

least equivalent, goods from the MMDA, services, processing and value-added facilities are used for NTFPs.

Note: "Local" in the context of this indicator means the Metropolitan Municipal and District Assemblies (MMDAs).

Verifiers

- Justification for use of non-local options for each good and service
- Evidence of use of local option for goods and services
- Interview with stakeholder within relevant MMDA
- 5.4.2 Reasonable* attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.

Verifiers

- Any evidence of attempts made
- Training and assistance records
- Minutes of community meetings
- Business plan
- Investment plan
- · Report on studies conducted
- · Direct observations through field visit
- Interview with local communities
- SLIMF 5.4.2 Reasonable* attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.

Verifiers

- Evidence of attempts made
- Interview with MMDA stakeholders
- NTFP 5.4.2 Reasonable* attempts are made to establish and encourage capacity where goods from the MMDA,, services, processing and value-added facilities are not available.

- Any evidence of attempts made
- Training and assistance records
- Minutes of community meetings
- Business plan
- Investment plan
- · Report on studies conducted
- Direct observations through field visit
- Interview with MMDA stakeholders
- 5.5 The Organization* shall demonstrate through its planning and expenditures proportionate to scale, intensity and risk*, its commitment to long-term* economic viability*.

5.5.1 Sufficient funds are allocated to implement the *management plan** in order to meet this standard and to ensure *long-term* economic viability**.

Verifiers

- Management Plan/TUC Area Plan
- Business Plan
- Annual Budgets
- Investment plan
 - SLIMF 5.5.1 Sufficient funds are allocated to implement the *management* plan* in order to meet this standard and to ensure *long-term** economic viability*.

Verifiers

- Management Plan/TUC Area plan
- Business plan Budgets
 - 5.5.2 Expenditures and investments are made to implement the management plan* in order to meet this standard and to ensure long-term* economic viability*.

- Capital and operational expenditure records
- Budget Control/monitoring records
- Audited Financial Statements/Financial statements
- Payment records
- Direct observations
- Interview with top management

PRINCIPLE* 6: ENVIRONMENTAL VALUES* AND IMPACTS

The Organization* shall maintain, conserve* and/or restore* ecosystem services* and environmental values* of the Management Unit*, and shall avoid, repair or mitigate negative environmental impacts.

- 6.1 The Organization* shall assess environmental values* in the Management Unit* and those values outside the Management Unit* potentially affected by management activities. This assessment shall be undertaken with a level of detail, scale and frequency that is proportionate to the scale, intensity and risk* of management activities, and is sufficient for the purpose of deciding the necessary conservation* measures, and for detecting and monitoring possible negative impacts of those activities.
 - 6.1.1 Best Available Information* is used to identify environmental values* within, and, where potentially affected by management activities, outside of the Management Unit*.

Verifiers

- Identified environmental values
- Evidence of use of current best available flora, fauna and ecological studies
- Management plans
- EIA survey results
- Current inventory reports
- HCV assessment report
- HCV monitoring reports
- Consultation with experts
- Consultation with local communities and other stakeholders
- SLIMF 6.1.1 Best Available Information* is used to identify environmental values* within, and, where potentially affected by management activities, outside of the Management Unit*.

- Identified environmental values
- Evidence of use of current best available flora, fauna and ecological studies
- EIA survey / Scooping results
- Current inventory reports
- HCV assessment report
- HCV monitoring reports
- Management plans/TUC Area Plan
- Consultation with experts
- Consultation with local communities and other stakeholders
- NTFP 6.1.1 Best Available Information* including local community knowledge is used to identify environmental values* within, and,

where potentially affected by NTFP management activities, outside of the *Management Unit**.

Verifiers

- Identified environmental values
- Evidence of use of current best available flora, fauna and ecological studies
- Management plan
- EIA survey results
- Current NTFP inventory reports
- HCV assessment report
- HCV monitoring reports
- Consultation with experts
- Consultation with local communities and other stakeholders
- 6.1.2 Assessments of *environmental values** are conducted with a level of detail and frequency so that:
 - 1) Impacts of management activities on the identified *environmental* values* can be assessed as per Criterion* 6.2;
 - 2) Risks* to environmental values* can be identified as per Criterion* 6.2;
 - 3) Necessary *conservation** measures to protect values can be identified as per *Criterion** 6.3; and,
 - 4) Monitoring of impacts or environmental changes can be conducted as per *Principle** 8.

Verifiers

- Identified environmental values
- Procedures for assessing environmental values includes level of detail and frequency of assessment
- Identified risk, conservation measures and monitoring of impact of to environmental values
- Forest management plan/Strategic Forest Reserve Management Plan
- Interview with experts
- SLIMF 6.1.2 Assessments of *environmental values** are conducted with a level of detail and frequency.

- Identified environmental values/Assessment report
- Procedures for assessing environmental values includes level of detail and frequency of assessment
- Interviews with experts and other stakeholder
 - NTFP 6.1.2 Assessments of *environmental values** are conducted with a level of detail and frequency so that:

- 1) Impacts of management activities on the identified *environmental* values* on non-timber forest products*can be assessed as per *Criterion** 6.2;
- 2) Risks* to environmental values* on non-timber forest products* can be identified as per Criterion* 6.2;
- 3) Necessary *conservation** measures to protect values on non-timber forest products*can be identified as per *Criterion** 6.3; and,
- 4) Monitoring of impacts or environmental changes on non-timber forest products* can be conducted as per *Principle** 8.

- Identified environmental values/Assessment report
- Procedures for assessing environmental values includes level of detail and frequency of assessment
- Identified risk, conservation measures and monitoring of impact to environmental values
- Forest management plan/Strategic Forest Reserve Management Plan
- Interview with experts and other stakeholders
- 6.2 Prior to the start of site-disturbing activities, *The Organization** shall identify and assess the *scale*, *intensity and risk** of potential impacts of management activities on the identified *environmental values**.
 - 6.2.1 An *environmental impact assessment** identifies potential present and future impacts of management activities on *environmental values**, from the stand level to the landscape level.

Verifiers

- Environmental Permit issued by the Environmental Protection Authority
- Environment impact assessment report approved by the EPA
- Interview with stakeholders
- SLIMF 6.2.1 Prior to implementing site-disturbing activities an assessment is conducted to identify possible adverse impacts from planned management activities.

Verifiers

- Environmental permit issued by the EPA
- Approved screening report by the EPA
- Interview with experts and other stakeholders
- NTFP 6.2.1 An *environmental impact assessment** identifies potential present and future impacts of the non-timber forest products*of interest activities on *environmental values** and other *non-timber forest products**, from the stand level to the landscape level.

Verifiers

• Environmental Permit issued by the Environmental Protection Authority

- Environment impact assessment report approved by the EPA has the NTFPs of interest in the assessment scope and the identifies impacts on other NTFPs
- Interview with stakeholders
- 6.2.2 The *environmental impact assessment** identifies and assesses the impacts of the management activities prior to the start of site-disturbing activities.

- Evidence of impacts assessment of management activities before start of site activities
- Environment impact assessments report
- Interview with experts, local communities and other stakeholders
- Direct site observations
- 6.3 The Organization* shall identify and implement effective actions to prevent negative impacts of management activities on the *environmental values**, and to mitigate and repair those that occur, proportionate to the scale, intensity and risk* of these impacts.
 - 6.3.1 Management activities are planned and implemented to prevent negative impacts and to protect *environmental values**.

Verifiers

- Evidence of addressing EMP in operational plans
- Forest management plan
- Operational Plan
- For TUC/Concession lease holders:
 - o TUC Area Operational plans endorsed by the Forestry Commission
 - Harvesting schedule endorsed by the Forestry Commission
 - Compartment logging plan endorsed by the Forestry Commission
 - NTFP 6.3.1 Management activities are planned and implemented to prevent negative impacts on non-timber forest products* of interest and to protect *environmental values** and other *non-timber forest products**.

- Evidence of addressing EMP in operational plans
- Forest management plan
- Operational Plan for NTFP of interest or plan includes NTFP
- Monitoring records
- For TUC/Concession lease holders
 - o NTFP Permit conditions
 - TUC Area plan/Operational plans
 - NTFP harvesting plan
 - Forestry Commission Monitoring reports
 - Post Harvest reports

- Direct field observations
 - 6.3.2 Management activities prevent negative impacts to *environmental* values*.

- Procedures
- Monitoring reports
- Complaint and grievance reports
- For TUC/Concession lease holders
 - o Forestry Commission monitoring reports
 - Post harvest certificate/report
- Direct field observations
- Interview with stakeholders
 - NTFP 6.3.2 Management activities prevent negative impacts to environmental values* on non-timber forest products*of interest and non-timber forest products*.

Verifiers

- Procedures
- Monitoring reports
- Complaint and grievance reports
- For TUC/Concession lease holders
 - o Forestry Commission monitoring reports
 - o Offense register
 - Post harvest certificate/report
- Direct field observations
- Interview with stakeholders
 - 6.3.3 Where negative impacts to *environmental values** occur, measures are adopted to prevent further damage, and negative impacts are mitigated and/or repaired.

- Monitoring procedures
- Monitoring records
- Corrective and preventive action (including root-cause analysis) records
- · Complaint and grievance records
- Dispute resolution records
- For TUC/Concession lease holders
 - o Forestry Commission monitoring repots
 - Offense register
- Interview with stakeholders
 - NTFP 6.3.3 Where negative impacts to *environmental values**, non-timber forest products* of interested other *non-timber forest products** occur,

measures are adopted to prevent further damage, and negative impacts are mitigated and/or repaired.

Verifiers

- Monitoring procedures
- For TUC/Concession lease holders
 - Forestry Commission monitoring repots
 - o Offense register
- Interview with stakeholders
- 6.4 The Organization* shall protect rare species* and threatened species* and their habitats* in the Management Unit* through conservation zones*, Protection Areas*, connectivity* and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the scale, intensity and risk* of management activities and to the conservation* status and ecological requirements of the rare and threatened species*. The Organization* shall take into account the geographic range and ecological requirements of rare and threatened species* beyond the boundary of the Management Unit*, when determining the measures to be taken inside the Management Unit*.
 - 6.4.1 Best Available Information* is used to identify rare and threatened species*, and their habitats*, including CITES species (where applicable) and those listed on national, regional and local lists of rare and threatened species* that are present or likely to be present within and adjacent to the Management Unit*.

Verifiers

- Records of identified RT, CITES and their habitat in the management unit
- HCV reports
- Forestry Commission and other survey reports
- EIA report
- Maps of rare and threatened species and their habitats within the Management Unit
- Forest management plan

Note: Best Available Information* includes but not limited to:

- o IUCN Red list, CITES list, and protected species in Ghana.
- o Field surveys.
- o Publications in major wild flora and fauna of Ghana
- Stock survey reports
- o Consultation with local communities and experts.
- SLIMF 6.4.1 Best Available Information* is used to identify rare and threatened species*, and their habitats*, including CITES species (where applicable) and those listed on national, regional and local lists of rare and threatened species* that are present or likely to be present within and adjacent to the Management Unit*.

- Records of identified RT, CITES and their habitat in the management unit
- HCV reports
- Forestry Commission and other survey reports
- EIA report/Scooping report
- Maps of rare and threatened species and their habitats within the Management Unit
- Forest Management Plan

Note: Best Available Information* includes but not limited to:

- o IUCN Red list, CITES list, and protected species in Ghana.
- Field surveys.
- o Publications in major wild flora and fauna of Ghana
- Stock survey reports
- Consultation with representatives of local communities and experts
- 6.4.2 Potential impacts of management activities on *rare and threatened* species* and their *conservation** status and *habitats** are identified and management activities are modified to avoid negative impacts.

Verifiers

- Environment and social impact assessment reports
- Environmental Impact Management Plan (EMP)
- EMP Monitoring records
- Forest Management Plans
- Forest operations procedures
- For TUC/Concession lease holders
 - o TUC Area Plan
 - Compartment logging plans
- Interview with stakeholders
 - SLIMF 6.4.2 Management activities are designed or modified to avoid negative impacts to *rare and threatened species**, and their *habitats**.

Verifiers

- Environment and social impact assessment /Scooping reports
- Monitoring records
- Forest Management Plans
- Forest operations procedures
- For TUC/Concession lease holders
 - TUC Area Plan
 - Compartment logging plans
- Interview with stakeholders
 - 6.4.3 The *rare and threatened species** and their *habitats** are protected, including through the provision of *conservation zones**, *protection areas**, *connectivity**, and other direct means for their survival and viability, such as species' recovery programs.

- Environmental Management Plan (EMP)
- EMP monitoring records
- HCV management and monitoring records
- Conservation maps
- For TUC/Concession lease holders
 - Stock and yield maps
 - Compartment logging plans
- Direct observations in the field
- Interview with experts and other stakeholders

SLIMF 6.4.3 The rare and *threatened species** and their *habitats** are protected, including through the provision of *conservation zones**, *protection areas**, *connectivity**, and other direct means for their survival and viability, such as species' recovery programs.

Verifiers

- Environmental Management Plan (EMP)
- EMP monitoring records
- HCV management and monitoring records
- For TUC/Concession lease holders
 - Stock and yield maps
 - Compartment logging plans
- Direct observations in the field
 - 6.4.4 Hunting, fishing, trapping and collection of rare or *threatened* species* is prevented.

Verifiers

- Policies
- Procedures
- Monitoring records
- Direct observations in the field
 - SLIMF 6.4.4 A system is in place to prevent hunting, fishing, trapping and collection of rare or *threatened species**.

Verifiers

- Evidence of compliance
- · Direct observations in the field
 - NTFP 6.4.4 Hunting, fishing, trapping and collection of rare or *threatened species** including the non-timber forest products* of interest and other *non-timber forest products** is prevented.

- Policies
- Procedures

- Monitoring records
- Direct observations in the field
- Interview with stakeholders
- 6.5 The Organization* shall identify and protect* Representative Sample Areas* of native ecosystems* and/or restore* them to more natural conditions*. Where Representative Sample Areas* do not exist or are insufficient, The Organization* shall restore* a proportion of the Management Unit* to more natural conditions*. The size of the areas and the measures taken for their protection* or restoration*, including within plantations, shall be proportionate to the conservation* status and value of the ecosystems* at the landscape* level, and the scale, intensity and risk* of management activities.
 - 6.5.1 Best Available Information* is used to identify native ecosystems* that exist, or would exist under natural conditions*, within the Management Unit *.

- Records of identified native ecosystems in the management unit
- HCV reports
- Forestry Commission and other survey reports
- EIA reports
- Maps of native ecosystems within the Management Unit
- Forest Management plan

Note: Best Available Information* includes but not limited to:

- Forestry Commission, FORIG, EPA, Government Ministries, Research and Academia reports
- o Field surveys.
- Publications in major ecological reports of Ghana
- Stock survey reports
- Consultation with local communities and experts
- SLIMF 6.5.1 Best Available Information* is used to identify native ecosystems* that exist, or would exist under natural conditions*, within the Management Unit *.

Verifiers

- Records of identified native ecosystems in the management unit
- HCV reports
- Forestry Commission and other survey reports
- EIA/Scooping reports
- Maps of native ecosystems within the Management Unit
- Forest management plan

Note: Best Available Information* includes but not limited to:

 Forestry Commission, FORIG, EPA, Government Ministries, Research and Academia reports

- Field surveys
- Publications in major ecological reports of Ghana
- Stock survey reports
- o Consultation with local communities and experts
- 6.5.2 Representative Sample Areas* of native ecosystems* are protected, where they exist.

- Records of protected native ecosystems in the management unit within the landscape
- HCV assessment report
- HCV management and monitoring recommendations
- Monitoring records
- Forest management plan
- For TUC/Concession Lease holders:
 - Records of protected areas such as sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc)
- Direct observations in the field
 - 6.5.3 Where Representative Sample Areas* do not exist, or where existing sample areas inadequately represent native ecosystems*, or are otherwise insufficient, a proportion of the Management Unit* is restored* to more natural conditions*.

Verifiers

- Records of protected native ecosystems to include vegetation map of the management unit
- Evidence of restored areas
 - 6.5.4 The size of the Representative Sample Areas* and/or restoration* areas is proportionate to the conservation* status and value of the ecosystems* at the landscape* level, the size of the Management Unit* and the intensity* of forest* management.

- Records of protected native ecosystems (including Forestry Commission protected areas such as GSBAs) or restored area including map of the management unit within the landscape
- For TUC/Concession lease holders
 - Records of coarse grain (GSBAs etc) and fine grained protected areas (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc) of the vegetation zone of the management unit
 - Strategic Forest Reserve Management Plan
 - SLIMF 6.5.4 The size of the *Representative Sample Areas** and/or restoration* areas is proportionate to the conservation* status and

value of the *ecosystems** at the *landscape** level, the size of the *Management Unit** and the *intensity** of *forest** management.

Verifiers

- Records of protected native ecosystem and restored area and the protected areas within the landscape to include vegetation maps
 - 6.5.5 Representative Sample Areas* in combination with other components of the conservation areas network* comprise a minimum 10% area of the Management Unit*.

Verifiers:

- Records of protected native ecosystem and other conservation areas (e.g., riparian buffers, HCV management areas etc.) to include maps
- For TUC/Concession lease holders
 - Records of coarse grain (GSBAs, etc.) and fine grained (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc.) protected areas of the vegetation zone of the management unit
 - Strategic Forest Reserve Management Plan
- Direct observation in the field
- 6.6 The Organization* shall effectively maintain the continued existence of naturally occurring native species* and genotypes*, and prevent losses of biological diversity*, especially through habitat* management in the Management Unit*. The Organization* shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting.
 - 6.6.1 Management activities maintain the plant communities and *habitat* features* found within native ecosystems* in which the Management Unit* is located.

- Conservation procedures
- · Records of conservation activities in management unit
- EMP monitoring records
- HCV monitoring records
- For TUC/Concession lease holders
 - o Fine grained protection records (Seed trees, black star species etc.)
 - Stock and Yield maps
 - Forestry Commission monitoring reports
 - o Offense register
 - Post harvesting monitoring records
 - Compartment closure certificate
- Direct observation in the field

6.6.2 Where past management has eliminated plant communities or *habitat* features*, management activities aimed at re-establishing such habitats* are implemented.

Verifiers:

- Records of damage from past activities including maps
- Records of reestablishment activities including maps
- Management plans
- For TUC/Concession lease holders
 - Strategic and TUC Area management plans
 - Consideration of Convalescence areas within the FMU
- For private plantations in Forest Reserves
 - o Plantation development contract with Forestry Commission
 - Plantation management plan
 - Plantation report
 - Maps
- · Direct observations in the field
 - 6.6.3 Management maintains, enhances, or restores* habitat features* associated with native ecosystems*, to support the diversity of naturally occurring species and their genetic diversity.

Verifiers

- Conservation and Regeneration strategy
- Silvicultural treatment records
- Conservation activities records including maps
- HCV assessment report
- HCV monitoring records
- Forest management plan
- For TUC/Concession lease holders
 - Protected areas records (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc.
 - Strategic /TUC Area plans
 - o compartment closure report/certificate form
 - 6.6.4 Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring *native species**, their diversity within species and their natural distribution are maintained.

- Naturally occurring native species (including Wildlife and NTFPs) management policy
- Naturally occurring native species (including Wildlife and NTFPs) protection plan

- Records of implementation of policy including monitoring
- HCV assessment report
- HCV monitoring report
- · Direct observations in the field

NTFP 6.6.4 Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring *native species** including *non-timber forest products** of interest and other non-timber forest products*; their diversity within species and their natural distribution are maintained.

Verifiers

- Naturally occurring native species (including Wildlife and NTFPs) management policy
- Naturally occurring native species (including Wildlife and NTFPs) protection plan
- · Records of implementation of policy including monitoring
- HCV assessment report
- HCV monitoring report
- Direct observations in the field
 - 6.6.5 Mechanisms for wildlife *protection** are in place: Applicable national and/or international regulations on *protection**, hunting and trade in animal species or parts (trophies) shall be known and complied with;

Verifiers

- Evidence of organizational knowledge of applicable Wildlife legislation
- Evidence of compliance with applicable Wildlife legislation including monitoring records
- Interview with local communities and other stakeholders
- Direct observations in the field
 - 6.6.6 An internal regulation banning and punishing the transportation of and trade in bush meat and firearms in the facilities and vehicles of *The Organization**:

- Evidence of Internal regulation
- Workers are aware of internal regulation
- Evidence of implementation of internal regulation
- Interview with workers

- 6.7 The Organization* shall protect* or restore* natural water courses, water bodies*, riparian zones* and their connectivity*. The Organization* shall avoid negative impacts on water quality and quantity and mitigate and remedy those that occur.
 - 6.7.1 Protection* measures are implemented to protect natural water courses*, water bodies*, riparian zones* and their connectivity*, including water quantity and water quality.

- Environmental Management Plan
- Water management policy to include commitment to implementation of applicable sections of the Ghana Riparian Buffer zone policy
- Procedures /Work instructions on road alignment, building and maintenance, chemicals and fertilizer use etc. including relevant topographic and hydrologic maps
- Evidence of Implementation of Water management policy
- EMP quarterly and annual reports
- Forest management plan
- For TUC/Concession lease holders
 - Strategic and TUC Area plans
 - Stock and Yield maps
 - Forest reserve management plan
- EMP quarterly and annual reports
- Consultation with local communities
- Direct observations in the field
 - 6.7.2 Where implemented protection* measures do not protect water courses*, water bodies*, riparian zones* and their connectivity*, water quantity or water quality from impacts of forest* management, the underlying causes of failure are determined, and efforts made to work with relevant actors including the Government to implement restoration* activities.

Verifiers

- Evidence of causes of failure determined
- Evidence of efforts at working with relevant actors to implement restoration activities
 - 6.7.3 Where natural water courses, water bodies*, riparian zones* and their connectivity*, water quantity or water quality have been damaged by past activities on land and water by The Organization*, restoration* activities are implemented.

Verifiers

Environmental permit

- EMP quarterly and annual reports
- Restoration plan (including relevant maps)
- Evidence of implementation of restoration plan to include monitoring records
- Direct observation in the field
 - 6.7.4 Where continued degradation exists to *water courses**, *water bodies**, water quantity and water quality caused by previous managers and the activities of third parties, measures are implemented that prevent or mitigate this degradation.

- Environmental permit
- EMP quarterly and annual reports
- Evidence of degradation by past management or third party
- Evidence of implementation of degradation prevention and mitigation measures
- 6.8 The Organization* shall manage the landscape* in the Management Unit* to maintain and/or restore* a varying mosaic of species, sizes, ages, spatial scales* and regeneration cycles appropriate for the landscape values* in that region, and for enhancing environmental and economic resilience*.
 - 6.8.1 A varying mosaic of species, sizes, ages, spatial *scales**, and regeneration cycles is maintained appropriate to the *landscape**.

Verifiers

- Forest management plan with appropriate maps
- Plantation design and area statement (for plantations) with appropriate maps
- Environmental Management Plan
- For TUC/Concession lease holders
 - Strategic management and TUC Area Plan with appropriate maps
 - o Environmental Management Plan
 - Harvesting schedule
- Direct observation in the field
 - 6.8.2 The mosaic of species, sizes, ages, spatial *scales**, and regeneration cycles is *restored** where it has not been maintained appropriate to the *landscape**.

- Forest management plan with appropriate maps
- Plantation design and area statement (for plantations) with appropriate maps
- Environmental Management Plan
- For TUC/Concession lease holders
 - o Strategic management and TUC Area Plan with appropriate maps

- Environmental Management Plan
- Harvesting schedule
- Direct observation in the field
- 6.9 The Organization* shall not convert natural forest* to plantations*, nor natural forests* or plantations* on sites directly converted from natural forest* to non-forest* land use, except when the conversion:

Affects a Very Limited portion* of the area of the Management Unit*, and

Will produce clear, substantial, additional, secure long-term *conservation** benefits in the *Management Unit**, and

Does not damage or threaten *High Conservation Values**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values**.

- 6.9.1 There is no conversion of *natural forest** to *plantations**, nor conversion of *natural forests** to non-*forest** land use, nor conversion of *plantations** on sites directly converted from natural *forest** to non-*forest** land use, except when the conversion:
 - 1) Affects a very limited portion* of the Management Unit*, and
 - 2) The conversion will produce clear, substantial, additional, secure, long-term *conservation** benefits in the *Management Unit**; and
 - 3) Does not damage or threaten *High Conservation Values**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values**.

Verifiers

- Evidence of no conversion of natural forest to non-forest land use or plantation
- Records to justify any conversion to plantation to include pre-conversion land use and vegetation analysis,
- Evidence that plantation has not threatened or damaged HCVs (e.g., preconversion HCV assessment report)
- Forestry Commission plantation report
- Forest Management plan
- TUC/Concession lease and Private plantations within Forest Reserves
 - Strategic Management plan of the FMU
 - Stock and Yield map
 - Harvesting schedule
- Direct observation in the field
- Interview with stakeholders
- 6.10 Management Units* containing plantations* that were established on areas converted from natural forest* after November 1994 shall not qualify for certification, except where:

Clear and sufficient evidence is provided that *The Organization** was not directly or indirectly responsible for the conversion, or

The conversion affected a *Very Limited portion** of the area of the *Management Unit** and is producing clear, substantial, additional, secure long-term *conservation** benefits in the *Management Unit**.

6.10.1 Based on *Best Available Information**, accurate data is compiled on all conversions since 1994.

Verifiers

- Historical reports on the Management Unit to include area statements
- Forest management plan
- For private plantations in Forest Reserves
 - Strategic management plans for the FMU since 1994
 - 6.10.2 Areas converted from *natural forest** to *plantation** since November 1994 are not certified, except where:
 - 1) The *Organization** provides clear and sufficient evidence that it was not directly or indirectly responsible for the conversion; or
 - 2) The conversion is producing clear, substantial, additional, secure, long-term *conservation** benefits in the *Management Unit**; and
 - 3) The total area of *plantation** on sites converted from *natural forest** since November 1994 is less than 5% of the total area of the *Management Unit**.

- Historical reports on the Management Unit to include area statements
- Forest management plan
- For private plantations in Forest Reserves
 - Strategic management plans for the FMU since 1994
 - Justification that organization is not directly or indirectly involved in the conversion or Justification of long-term benefits and
 - Justification that plantation is less that 5% of the FMU
- Direct observations in the field
- Interview with stakeholders

PRINCIPLE* 7: MANAGEMENT PLANNING

The Organization* shall have a management plan* consistent with its policies and objectives* and proportionate to scale, intensity and risks* of its management activities. The management plan* shall be implemented and kept up to date based on monitoring information in order to promote adaptive management*. The associated planning and procedural documentation shall be sufficient to guide staff, inform affected stakeholders* and interested stakeholders* and to justify management decisions.

- 7.1 The Organization* shall, proportionate to scale, intensity and risk* of its management activities, set policies (visions and values) and objectives* for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and objectives* shall be incorporated into the management plan*, and publicized.
 - 7.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.

Verifiers

- Forest Management Plan
- Organisation policies related to timber
- For TUC/Concession lease
 - Strategic Forest Management plan
 - TUC Area plan approved by FC
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - SLIMF 7.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.

Verifiers

- Forest Management Plan
- Organisation policies related to timber and NTFP
- For TUC/Concession lease
 - Strategic Forest Management plan
 - TUC Area plan
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - NTFP 7.1.1 Policies (vision and values related to NTFPs of interest and other NTFPs) that contribute to meeting the requirements of this standard are defined.

- Forest Management Plan
- Organisation policies related to NTFP of interest and other NTFPs
- For TUC/Concession lease
 - Strategic Forest Management plan

- TUC Area plan approved by FC
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - 7.1.2 Specific, operational *management objectives** that address the requirements of this standard are defined.

- Forest Management Plan
- Organisation operational management objectives related to timber
- For TUC/Concession lease
 - Strategic Forest Management plan
 - o TUC Area plan
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - SLIMF 7.1.2 Specific, operational management objectives* that address the requirements of this standard are defined.

Verifiers

- Forest Management Plan
- Organisation operational management objectives related to NTFP of interest and other NTFPs
- For TUC/Concession lease
 - Strategic Forest Management plan
 - o TUC Area plan
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - NTFP 7.1.2 Specific, operational *management objectives** for NTFPs of interest and other NTFPs that address the requirements of this standard are defined.

Verifiers

- Forest Management Plan
- Organisation operational management objectives related to NTFP of interest and other NTFPs
- For TUC/Concession lease
 - Strategic Forest Management plan
 - o TUC Area plan
- For private plantations in Forest Reserves
 - Management plan approved by FC
 - 7.1.3 Summaries of the defined policies and *management objectives** are included in the *management plan** and publicized.

- Summaries of defined policies and management objectives included in the management plan
- Evidence of publicizing the summaries
 - NTFP 7.1.3 Summaries of the defined policies and management objectives* for the NTFPs of interest and other NTFPs are included in the management plan* and publicized.

- Summaries of defined policies and management objectives for NTFP of interest and other NTFPs in the management plan
- Evidence of publicizing the summaries
- 7.2 The Organization* shall have and implement a management plan* for the Management Unit* which is fully consistent with the policies and management objectives* as established according to Criterion* 7.1. The management plan* shall describe the natural resources that exist in the Management Unit* and explain how the plan will meet the FSC certification requirements. The management plan* shall cover forest* management planning and social management planning proportionate to scale, intensity and risk* of the planned activities.
 - 7.2.1 The management plan* includes management actions, procedures, strategies and measures to achieve the management objectives*.

Verifiers

- Evidence of strategies, measures, procedures and actions to achieve management objectives
- For TUC/Concession lease holders
 - Strategic Forest Management plan / TUC Area plan
 - Use of MoPs and the Logging Manual
 - SLIMF 7.2.1 The management plan* includes management actions, procedures, strategies and measures to achieve the *management* objectives*.

Verifiers

- Evidence of strategies, measures, procedures and actions to achieve management objectives
- For TUC/Concession lease holders
 - Strategic Forest Management plan / TUC Area plan
 - Use of MoPs and the Logging Manual
 - NTFP 7.2.1 The management plan* includes management actions, procedures, strategies and measures to achieve the *management* objectives* of NTFPs of interest and other NTFPs.

- Management plan
- For TUC/Concession lease holders
 - o Strategic Forest Management plan
 - TUC Area plan
 - 7.2.2 The management plan* addresses the elements listed in Annex E, and is implemented.

- Evidence of elements in Annex E addressed in Forest Management Plan
- For TUC/Concession lease holders
 - Evidence of elements in annex E addressed in Strategic Forest Management plan
 - o TUC Area Plans
 - o Compartment Logging Plan
 - Annual Logging plan
 - SLIMF 7.2.2 *The management plan** addresses the elements listed in Annex E, and is implemented.

Verifiers

- Evidence of elements in Annex E addressed in Forest Management Plan
- For TUC/Concession lease holders
 - Evidence of elements in annex E addressed in Strategic Forest Management plan
 - TUC Area Plans
 - o Compartment Logging Plan
 - Annual Logging plan
 - NTFP 7.2.2 The management plan* of NTFPs of interest and other NTFPs addresses the elements listed in Annex E, and is implemented.

Verifiers

- Evidence of elements in Annex E addressed in Forest Management Plan
- For TUC/Concession lease holders
 - Evidence of elements in annex E addressed in Strategic Forest Management plan
 - o TUC Area Plans
 - o Compartment Logging/harvesting Plan
 - Annual Logging plan
- 7.3 The management plan* shall include verifiable targets* by which progress



7.3.1 *Verifiable targets*,* and the frequency that they are assessed, are established for monitoring the progress towards each *management objective**.

- Evidence of established target for management objectives
- Monitoring and evaluation procedures and plan for assessing targets including frequency of assessment

- Monitoring and evaluation Records
- For TUC/Concession lease holders
 - Relevant MoPs
 - NTFP 7.3.1 Verifiable targets*for NTFPs of interest and other NTFPs and the frequency that they are assessed, are established for monitoring the progress towards each management objective*.

- Evidence of established target for NTFPs of interest and other NTFPs management objectives
- Monitoring and evaluation procedures and plan for assessing targets including frequency of assessment
- Monitoring and evaluation Records
- For TUC/Concession lease holders
 - o Relevant MoPs
- 7.4 The Organization* shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, stakeholder engagement* or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.
 - 7.4.1 The management plan* is revised and updated periodically consistent with Annex F to incorporate:
 - 1) Monitoring results, including results of certification audits;
 - 2) Evaluation results;
 - 3) Stakeholder engagement* results;
 - 4) New scientific and technical information, and
 - 5) Changing environmental, social, or economic circumstances.

- Forest management plan
- For TUC/Concession lease holders
 - Evidence of items 1-5 in Strategic Forest Management plan / TUC Area plans
- Direct observations in the field
- 7.5 The Organization* shall make publicly available* a summary of the management plan* free of charge. Excluding confidential information*, other relevant components of the management plan* shall be made available to affected stakeholders* on request, and at cost of reproduction and handling.

7.5.1 A summary of the *management plan** in a format comprehensible to stakeholders including maps and excluding *confidential information** is made *publicly available** at no cost.

Verifiers

- Summary of forest management plan
- Evidence that a summary of the management plan is publicly available at no cost
- For TUC/Concession lease holders
 - Evidence of summary strategic forest management plan / TUC Area plans
 - 7.5.2 Relevant components of the *management plan**, excluding *confidential information**, are available to *affected stakeholders** on request at the actual costs of reproduction and handling.

Verifiers

- Evidence that relevant components of the management plan have been made available to affected stakeholders on request at the actual cost of reproduction
- Records of stakeholder requests for copies of management plan
- 7.6 The Organization* shall, proportionate to scale, intensity and risk* of management activities, proactively and transparently engage affected stakeholders* in its management planning and monitoring processes, and shall engage interested stakeholders* on request.
 - 7.6.1 Culturally appropriate* engagement* is used to ensure that affected stakeholders* are proactively and transparently engaged in the following processes:
 - 1) Dispute* resolution processes (Criterion* 1.6, Criterion* 2.6, Criterion* 4.6);
 - 2) Definition of *living wages** (*Criterion** 2.4):
 - 3) Identification of rights (*Criterion** 3.1, *Criterion** 4.1), *Indigenous cultural landscapes** (*Criterion** 3.1) sites (*Criterion** 3.5, *Criterion** 4.7) and impacts (*Criterion** 4.5);
 - 4) Local communities'* socio-economic development activities (Criterion* 4.4); and
 - 5) High Conservation Values* assessment, management and monitoring (Criterion* 9.1, Criterion* 9.2, Criterion* 9.4).

- Organization's Policies
- Organization's Procedures
- Records of stakeholder engagement for items 1-5
- HCV assessment report

- Social Responsibility Agreement/ Organization's cooperate social responsibility agreements
- Collective Agreement or Collective Bargaining Agreement
- Interview with stakeholder
 - SLIMF 7.6.1 Culturally appropriate* engagement* is used to ensure that affected stakeholders* are able to provide input into development of elements detailed in 1) to 5):
 - 1) Dispute* resolution processes (Criterion* 1.6, Criterion* 2.6, Criterion* 4.6);
 - 2) Definition of *Living wages** (*Criterion** 2.4);
 - 3) Identification of rights (*Criterion**3.1, *Criterion**4.1), sites (*Criterion**3.5, *Criterion**4.7) and impacts (*Criterion**4.5);
 - 4) Local communities'* socio-economic development activities (Criterion* 4.4); and
 - 5) High Conservation Values* assessment, management and monitoring (Criterion* 9.1, Criterion* 9.2, Criterion* 9.4)

- Organization's Policies
- Organization's Procedures
- Records of stakeholder engagement for items 1-5
- HCV assessment report
- Social Responsibility Agreement/ Organization's cooperate social responsibility agreements
- Collective Agreement or Collective Bargaining Agreement
- Interview with stakeholder
 - 7.6.2 *Culturally appropriate* engagement** is used to:
 - 1) Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities);
 - 2) Determine mutually agreed communication channels allowing for information to flow in both directions;
 - 3) Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably;
 - 4) Ensure all meetings, all points discussed and all agreements reached are recorded;
 - 5) Ensure the content of meeting records is approved; and
 - 6) Ensure the results of all *culturally appropriate* engagement** activities are shared with those involved.

- Engagement procedures
- Engagement records for items 1-6

7.6.3 Affected rights holders* and affected stakeholders* are provided with an opportunity for culturally appropriate* engagement* in monitoring and planning processes of management activities that affect their interests.

Verifiers

- Organisations planning and monitoring procedures
- Identified rights holders and stakeholders affected by operations
- planning and monitoring records
- Evidence of provided opportunities in monitoring and planning of relevant management activities
- Interview with rights holders and affected stakeholders
 - SLIMF 7.6.3 Culturally appropriate* engagement* is completed with affected stakeholders* and Indigenous Peoples* to ensure that their concerns are addressed in the development and implementation of management and monitoring activities.

Verifiers:

- Evidence of consultation with affected stakeholders in the development, implementation and monitoring
- Consultation procedures
- Grievance records
- Evidence of addressed concerns of affected stakeholders in the development, implementation and monitoring of the Forest management plan
- Interview with affected stakeholders
 - 7.6.4 On request, *interested stakeholders** are provided with an opportunity for *engagement** in monitoring and planning processes of management activities that affect their interests.

- Records of interested stakeholder request and organisation's response
- Records of follow-up of requests
- Complaint or grievance records
- Evidence of addressed request of interested stakeholders

PRINCIPLE* 8: MONITORING AND ASSESSMENT

The Organization* shall demonstrate that, progress towards achieving the management objectives*, the impacts of management activities and the condition of the Management Unit*, are monitored and evaluated proportionate to the scale, intensity and risk* of management activities, in order to implement adaptive management*.

- 8.1 The Organization* shall monitor the implementation of its Management Plan*, including its policies and management objectives*, its progress with the activities planned, and the achievement of its verifiable targets*
 - 8.1.1 Procedures are documented and executed for monitoring the implementation of the *management plan** including its policies and *management objectives** and achievement of *verifiable targets**.

Verifiers

- Documented management plan implementation and monitoring procedures
- Management plan implementation and monitoring records
- Forest Management Plan
- For TUC/Concession lease holders
 - Strategic Forest Management plan
 - TUC Area plan
- 8.2 The Organization* shall monitor and evaluate the environmental and social impacts of the activities carried out in the Management Unit*, and changes in its environmental condition.
 - 8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex G.

Verifiers

- Social and environmental impact assessment report
- Social and environmental impact monitoring plan
- Social and environmental impact monitoring records
- Direct observation in the field
 - SLIMF 8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex G.

- Social and environmental impact assessment report
- Social and environmental impact monitoring plan
- Social and environmental impact monitoring records
- Direct observation in the field
 - NTFP 8.2.1 The social and environmental impacts of NTFPs of interest and other NTFP management activities are monitored consistent with Annex G.

- Social and environmental impact assessment report
- Social and environmental impact monitoring plan
- Social and environmental impact monitoring records
- Direct observation in the field
 - 8.2.2 Changes in environmental conditions are monitored consistent with Annex G.

Verifiers

- Environmental monitoring plan
- Environmental monitoring records
- Direct observations in the field
 - SLIMF 8.2.2 Changes in environmental conditions are monitored consistent with Annex G.

Verifiers

- Environmental monitoring plan
- Environmental monitoring reports
- 8.3 *The Organization** shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.
 - 8.3.1 Adaptive management* procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting management plan*.

Verifiers

- Organisations adaptive management procedures
- Monitoring results records
- Evidence that monitoring results are incorporated into management plan per procedures
 - 8.3.2 If monitoring results show non-conformities with the FSC Standard then *management objectives**, *verifiable targets** and/or management activities are revised.

- Monitoring results records
- Records of identified results not conforming to FSC Standard
- Evidence of revised management objectives, verifiable targets and/or management activities as applicable
- Direct observation in the filed

- 8.4 The Organization* shall make publicly available* a summary of the results of monitoring free of charge, excluding confidential information*.
 - 8.4.1 A summary of the monitoring results consistent with Annex G, in a format comprehensible to stakeholders including maps and excluding confidential information* is made publicly available* at no cost.

- Summary of monitoring results consistent with Annex G
- Evidence that summary of monitoring results is publicly available at no cost [example: Notices, Website, Minute of Stakeholder meetings etc.]
- 8.5 The Organization* shall have and implement a tracking and tracing system proportionate to scale, intensity and risk* of its management activities, for demonstrating the source and volume in proportion to projected output for each year, of all products from the Management Unit* that are marketed as FSC certified.
 - 8.5.1 A system is implemented to track and trace all products that are marketed as FSC certified. As part of that:
 - 1) *Transaction verification** is supported by providing *FSC transaction** data, as requested by the certification body;
 - 2) Fibre testing* is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body.

Verifiers

- Packing list
- Delivery notes
- Invoices and payment records
- Tracking system for tracking and tracing all products marketed as FSC certified
- LMCC issued by Forestry Commission
- Evidence of supporting transaction verification requested by the Certification Body
- Evidence of surrendering samples and specimens of materials and information about species composition for fibre testing as requested by the Certification Body
- Additional verifiers for TUC/Concession lease holders: (WTS requirements)
 - Approved yield
 - Tree Information Form (TIF)
 - Log Information Form (LIF)
 - Log Measurement and Conveyance Certificate (LMCC)

NTFP 8.5.1.1 For honey, it is demonstrated based on best available information or pollen analysis that at least 50% of the collected pollen originates from within the FSC certified MU before the honey can be sold with FSC claim: FSC 100%.

Verifiers

Pollen analysis records and other best available information

NTFP 8.5.1.2 For other animal products (e.g. venison), it is demonstrated based on best available information or other means (e.g. telemetric data) that the target species spent at least 50% of its lifespan within the FSC certified MU before the products can be sold with FSC claim: FSC 100%

Verifiers

- Evidence of best available information
 - 8.5.2 Information about all products sold is compiled and documented, including:
 - 1) Common and scientific species name;
 - 2) Product name or description;
 - 3) Volume (or quantity) of product;
 - 4) Information to trace the material to the source of origin logging block;
 - 5) Logging date;
 - 6) If basic processing activities take place in the forest, the date and volume produced; and
 - 7) Whether or not the material was sold as FSC certified.

- Sales documentation records to include
- Common and scientific species name
- Product name and description
- Waybill (as applicable)
- volume (or quantity of product
- Packing list
- Sales invoice and payment records
- Logging Register/logbooks
- LMCC issued by Forestry Commission
- For TUC/Concession lease holders: (WTS requirements)
 - Approved yield
 - Tree Information Form (TIF)
 - Log Information Form (LIF)
 - Log Measurement and Conveyance Certificate (LMCC)
 - o Production records for in-situ processing
- FSC claim status of products
 - SLIMF 8.5.2 Information about all products sold is compiled and documented, including:
 - 1) Common and scientific species name;
 - 2) Product name or description;
 - 3) Volume (or quantity) of product;
 - 4) Information to trace the material to the source of origin logging block;
 - 5) Logging date;

- 6) If basic processing activities take place in the forest, the date and volume produced; and
- 7) Whether or not the material was sold as FSC certified.

- Sales documentation records to include
- Common and scientific species name
- Product name and description
- volume (or quantity of product
- Packing list
- Sales invoice and payment records
- Logging Register/logbooks
- LMCC issued by Forestry Commission
- For TUC/Concession lease holders (WTS requirements)

Approved yield

- Tree Information Form (TIF)
- Log Information Form (LIF)
- Log Measurement and Conveyance Certificate (LMCC)
- Production records for in-situ processing
- FSC claim status of products

NTFP 8.5.2 Information about all NTFP products sold is compiled and documented, including:

- 1) Common and scientific species name;
- 2) Product name or description;
- 3) Volume (or quantity) of product;
- 4) Information to trace the material to the source of the origin of the NTFP;
- 5) Sourcing date of the NTFP;
- 6) If basic processing activities take place in the forest, the date and volume produced; and
- 7) Whether or not the material was sold as FSC certified.

- Sales documentation records to include
- Common and scientific species name
- Product name and description
- Waybills (as applicable)
- volume (or quantity of product
- Packing list
- Sales invoice and payment records
- Sourcing date
- Conveyance certificate issued by Forestry Commission
- Additional verifiers for TUC/Concession lease holders: (WTS requirements)
 - NTFP permit
 - Log (NTFP) Measurement and Conveyance Certificate (LMCC)
- Production records for in-situ processing
- FSC claim status

- 8.5.3 Sales invoices or similar documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify at a minimum, the following information:
 - 1) Name and address of purchaser;
 - 2) The date of sale;
 - 3) Common and scientific species name;
 - 4) Product description;
 - 5) The volume (or quantity) sold;
 - 6) Certificate code; and
 - 7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.

- Evidence of applicable documentation kept for minimum of five years to include
- Sales documentation records
- products description records
- products tracking records
- FSC Certificate code
- FSC claim records
 - SLIMF 8.5.3 Sales invoices or similar documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify at a minimum, the following information:
 - 1) Name and address of purchaser;
 - 2) The date of sale;
 - 3) Common and scientific species name;
 - 4) Product description;
 - 5) The volume (or quantity) sold;
 - 6) Certificate code; and
 - 7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.

- Evidence of applicable documentation kept for minimum of five years to include
- Sales documentation records
- products description records
- products tracking records
- FSC Certificate code
- FSC claim records

PRINCIPLE* 9: HIGH CONSERVATION VALUES*

The *Organization** shall maintain and/or enhance the *High Conservation Values** in the *Management Unit** through applying the *precautionary approach**.

- 9.1 The Organization*, through engagement* with affected stakeholders*, interested stakeholders* and other means and sources, shall assess and record the presence and status of the following High Conservation Values* in the Management Unit*, proportionate to the scale, intensity and risk* of impacts of management activities, and likelihood of the occurrence of the High Conservation Values*:
 - HCV 1 Species diversity. Concentrations of *biological diversity** including endemic species, and *rare**, *threatened** or endangered species, that are *significant** at global, regional or national levels.
 - HCV 2 Landscape*-level ecosystems* and mosaics. Intact Forest Landscapes* and large landscape*-level ecosystems* and ecosystem* mosaics that are significant* at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
 - HCV 3 Ecosystems* and habitats*. Rare*, threatened*, or endangered ecosystems*, habitats* or refugia*.
 - HCV 4 Critical* ecosystem services*. Basic ecosystem services* in critical* situations, including protection* of water catchments and control of erosion of vulnerable soils and slopes.
 - HCV 5 Community needs. Sites and resources fundamental for satisfying the basic necessities of *local communities** or *Indigenous Peoples** (for livelihoods, health, nutrition, water, etc.), identified through *engagement** with these communities or *Indigenous Peoples**.
 - HCV 6 Cultural values. Sites, resources, *habitats** and *landscapes** of global or national cultural, archaeological or historical significance, and/or of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of *local communities** or *Indigenous Peoples**, identified through *engagement** with these *local communities** or *Indigenous Peoples**.
 - 9.1.1 An assessment is completed using *Best Available Information** that records the location and status of *High Conservation Values** Categories 1-6, as defined in *Criterion** 9.1; the *High Conservation Value Areas** they rely upon, and their condition.

- HCV assessment report,
- Forest Management Plan
- Maps
- · Direct observation in the field
 - SLIMF 9.1.1 An assessment is completed using Best Available Information* that records the location and status of High Conservation Values*

Categories 1-6, as defined in *Criterion** 9.1; the *High Conservation Value Areas** they rely upon, and their condition.

Verifiers

- HCV assessment report,
- Forest Management Plan
- Maps
- Direct observation in the field
 - 9.1.2 This assessment includes identification of *Intact Forest Landscapes**, as of January 1, 2017.

Verifiers

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

9.1.3 The assessment uses results from *culturally appropriate** engagement* with affected rights holders* and affected* and interested stakeholders* with an interest in the conservation* of the High Conservation Values*.

Verifiers

- HCV report
- Maps,
- Summary report of HCV assessment stakeholder consultation
- Interview with rights holders, affected and interested Stakeholder
 - SLIMF 9.1.3 The assessment uses results from *culturally appropriate** engagement* with affected* and interested stakeholders* with an interest in the *conservation** of the *High Conservation Values**.

Verifiers:

- HCV report
- Summary report of HCV assessment stakeholder consultation
- Maps
- Interview with rights holders, affected and interested Stakeholder
- 9.2 The Organization* shall develop effective strategies that maintain and/or enhance the identified High Conservation Values*, through engagement* with affected stakeholders*, interested stakeholders* and experts.
 - 9.2.1 Threats to *High Conservation Values** are identified using *Best Available Information**.

- HCV report,
- Threat assessments in HCV report

- Summary report of HCV assessment stakeholder consultation
- Maps
- Direct observation in the field
 - 9.2.2 Management strategies and actions are developed to maintain and/or enhance the identified *High Conservation Values** and to maintain associated *High Conservation Value Areas** prior to implementing potentially harmful management activities.

- HCV report,
- HCV Management and monitoring strategies accounts for identified threats
- Summary report of HCV assessment stakeholder consultation
- Interview with stakeholders
- Direct observation in the field
 - 9.2.3 Affected rights holders*, affected* and interested stakeholders* and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified High Conservation Values*.

Verifiers

- HCV report,
- Summary report of HCV assessment stakeholder consultation
- Interview with stakeholders
 - 9.2.4 Management strategies are developed to *protect* core areas**.

Verifiers

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

9.2.5 The vast *majority** of each *Intact Forest Landscape** is designated as core area*.

Verifiers

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

9.2.6 The strategies developed are effective to maintain and/or enhance the *High Conservation Values**.

- HCV assessment report
- HCV management and monitoring strategies
- HCV Monitoring plan
- Records of HCV monitoring

- 9.2.7 Management strategies allow limited *industrial activity** within *core* areas* only if all effects of *industrial activity** including *fragmentation**:
 - 1) Are restricted to a very limited portion of the core area*;
 - 2) Do not reduce the core area* below 50,000 ha, and
 - 3) Will produce clear, substantial, additional, *long-term* conservation** and social benefits.

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

- 9.3 The Organization* shall implement strategies and actions that maintain and/or enhance the identified *High Conservation Values**. These strategies and actions shall implement the *precautionary approach** and be proportionate to the *scale*, *intensity and risk** of management activities.
 - 9.3.1 The *High Conservation Values** and the *High Conservation Value Areas** on which they depend are maintained and/or enhanced, including by implementing the strategies developed.

Verifiers

- HCV assessment report,
- HCV management and monitoring strategies
- Defined HCV areas and HCV management areas including maps
- HCV management and monitoring records
- Interview with stakeholders
- Direct observation in the field
 - SLIMF 9.3.1 The *High Conservation Values** and the *High Conservation Value Areas** on which they depend are maintained and/or enhanced, including by implementing the strategies developed.

Verifiers

- HCV assessment report,
- HCV management and monitoring strategies
- Defined HCV areas and HCV management areas including maps
- HCV management and monitoring records
- Interview with stakeholders
- Direct observation in the field
 - 9.3.2 The strategies and actions prevent damage and avoid risks to *High Conservation Values**, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of *High Conservation Values** are uncertain.

Verifiers

HCV assessment report

- HCV threat assessment
- HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Evidence of application of the Precautionary approach
- Interview with stakeholders
- Direct observation in the field

SLIMF 9.3.2 The strategies and actions prevent damage and avoid risks to High Conservation Values*, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of High Conservation Values* are uncertain.

Verifiers

- HCV assessment report
- HCV threat assessment
- HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Evidence of application of the Precautionary approach
- Interview with stakeholders
- Direct observation in the field
- 9.3.3 Core areas* are protected* consistent with Criterion* 9.2.

Verifiers

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

9.3.4 Limited *industrial activity* * in *core areas** is consistent with *Indicator** 9.2.7.

Verifiers

Not applicable to Ghana. https://glad.earthengine.app/view/intact-forests

9.3.5 Activities that harm *High Conservation Values** cease immediately and actions are taken to *restore** and protect the *High Conservation Values**.

- HCV assessment report
- HCV threat assessment
- HCV management and monitoring strategies
- HCV management and monitoring records
- Evidence of ceased HCV harmful activities
- Interview with stakeholders
- Direct observation in the field

SLIMF 9.3.5 Activities that harm *High Conservation Values** cease immediately and actions are taken to *restore** and protect the *High Conservation Values**.

Verifiers

- HCV assessment report
- HCV threat assessment
- HCV management and monitoring strategies
- HCV management and monitoring records
- Evidence of ceased HCV harmful activities
- Interview with stakeholders
- Direct observation in the field
- 9.4 The Organization* shall demonstrate that periodic monitoring is carried out to assess changes in the status of High Conservation Values*, and shall adapt its management strategies to ensure their effective protection*. The monitoring shall be proportionate to the scale, intensity and risk* of management activities, and shall include engagement* with affected stakeholders*, interested stakeholders* and experts.
 - 9.4.1 A program of periodic monitoring assesses:
 - 1) Implementation of strategies;
 - 2) The status of *High Conservation Values**, including *High Conservation Value Areas** on which they depend; and
 - 3) The effectiveness of the management strategies and actions for the *protection** of *High Conservation Values**, to fully maintain and/or enhance-the *High Conservation Values**.

Verifiers

- HCV assessment report
- HCV threat assessment HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Interview with stakeholders
- · Direct observation in the field

SLIMF 9.4.1 A program of periodic monitoring assesses:

- 1) Implementation of strategies;
- 2) The status of *High Conservation Values** including *High Conservation Value Areas** on which they depend; and
- 3) The effectiveness of the management strategies and actions for the *protection** of *High Conservation Value** to fully maintain and/or enhance-the *High Conservation Values**.

- HCV assessment report
- HCV threat assessment HCV management and monitoring strategies

- HCV monitoring plan
- HCV monitoring records
- Interview with stakeholder
- Direct observation in the field
- 9.4.2 The monitoring program includes *engagement** with *affected** rights holders, affected and *interested stakeholders** and experts.

- HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Evidence of engagement of affected rights holders, affected and interested stakeholders and experts in the monitoring
- SLIMF 9.4.2 The monitoring program includes *engagement** with *affected** and *interested stakeholders** and experts.

Verifiers

- HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Evidence of engagement of affected rights holders, affected and interested stakeholders and experts in the monitoring
- 9.4.3 The monitoring program has sufficient scope, detail and frequency to detect changes in *High Conservation Values**, relative to the initial assessment and status identified for each *High Conservation Value**.

Verifiers

- HCV assessment report
- HCV management and monitoring strategies
- HCV monitoring plan
- HCV monitoring records
- Evidence of evaluation of HCV status from monitoring results
- 9.4.4 Management strategies and actions are adapted when monitoring or other new information show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of *High Conservation Values**.

- HCV management and monitoring strategies
- Evidence of adapted management strategies based on monitoring results
- Evidence of application of the precautionary approach when applicable

PRINCIPLE* 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

Management activities conducted by or for *The Organization** for the *Management Unit** shall be selected and implemented consistent with *The Organization**'s economic, environmental and social policies and *objectives** and in compliance with the *Principles** and *Criteria** collectively.

- 10.1 After harvest or in accordance with the *management plan**, *The Organization** shall, by natural or artificial regeneration methods, regenerate vegetation cover in a timely fashion to pre-harvesting or more *natural conditions**.
 - 10.1.1 Harvested sites are regenerated in a *timely manner** that:
 - 1) Protects affected environmental values*; and
 - 2) Is suitable to recover overall *pre-harvest** or *natural forest** composition and structure.

Verifiers

- Harvesting and regeneration procedures
- Harvest sites regeneration records to include species
- Maps
- Additional verifier for TUC /Concession lease holders
 - Compartment logging plans
 - Relevant MoPs
 - Logging manual
- Direct observation in the field
- Stakeholder consultation
 - 10.1.2 *Regeneration activities** are implemented in a manner that:
 - 1) For harvest of existing *plantations**, regenerate to the vegetation cover that existed prior to the harvest or to more *natural conditions** using ecologically well-adapted species;
 - For harvest of natural forests*, regenerate to pre-harvest* or to more natural conditions*; or
 - 3) For harvest of degraded *natural forests**, regenerate to more *natural conditions**.

- Regeneration strategies
- Monitoring records
- Maps
- Harvesting and harvested sites planting records
- For TUC /Concession lease holders
 - Compartment logging plans
 - Relevant MoPs
 - Logging manual
- Interview with stakeholders
- Direct observation in the field

- 10.2 The Organization* shall use species for regeneration that are ecologically well adapted to the site and to the management objectives*. The Organization* shall use native species* and local genotypes* for regeneration, unless there is clear and convincing justification for using others.
 - 10.2.1 Species* chosen for regeneration are ecologically well adapted to the site, are *native species** and are of local provenance, unless clear and convincing justification is provided for using non-local *genotypes** or non-*native species**.

- Forest management plan management plan
- Forest regeneration/planting records including maps
- Additional verifiers for TUC /Concession lease holders
 - Strategic /TUC Area plans
 - Compartment logging plans
 - Relevant MoPs
 - Logging manual
- Justification for species choice and justification for any non-native species used
- Interview with stakeholders
- Direct observation in the field
- NTFP 10.2.1 Non-timber forest products*, *Species** of interest and other NTFPs chosen for regeneration, are ecologically well adapted to the site, are *native species** and are of local provenance, unless clear and convincing justification is provided for using non-local *genotypes** or non-*native species**.

Verifiers

- Forest management plan
- Forest regeneration records including maps
- Justification for species choice and justification for any non-native species used
- Interview with Stakeholders
- Direct observation in the field
- 10.2.2 Species chosen for regeneration are consistent with the regeneration *objectives** and with the *management objectives**.

- Forest management plan
- Justification for species choice
- Interview wit stakeholder
- Direct observation in the field

- 10.3 The Organization* shall only use alien species* when knowledge and/or experience have shown that any invasive impacts can be controlled and effective mitigation measures are in place.
 - 10.3.1 Alien species* are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.

- Forest management plan
- Planted species records
- Evidence that invasive impacts of alien species can be controlled
- Interview with stakeholders
- Direct observation in the field
- NTFP 10.3.1 Alien species*, including non-timber forest products* of interest and other NTFPs, are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.

Verifiers

- Forest management plan
- Evidence that invasive impacts of alien species or planted NTFP can be controlled
- Interview with stakeholders
- Direct observation in the field
- 10.3.2 Alien species* are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.

Verifiers

- Forest management plan
- Records of planted species
- Evidence of measure implemented to control the spread of alien species
- Interview with Stakeholders
- Direct observation in the field
- 10.3.3 The spread of *invasive species** introduced by *The Organization** is controlled.

- Forest management plan
- · organisation policy and procedures
- Monitoring records
- Interview with stakeholders
- Direct observation in the field

10.3.4 Management activities are implemented, preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of *alien species** that were not introduced by *The Organization**.

Verifiers

- Forest management plan
- Policies and Procedures
- Invasive species control records
- Evidence of cooperation with regulatory bodies
- 10.4 The Organization* shall not use genetically modified organisms* in the Management Unit*.
 - 10.4.1 Genetically modified organisms* are not used.

Verifiers

- Forest management plan
- Policies and Procedures
- Consultation with experts/Forest Services Division
- · Direct observation in the field
- 10.5 The Organization* shall use silvicultural* practices that are ecologically appropriate for the vegetation, species, sites and management objectives*.
 - 10.5.1 Silvicultural* practices are implemented that are ecologically appropriate for the vegetation, species, sites and management objectives*.

Verifiers

- Forest management plan
- Silvicultural Procedures
- Justification of silviculture practices with vegetation, species, site and management objectives
- Consultation with experts/ Forest Services Division
- · Direct observation in the field
- 10.6 The Organization* shall minimize or avoid the use of fertilizers*. When fertilizers* are used, The Organization* shall demonstrate that use is equally or more ecologically and economically beneficial than use of silvicultural* systems that do not require fertilizers, and prevent, mitigate, and/or repair damage to environmental values*, including soils.
 - 10.6.1 The use of *fertilizers** is minimized or avoided.

- Forest management plan
- Policies
- Procedures for fertilizer use
- Records of fertilizer usage
- Interview with workers
- Inspection and review of fertilizer storage and management records
- 10.6.2 When *fertilizers** are used, their ecological and economic benefits are equal to or higher than those of *silvicultural** systems that do not require *fertilizers**.

- Records of analysis of records of "with or without fertilizer use"
- Records of fertiliser use
- Interview with workers
- Direct observation in the field
- 10.6.3 When *fertilizers** are used, their types, rates, frequencies and site of application are documented.

Verifiers

- Fertilizer use records include: the types, rates, frequencies and site of application
- Interview with workers
- Inspection and review of fertilizer storage and management records
 - 10.6.4 When *fertilizers** are used, *environmental values** are protected, including through implementation of measures to prevent damage.

Verifiers

- Forest management plan
- Fertilizer use procedures
- Buffer zone and riparia zone management procedures
- Fertilizer use records
- Monitoring records (including soil and/or water analysis)
- Interview with workers
- Direct observation in the field
- Evidence of measures implemented to protect environmental values
- 10.6.5 Damage to *environmental values** resulting from *fertilizer** use is mitigated or repaired.

- Forest management plan
- Procedures for fertilizer use
- Fertilizer use records
- Monitoring records (including soil and/or water analysis)

- Identifies environmental damage
- Evidence of repair or mitigation measures implemented correct environmental damages
- Direct observation in the field
- 10.7 The Organization* shall use integrated pest management and silviculture* systems which avoid, or aim at eliminating, the use of chemical pesticides*. The Organization* shall not use any chemical pesticides* prohibited by FSC policy. When pesticides* are used, The Organization* shall prevent, mitigate, and/or repair damage to environmental values* and human health.
 - 10.7.1 Integrated pest management, including selection of *silviculture** systems, is used to avoid, or aim to eliminate, the frequency, extent and amount of chemical *pesticide** applications, and result in non-use or overall reductions in applications.

- Organisation Integrated Pest Management (IPM)
- Evidence of implementation of IPM
- Chemical Pesticide use records
- Evidence of integrated pest management used to avoid or reduce the amount of chemical pesticide applications
- Interview with workers interviews
- · Direct observation in the field
- 10.7.2 Chemical *pesticides** prohibited by FSC's Pesticide Policy are not used or stored in the *Management Unit** unless FSC has granted derogation.

Verifiers

- Chemical pesticide use and storage records
- Evidence of derogations received
- EPA list of approved chemical pesticides
- interview with workers
- Direct field observation
- 10.7.3 Records of *pesticide** usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location and area of use and reason for use.

- Pesticide use records
- 10.7.4 The use of *pesticides** complies with the ILO document "Safety in the use of chemicals at work" regarding requirements for the

transport, storage, handling, application and emergency procedures for cleanup following accidental spillages.

Verifiers

- Pesticide, use handling and storage procedures
- Pesticide spillage emergency procedures and relevant workers awareness
- Pesticide use records
- Availability of material safety data sheets (MSDS)
- Availability and use of protective gear for pesticide handlers
- Monitoring records (including health of chemical handlers)
- Availability of emergency showers at pesticide storage facilities/sprayers change room
- 10.7.5 If *pesticides** are used, application methods minimize quantities used, while achieving effective results, and provide effective *protection** to surrounding *landscapes**.

Verifiers

- Pesticide use records
- Application methods
- interview with workers
- Direct observation
- 10.7.6 Damage to *environmental values** and human health from *pesticide** use is prevented and mitigated or repaired where damage occurs.

Verifiers

- Chemical pesticide use, handling and storage procedures
- Accident records
- Monitoring records (including health of chemical handlers)
- Evidence of preventing, mitigating or repairing damage caused by chemical application
- Interview with workers
- Direct observation
- NTFP 10.7.6 Damage to *environmental values**, NTFPs of interest and other NTFPs and human health from *pesticide** use is prevented and mitigated or repaired where damage occurs.

- Chemical handlers
- Evidence of preventing, mitigating or repairing damage caused by chemical application
- Interview with workers
- Direct observation

10.7.7 When *pesticides** are used:

- The selected pesticide*, application method, timing and pattern of use offers the least risk* to humans and non-target species; and
- 2) Objective evidence demonstrates that the *pesticide** is the only effective, practical and cost effective way to control the pest.

Verifiers

- Justification for each pesticide in use to include effectiveness, practicality and cost-effectiveness
- Procedures Guidelines of relevant authorities
- Chemical use records
- Evidence that selected pesticide and application (timing, method and pattern of use) offer least risk
- Evidence that pesticide is the only effective, practical and cost-effective way to control the pest
- 10.8 The Organization* shall minimize, monitor and strictly control the use of biological control agents* in accordance with internationally accepted scientific protocols*. When biological control agents* are used, The Organization* shall prevent, mitigate, and/or repair damage to environmental values*.
 - 10.8.1 The use of *biological control agents** is minimized, monitored and controlled.

Verifiers

- Biological control agent Policies and Procedures
- Biological control agents' use records
- Monitoring records
- Interview with stakeholders
- 10.8.2 Use of biological control agents* complies with internationally accepted scientific protocols*.

Verifiers:

- Biological control agent use Policies and Procedures
- Evidence of compliance with internationally accepted protocols
- Environmental Protection Agency guidance

Note: Internationally accepted scientific protocols may include:

- 1) FSC Guide to integrated pest, disease and weed management in FSC certified forests and plantations (2009)
- 2) FAO Code of Conduct for the Import and Release of Exotic Biological Control.
 - 10.8.3 The use of *biological control agents** is recorded including type, quantity, period, location and reason for use.

- Biological control agents' use records including type, quantity, period, location and reason for use
- Direct observation in the field
- 10.8.4 Damage to *environmental values** caused by the use of *biological control agents** is prevented and mitigated or repaired where damage occurs.

Verifiers

- Evidence of preventing, mitigating or repairing damage to environmental values caused by biological control agents
- · Mitigation plans and results
- Interview with stakeholder consultation
- Direct observation
- 10.9 The Organization* shall assess risks* and implement activities that reduce potential negative impacts from Natural Hazards* proportionate to scale, intensity, and risk*.
 - 10.9.1 Potential negative impacts of *natural hazards** on *infrastructure**, *forest** resources and communities in the *Management Unit** are assessed.

Verifiers

- Risk assessment results
- Interview with stakeholders
- Direct observation
- SLIMF 10.9.1 Potential negative impacts of *natural hazards** on *infrastructure**, *forest** resources and communities in the *Management Unit**are assessed.

Verifiers

- Risk assessment results
- Interview with stakeholders
- Direct observation
- 10.9.2 Management activities mitigate these impacts.

- Forest management plan
- Environmental management and monitoring plan
- Interview with stakeholders
- Direct observations

SLIMF 10.9.2 Where capacity and resources allow, management activities mitigate potential unacceptable negative impacts of natural hazards. If capacity or resources do not allow, *The Organization** or manager communicates with government or relevant local organizations about mitigation capacity and possibilities.

Verifiers

- Forest management plan
- Environmental management and monitoring plan
- Evidence of communicating with government or relevant local organization
- Records of any mitigation measure implemented
- Interview with stakeholders
- Direct observations
- 10.9.3 The *risk** for management activities to increase the frequency, distribution or severity of *natural hazards** is identified for those *hazards** that may be influenced by management.

Verifiers

- Forest management plan
- Identified management induced risk
- Environmental management and monitoring plan
- Interview with stakeholders
- Direct observations
- SLIMF 10.9.3 The *risk** for management activities to increase the frequency, distribution or severity of *natural hazards** is identified for those *hazards** that may be influenced by management.

Verifiers:

- Forest management plan
- Identified management induced risk
- Environmental management and monitoring plan
- Interview with stakeholders
- Direct observations
- 10.9.4 Management activities are modified and/or measures are developed and implemented that reduce the identified *risks**.

- Identified management induced risk mitigation measures
- Evidence of revised management activities consistent with mitigation measures
- interview with worker
- Direct observation

SLIMF 10.9.4 Management activities are modified and/or measures are developed and implemented that reduce the identified *risks**.

Verifiers

- Identified management induced risk mitigation measures
- Evidence of revised management activities consistent with mitigation measures
- interview with worker
- Direct observation
- 10.10 The Organization* shall manage infrastructural development, transport activities and silviculture* so that water resources and soils are protected, and disturbance of and damage to rare and threatened species*, habitats*, ecosystems* and landscape values* are prevented, mitigated and/or repaired.
 - 10.10.1 Development, maintenance and use of *infrastructure**, as well as transport activities, are managed to protect *environmental values** identified in *Criterion**6.1.

Verifiers

- Forest Management Plan
- Management Maps
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA
- Interview with stakeholders
- NTFP 10.10.1 Development, maintenance and use of *infrastructure**, as well as transport activities, are managed to protect *environmental values**, *non-timber forest products** of interest and other NTFPs identified in *Criterion** 6.1.

Verifiers

- Forest Management Plan
- Management Maps
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA
- Interview with stakeholders
- 10.10.2 Silviculture* activities are managed to ensure protection* of the environmental values* identified in Criterion* 6.1.

- Forest Management Plan
- Records of Silviculture activities
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA

Interview with stakeholders

NTFP 10.10.2 Silviculture* activities are managed to ensure protection* of the environmental values*, non-timber forest products* of interest and other NTFPs identified in Criterion* 6.1.

Verifiers

- Forest Management Plan
- Records of Silviculture activities
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA
- Interview with stakeholders
- Direct observation in the field
- 10.10.3 Disturbance or damages to *water courses**, *water bodies**, soils, *rare and threatened species**, *habitats**, *ecosystems** and *landscape values** are prevented, mitigated and repaired in a *timely manner**, and management activities modified to prevent further damage.

Verifiers

- Forest Management Plan
- Policies and Procedures
- Environment assessments report
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA
- Environmental accident records
- Environmental accident mitigation records
- Interview with stakeholders
- · Direct observation in the field
- NTFP 10.10.3 Disturbance or damages to *water courses**, *water bodies**, soils, rare and threatened species*, habitats*, ecosystems*, non-timber forest products* of interest, other NTFPs and landscape values* are prevented, mitigated and repaired in a timely manner*, and management activities modified to prevent further damage.

- Forest Management Plan
- Policies and Procedures
- Environment assessments report
- Environmental Monitoring Plan monitoring records
- Quarterly and yearly environmental report to EPA
- Environmental accident records
- Environmental accident mitigation records
- Interview with stakeholders
- Direct observation in the field

- 10.11 The Organization* shall manage activities associated with harvesting and extraction of timber and non-timber forest products* so that environmental values* are conserved, merchantable waste is reduced, and damage to other products and services is avoided.
 - 10.11.1 Harvesting and extraction practices for timber and non-timber forest products* are implemented in a manner that conserves environmental values* as identified in Criterion* 6.1 and High Conservation Values* identified in Criteria* 9.1 and 9.2.

- Harvesting and extraction procedures
- Pre-harvest assessment records
- Post-harvest assessment records
- Reduced Impact Logging practices
- For TUC/Concession lease holders
 - Forestry Commission monitoring reports
 - Offense records
 - Compartment closure report/certificate
- Interview with stakeholder
- Direct observation in the field
- 10.11.2 Harvesting practices optimize the use of *forest** products and merchantable materials.

Verifiers

- Inventory records
- Harvesting plan
- Production records
- Harvesting procedures/work instruction
- Reduced Impact Logging practices
- Competence of harvesting team
- For TUC/Concession lease holders
 - Tree Information Form records
 - Log Information Form records
 - LMCC records
- Interview with workers
- Direct observation in the field
- 10.11.3 Sufficient amounts of dead and decaying biomass and *forest** structure are retained to conserve *environmental values**.

- Forest Management Plan
- Conservation and fire management Policies and procedures
- Implementation records

10.11.4 Harvesting practices avoid damage to standing residual trees, residual woody debris on the ground and other *environmental values**.

Verifiers

- Pre-harvest and post-harvesting assessment reports
- · Monitoring records
- Reduced impact Logging Practices
- Competence of harvesting teams
- For TUC/Concession lease holders
 - Forestry Commission monitoring reports
 - o Offense records
 - o Compartment closure report/certificate
- Interview with workers
- Direct observation in the field

10.12 *The Organization** shall dispose of *waste materials** in an environmentally appropriate manner.

10.12.1 Collection, clean up, transportation and disposal of all waste materials* is done in an environmentally appropriate way that conserves environmental values* as identified in Criterion* 6.1.

Verifiers

- Forest Management Plan
- Waste management policy and procedures
- Implementation records of waste management procedures
- Waste generation and disposal records
- Direct observation

NTFP 10.12.1 Collection, clean up, transportation and disposal of all *waste* materials* is done in an environmentally appropriate way that conserves environmental values*, non-timber forest products* of interest and other NTFPs as identified in *Criterion** 6.1.

Verifiers

Forest Management Plan
Waste management policy and procedures
Implementation records of waste management procedures
Waste generation and disposal records
Direct observation

G Annexes

Annex A Minimum list of applicable laws*, regulations and nationally ratified* international treaties, conventions and agreements (Principle*1)

The following is the minimum list of *applicable laws**, regulations and nationally ratified international treaties, conventions and agreements, in FSC-STD-60-004 (International Generic *Indicators**).

Note: This is not intended to be an exhaustive list of applicable legislation. If any additional legislation applies, CHs shall also comply with it.

1. <i>Legal</i> * rights to harvest						
1.1 Land <i>tenure*</i> and management rights	Legislation covering land <i>tenure*</i> rights, including <i>customary rights*</i> as well as management rights, that includes the use of <i>legal*</i> methods to obtain <i>tenure*</i> rights and management rights. It also covers <i>legal*</i> business registration and tax registration, including relevant legally required licenses.					
	Legislation					
	The Constitution of the Republic of Ghana, 1992 Forest Act 1927 section 17 (1) (CAP 157). Forest Concession Act 1962 Act 124. Timber Resources Management Amendment Act 2002, (Act 617) Forestry Commission Act 1999 (Act 571) Companies Code 1963 (Act 179) Companies Act, 2019 (ACT 992) Incorporated Private Partnerships Act, 1962 (Act 152) Taxpayers Identification Numbering System, 2002 (Act 632)					
	Signed agreements/treaties/conventions					
	Convention on Biological Diversity Voluntary Partnership Agreement between the European Community and the Republic of Ghana on forest law enforcement, governance and trade in timber products into the Community. Date of text: 20 November 2009					

1.2 Concession licenses

Legislation regulating procedures for issuing concession licenses, including the use of legal* methods to obtain concession licenses. Bribery, corruption and nepotism are particularly well-known issues that are connected with concession licenses.

Legislation on Concession Licenses

Timber Resources Management Act 1997 (Act

Timber Resources Management Amendment Act 2002 (Act 617)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254). Trees and Timber Act 1974 (NCRD 273) Trees and Timber Amendment Act 1994 (Act

493)

Legislation on Corruption:

Criminal Offences Act, 1960 (Act 29) Criminal Offences (Amendment) Bill 2020 Government Contracts (Protection) Act, 1979 (AFRCD 58),

Criminal and Other Offences (Procedure) Act, 1960 (Act 30)

1.3 Management and harvesting planning

Any national or sub-national legal* requirements for Planning, Management including conducting inventories, having a forest* management plan* and related planning and monitoring, impact assessments, consultation with other entities, as well as approval of these by legally competent* authorities.

Legislation

Timber Resources Management Act 1997 (Act

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254).

Manual of Procedures (MoPs) and Logging Manual (operationalises the Timber Resources Management Act 1997 (Act 547 and the Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) and are statutory guidance documents for forest management in Ghana).

1.4 Harvesting permits National or sub-national laws and regulations regulating procedures for issuing harvesting permits, licenses or other legal* documents required for specific harvesting operations. This includes the use of *legal** methods to obtain the permits. Corruption is a well-known issue that is connected with the issuing of harvesting permits. Legislation Timber Resources Management Act 1997 (Act 547) Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) Manual of Operations (MOPs) and Logging manual (operationalises the Timber Resources Management Act 1997 (Act 547) and the Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) are statutory guidance documents for forest management in Ghana). 2. Taxes and fees 2.1 Payment of royalties Legislation covering payment of all legally required forest* and harvesting fees harvesting specific fees such as royalties, stumpage fees and other volume-based fees. This includes payments of the fees based on the correct classification of quantities, qualities and species. Incorrect classification of forest* products is a wellknown issue that is often combined with bribery of officials in charge of controlling the classification. Legislation Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) 2.2 Value added taxes and Legislation covering different types of sales taxes which apply other sales taxes to the material being sold, including the sale of material as growing forest* (standing stock sales). Legislation Value Added Tax Act 2013 (Act 870) and Amendment Act 2012 Act 1072

Part IIA

Trees and Timber Amendment Act 1994 (Act 493)

Timber Resources Management and Legality

Licensing Regulations, 2017 (LI 2254)Trees and Timber Act 1974 (Act 273)

2.3 Income and profit taxes

Legislation covering income and profit taxes related to profit derived from the sale of *forest** products and harvesting activities. This category is also related to income from the sale of timber and does not include other taxes generally applicable for companies and is not related to salary payments.

Legislation

Income Tax Act 2015 (Act 896) and Amendment Act 902 and Amendment (no.2) Act 2021 Act 1071

Free Zone Act 1995 (Act 504)

• Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

3. Timber harvesting activities

3.1 Timber harvesting regulations

Any legal* requirements for harvesting techniques and technology including selective cutting, shelter wood regenerations, clear felling, transport of timber from the felling site, seasonal limitations, etc. Typically, this includes regulations on the size of felling areas, minimum age and/or diameter for felling activities, and elements that shall be preserved during felling, etc. Establishment of skidding or hauling trails, road construction, drainage systems and bridges, etc., shall also be considered as well as the planning and monitoring of harvesting activities. Any legally binding codes for harvesting practices shall be considered.

Legislation

Timber Resources Management Act 1997 (Act 547)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

Manual of Operations (MOPs) and Logging manual (operationalises the Timber Resources Management Act 1997 (Act 547) and the Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) and are statutory guidance documents for forest management in Ghana)

Signed agreements/treaties/conventions

Convention on Biological Diversity

Voluntary Partnership Agreement between the European Community and the Republic of Ghana on forest law enforcement, governance and trade in timber products into the Community. Date of text: 20 November 2009

3.2 Protected sites and species

International, national, and sub national treaties, laws, and regulations related to protected areas, allowable *forest** uses and activities, and/or rare, threatened, or endangered species, including their *habitats** and potential *habitats**.

Legislation

The Forest Protection (Amendment) Act 2002 (Act 624)

Forest Protection Decree, 1974 (N.R.C.D. 234) Timber Resources Management Act 1997 (Act 547)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) Environmental Assessment Regulation, 1999 Control and Prevention of Bushfires Act, 1990. P.N.D.C.L. 229

Forest Plantation Development Fund Act, 2000 (Act 583)

Ghana Forest and Wildlife Policy (2012)
Trees and Timber Amendment Act 493
MoP Section A: Strategic Planning
MoP section D: Stock survey and Yield
Allocation
Logging Manual (Section 3.2: Environmental

Signed agreements/treaties/conventions

standards).

Convention on Biological Diversity CITES convention - flora & fauna lists RAMSAR Convention

3.3 Environmental requirements

National and sub national laws and regulations related to the identification and/or protection* of environmental values* including but not limited to those relating to or affected by harvesting, acceptable levels for soil damage, establishment of buffer zones (e.g., along water courses*, open areas and breeding sites), maintenance of retention trees on the felling site, seasonal limitations of harvesting time, environmental requirements for forest* machineries, use of pesticides* and other chemicals, biodiversity conservation*, air quality, protection* and restoration* of water quality, operation of recreational equipment, development of non-forestry infrastructure*, mineral exploration and extraction, etc.

Legislation

The Environmental Assessment Regulation. 1999. (LI 1652)

Environmental Assessment (Amendment) Regulations. 2002. (LI 1703)

Logging manual (Section 3.2 Environmental Considerations).

Riparian Buffer zone Policy for Managing Freshwater Bodies in Ghana (WRC, 2011).

Signed agreements/treaties/conventions

Convention on Biological Diversity

3.4 Health and safety

Legally required personal *protection** equipment for persons involved in harvesting activities, implementation of safe felling and transport practices, establishment of *protection** zones around harvesting sites, safety requirements for machinery used, and legally required safety requirements in relation to chemical usage. The health and safety requirements that shall be considered relevant to operations in the *forest** (not office work, or other activities less related to actual *forest** operations).

Legislation

Factory, offices, and shops Act, 1970 (Act 328) Factories, Shops and Offices Act (Amendment Act 275) 1991

Labour Act, 2003 (Act 651)

National Health Insurance Authority Act, 2012 (Act 852)

Pesticides Control and Management Act, 1996 (Act 528)

The workmen's compensation Law (PNDC law 187)

Labour regulations, 2007 (LI 1833)

Ghana National Fire Service Act (Act 537)

The Public Health Act, 2012 Act 851

The Nuclear Regulatory Authority Act, 2015 (Act 895).

Motor Vehicles (Third Party Insurance) Act, 1958 (No. 42)

Road Traffic Act 2004 (Act 683)

Road Traffic Regulations, 2012 L.I. 2180

The children's act, 1998 (act 560) 1998:

Driver and vehicle licensing authority act, 1999 (act 569) 1999:

National road safety commission act, 1999 (act 567) 1999:

Signed agreements/treaties/conventions

Ghana has ratified on 8 fundamental ILO conventions

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Equal Remuneration Convention, 1951 (No. 100)

	8) Discrimination (Employment and Occupation) Convention, 1958 (No. 111)					
3.5 Legal* employment	Legal* requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and minimum age for personnel involved in hazardous work*, legislation against forced and compulsory labor, and discrimination* and freedom of association.					
	Legislation					
	Labour Act, 2003 (Act 651). National Pension Act, 2008 (Act 766) Factories, offices and shops act 1970 (Act 328). Labour regulations (LI 1833). Regulates the Labour Act, 2003 (Act 651). National Health Insurance Authority Act, 2012 (Act 852)					
	Signed agreements/treaties/conventions					
	Ghana has ratified on 8 fundamental ILO conventions Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) Right to Organise and Collective Bargaining Convention, 1949 (No. 98) Forced Labour Convention, 1930 (No. 29) Abolition of Forced Labour Convention, 1957 (No. 105) Minimum Age Convention, 1973 (No. 138) Worst Forms of Child Labour Convention, 1999 (No. 182) Equal Remuneration Convention, 1951 (No. 100) Discrimination (Employment and Occupation) Convention, 1958 (No. 111)					

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4. Third parties' rights

4.1 Customary rights*

Legislation covering *customary rights** relevant to *forest** harvesting activities, including requirements covering the sharing of benefits and indigenous rights.

Legislation

Timber Resources Management Act 1997 (Act 547)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
Logging manual (section 3.3 makes customary right provision in relations to 1. SRA 2. Head

right provision in relations to 1. SRA, 2. Use and Access Rights of forest resources by local communities, 3. dispute and conflict resolution in respect of forest or timber harvesting activities, and 4. consent of landowners regarding grant of timber harvesting rights).

Signed agreements/treaties/conventions

Convention on Biological Diversity

4.2 Free Prior and Informed Consent*

Legislation covering "free prior and informed consent" in connection with the transfer of *forest** management rights and *customary rights** to *The Organization** in charge of the harvesting operation.

Legislation

Forest Act, 1927

Timber Resources Management Act 1997 (Act 547)

Timber Resources Management Amendment Act 2002 (Act 617)

Timber Resources Management Amendment Act 2002 (Act 617)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

4.3 *Indigenous Peoples*'* rights

Legislation that regulates the rights of *Indigenous Peoples** as far as it is related to forestry activities. Possible aspects to consider are land *tenure**, and rights to use certain *forest** related resources and practice traditional activities, which may involve *forest** lands.

Legislation

The Constitution of the Republic of Ghana, 1992, Article 267 Stool and skin lands and properties (provides for a formula on benefit sharing in relation to stool and skin lands).

The Forest Protection (Amendment) Act 2002 (Act 624)

Timber Resources Management (TRM) Act, 1997 (Act 547)

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

Logging manual (section 3.3 makes customary right provision in relations to 1. SRA, 2. Use and Access Rights of forest resources by local communities, 3. dispute and conflict resolution in respect of forest or timber harvesting activities, and 4. consent of landowners regarding grant of timber harvesting rights).

Signed agreements/treaties/conventions Convention on Biological Diversity

5. Trade and transport

NOTE: This section covers requirements for *forest** management operations as well as processing and trade.

5.1 Classification of species, quantities, qualities

Legislation regulating how harvested material is classified in terms of species, volumes and qualities in connection with trade and transport. Incorrect classification of harvested material is a well-known method to reduce or avoid payment of legally prescribed taxes and fees.

Legislation

Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) Trees and Timber Amendment Act 493

Manual of Procedures (MoP) (Section D, Sections 7.3 list of black star species-wholly protected, 7.4 list of scarlet star species for which the reduced yield formulae is used in allocation yield and Table D2.1 specified felling limit for FIP Class 1 species).

5.2 Trade and transport	All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from <i>forest*</i> operations.
	Legislation
	Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) • The Forestry Commission Act (Act 571) Logging manual (1998) (section 3 defines the regulations for marking and transport of logs).
5.3 Offshore trading and transfer pricing	Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and is considered to be an important source of funds that can be used for payment of bribery to the <i>forest*</i> operations and personnel involved in the harvesting operation. Many countries have established legislation covering transfer pricing and offshore trading. It should be noted that only transfer pricing and offshore trading, as far as it is legally prohibited in the country, can be included here.
	Legislation
	Transfer Pricing regulation 2012 (LI 2188) Internal Revenue Act 2000 (Act 592) The Forestry Commission Act (Act 571)
5.4 Custom regulations	Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species).
	Legislation
	The Forestry Commission Act (Act 571) Plants and Fertilizer Act 2010 (Act 803) Ghana Revenue Authority Act 2009, Act 791 Customs, Excise and Preventive Service Management Law 1993 (P.N.D.C Law 330)
5.5 CITES	CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention).
	Legislation
	Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) Signed agreements CITES convention
6. Due diligence / due care	

6.1 Due diligence / due care procedures

Legislation requiring due diligence/due care procedures, including, e.g., due diligence/due care systems, declaration obligations, and/or the keeping of trade related documents, etc.

Legislation

No known legislation currently available

7. Ecosystem Services

Legislation covering *ecosystem services** rights, including *customary rights** as well as management rights that include the use of *legal** methods to make claims and obtain benefits and management rights related to *ecosystem services**. National and subnational laws and regulations related to the identification, *protection** and payment for *ecosystem services**. Also includes *legal** business registration and tax registration, including relevant *legal** required licenses for the exploitation, payment, and claims related to *ecosystem services** (including tourism).

Legislation

Environmental Protection Agency ACT, 1994
Environmental Assessment Regulations, 1999
Timber Resources Management and Legality
Licensing Regulations, 2017 (LI 2254)
The Forestry Commission Act (Act 571)
Logging manual (section 3.3 makes customary
right provision in relations to 1. SRA, 2. Use and
Access Rights of forest resources by local
communities, 3. dispute and conflict resolution in
respect of forest or timber harvesting activities,
and 4. consent of landowners regarding grant of
timber harvesting rights)

The Forest Protection (Amendment) Act 2002 (Act 624)

Timber Resources Management (TRM) Act, 1997 (Act 547)

Annex B Training requirements for workers* (Principle* 2)

Workers* shall be able to:

Implement *forest** activities to comply with applicable *legal** requirements (*Criterion** 1.5);

Understand the content, meaning and applicability of the eight *ILO Core Labour Conventions** (*Criterion** 2.1);

Recognize and report on instances of sexual harassment and gender *discrimination** (*Criterion** 2.2);

Safely handle and dispose of hazardous substances to ensure that use does not pose health *risks** (*Criterion** 2.3);

Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (*Criterion** 2.5);

Identify where *Indigenous Peoples** have *legal** and *customary rights** related to management activities (*Criterion** 3.2);

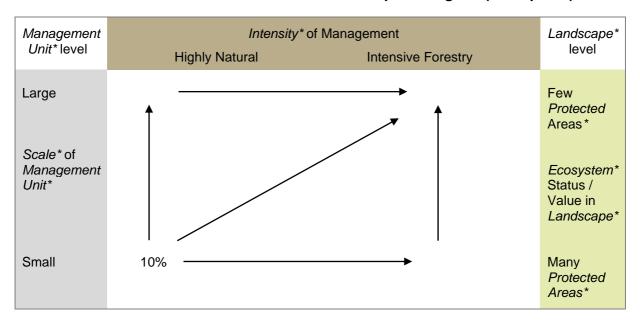
Identify and implement applicable elements of UNDRIP and *ILO Convention** 169 (*Criterion** 3.4);

Identify sites of special cultural, ecological, economic, religious or spiritual significance to *Indigenous Peoples** and implement the necessary measures to protect them before the start of *forest** management activities to avoid negative impacts (*Criterion** 3.5 and *Criterion** 4.7);

Identify where *local communities** have *legal** and *customary rights** related to management activities (*Criterion** 4.2);

- 10) Recognise identified social, economic and environmental significant impacts of management activities on local communities and the necessary competence to implement mitigation measures (*Criterion** 4.5);
 - 11. Implement activities related to the maintenance and/or enhancement of ecosystem services*, when FSC Ecosystem Services Claims are used (Criterion* 5.1);
 - 12. Handle, apply and store pesticides* (Criterion* 10.7); and
 - 13. Implement procedures for cleaning up spills of waste materials* (Criterion* 10.12).

Annex C Conservation Area Network* conceptual diagram (Principle* 6)



The diagram shows how the area of the *Management Unit** included in the *Conservation Area Network** is generally expected to increase from the 10% minimum as the size, *intensity** of management, and/or the status and value of *ecosystems** at the *landscape** level each increase. The arrows and their direction represent these increases.

The far-right column titled 'Ecosystems* Status/Value in Landscape*' signifies the extent to which native ecosystems* are protected at the landscape* level and the relative requirements for further protection* in the Management Unit*.

The far left column titled 'Scale' of Management Unit' shows that as the Management Unit' area increases, the Management Unit' will itself be at the landscape' level and so will be expected to have a Conservation Area Network' containing functional examples of all of the naturally occurring ecosystems for that landscape.

Annex D List of rare and threatened species* in the country or region (Principle*6)

FAUNA

FIRST SCHEDULE

Genera completely protected

The hunting, capturing or destroying of any species listed in this Schedule is absolutely prohibited at all times.

SERIES A-MAMMALS

SERIES A-WAWWALS	O. S. Offic No.
(i) Primata <u>:</u>	Scientific Name
(a) Chimpanzee	Pan troglodytes
(b) Black and white colobus	Colobus polykomos
(c) Olive colobus	Colobus verus
d) Red colobus	Colobus badius
(e) Diana monkey.	Cercopithecus diana
(f) Bosman's potto .	Perodicticus potto;
(g) Bush baby .	Galago senegalensis; Galagoides demidovi
(ii) Pholidota:	
(a) Giant pangolin	Manis gigantea
(b) Long tailed pangolin	Manis longicaudata
(c) Tree pangolin .	Manis tricuspi
(iii) Tubulidentata:	
(a) Aardvark	Crycteropus afer
(iv) Sirenia:	
(a) Manatee .	Trichechus senegalensis
(v) Carnivora:	
(a) Lion	Panthera Leo
(b) Leopard	Panthera pardus
(c) Cheetah	Acinonyx jubatus
(d) Ratel or Honey Badger.	Mellivora capensis
(e) Clawless otter .	Aonyx capensis
(f) Golden cat	Felis aurata
(g) Lynx	Felis caracal
(h) Serval	Felis serval
(i) African civet	Viverra civetta
(j) Two-spottd palm civet	Nandinia binotata
(k) Forest genet	Genette maculata
(I) Wild cat	Felics libyca
(m) Side-stripped jackal	Canis adustus";
(vi) Proboscidea	·
(a) Elephant	Loxodonta Africana
(vii) Rodentia	
(a) Palm squirrel	Epixerus ebii
(viii) Artiodactyla:	
(a) Hippopotamus	Hippopotamus amphibius
(b) Pygmy hippopotamus	Choeropsis liberiensis
(c) Senegal hartebeest	Damaliscus Iunatus
(d) Sitatunga	Tragelephas spekei
<u> </u>	

(e) Eland	Taurotragus derbianus
(f) Water chevrotain	Hyamoschus aquaticus
(g) Bongo	Boocercus enryceros
(h) Roan antelope	Hippotragus equinus
g) Reedbuck	Rduaca redunca
(k) Red-fronted gazelle	Gazella rufifrons
(I) Yellow-backed duiker	Cepbalophus silvicultor.
g) Reedbuck	Rduaca redunca

SERIES B—REPTILES

(i) Crocodilia:	Scientific Name
(a) Nile crocodile	Crocodilus niloticus
(b) Long-snouted crocodile	Crocodilus cataphractus
(c) Broad-fronted crocodile	Osteolaemus tetraspis
(ii) Lacertilia:	
(a) Nile monitor	Veranus niloticus
(b) Bosc's monitor	Vernaus exanthematicus
(iii) Chelonia:	
All marine turtles—	
(a) Hawksbill turtle	Eretmochelys imbricata
(b) Green or Edible turtle	Chelonia mydas
(c) Leathery turtle	Dermochelys coriacea

SERIES C—BIRDS

(i) All Birds of Prey	
including—	
(a) Falcons, kites, hawks, eagles,	Falconidae
buzzards, kestrels, etc	
(b) Owls	Tytonidae and Strigidae
	_

SECOND SCHEDULE

Genera of which the Young are specifically Protected

- 1. All Bovoid Ungulates specifically mentioned in Schedule 1, and in addition Antelopes, Gazelles, Duikers, Buck and Buffalo;
- 2. All Pholidont Pangolins of the genus MANIS (UROMANIS PHATANGINUS);
- 3. All Cercopithecoid Monkeys with the exception of the Baboon PAPIO

Third Schedule

Genera of which females accompanied by young are protected

- 1. Elephant LOXODONTA;
- 2. All Bovoid Ungulates as in Schedule 2, subsection 1;
- 3. All Pangolins as in Schedule 2,
- 4. All Cercopithecoid Monkeys with the exception of the Baboon PAPIO as in Second Schedule, subsection 3

FLORA

BLACK STAR SPECIES

SCIENTIFIC NAME	LOCAL NAME
Afrostyrax lepidophyllus	Duagyene
Chrysophyllum azaguieanum	

Lecaniodiscu spunctatus	Dwindweranua
Neolemonniera clitandrifolia	
Pierreodendron kerstingii	Fotie nua
Placodiscus bancoensis	Kafuosonini
Pteleopsis habeensis	Kwakane-nua
Sapiumau brevillei	Kotebonfori
Synsepalum aubrevillei	Asaa-nini
Talbotiella gentii	Takrowanua
Pteleopsis habeensis	Arborea

ENDANGERED CRITICALLY ENDANGERED SPECIES OF GHANA

CRITICALLY ENDANGERED

Phrynobatrachus intermedius

Conraua derooi

Talbotiella gentii

Arthroleptis krokosua

ENDANGERED

Enteromius subinensis

Monocyclanthus vignei

Hunteria ghanensis

Dalbergia setifera

Hymenostegia gracilipes

Irvineia voltae Butterfish

Terminalia habeensis

Apodiscus chevalieri

Epiplatys chaperi ssp. schreiberi

Chrysichthys walkeri

Limbochromis robertsi

Cola boxiana

Annex E Elements of the *management plan** (*Principle**7)

The results of assessments, including:

- Natural resources and environmental values*, as identified in Principle* 6 and Principle* 9;
- Social, economic and cultural resources and condition, as identified in *Principle** 6, *Principle** 2 to *Principle** 5 and *Principle** 9;
- Intact Forest Landscapes* and core areas*, as identified in Principle* 9;[Not applicable]
- Indigenous cultural landscapes*, as identified with affected rights holders* in Principle* 3 & Principle* 9; [Not applicable]
- Major social and environmental risks in the area, as identified in *Principle* 6,
 Principle* 2 to Principle* 5 and Principle* 9; and
- The maintenance and/or enhancement of ecosystem services* for which promotional claims are made as identified in *Criterion** 5.1.

Programs and activities regarding:

- a) Workers*' rights, occupational health and safety, gender equality*, as identified in Principle* 2;
- Indigenous Peoples*, community relations, local economic and social development, as identified in Principle* 3, Principle* 4 and Principle* 5;
- Stakeholder engagement* and the resolution of disputes* and grievances, as identified in Principle* 1, Principle* 2 and Principle* 7;
- Planned management activities and timelines, silvicultural* systems used, typical harvesting methods and equipment, as identified in Principle* 10;
- The rationale for harvesting rates of timber and other natural resources, as identified in *Principle** 5.

Measures to conserve* and/or restore*:

- a. Rare and threatened species* and habitats*;
- Water bodies* and riparian zones*;
- Landscape* connectivity*, including wildlife corridors;
- Ecosystem services* when FSC ecosystem services claims are used as identified in Criterion* 5.1;
- Representative Sample Areas*, as identified in Principle* 6; and
- o High Conservation Values*, as identified in Principle* 9.

Measures to assess, prevent, and mitigate negative impacts of management activities on:

- Environmental values*, as identified in Principle* 6 and Principle* 9;
- Ecosystem services* when FSC ecosystem services claims are used as identified in Criterion* 5.1;
- Social Values and Indigenous cultural landscapes*, as identified in Principle* 2 to Principle* 5 and Principle* 9; and

Intact Forest Landscapes* and core areas*, as identified in Principle*
 9.

A description of the monitoring program, as identified in *Principle**8, including:

- Growth and yield, as identified in Principle* 5;
- Ecosystem services* when FSC ecosystem services claims are used as identified in Criterion* 5.1;
- o Environmental values*, as identified in Principle* 6;
- Operational impacts, as identified in *Principle** 10;
- High Conservation Values*, as identified in Principle* 9;
- Monitoring systems based on stakeholder engagement* planned or in place, as identified in Principle* 2 to Principle* 5 and Principle* 7;
- Maps describing the natural resources and land use zoning on the Management Unit*;
- Description of the methodology to assess and monitor any development and land use options allowed in *Intact Forest Landscapes** and *core areas** including their effectiveness in implementing the *precautionary approach**;
- Description of the methodology to assess and monitor any development and land use options allowed in *Indigenous cultural landscapes** including their effectiveness in implementing the *precautionary approach**; and
- Global Forest Watch map, or more accurate national or regional map, describing the natural resources and land use zoning on the *Management Unit**, including the *Intact Forest Landscapes* core areas**.

Annex F Conceptual framework for planning and monitoring (*Principle**7)

Sample	Management	Element	Monitoring	Who	FSC
Management Plan* Document (Note: These will vary with	Plan* Revision Periodicity	Being Monitored (Partial List)	Periodicity	Monitors This Element? (Note: These will vary with	Principle* / Criterion*
SIR and jurisdiction)				SIR and jurisdiction)	
Site Plan (Harvest Plan)	Annual	Creek crossings	When in the field and annually	Operational staff	P10
		Roads	When in the field and annually	Operational staff	P10
		Retention patches	Annually sample	Operational staff	P6, P10
		Rare Threatened and Endangered species	Annually	Consulting Biologist	P6
		Annual harvest levels	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
Engagement* Plan	Annual	Employment statistics	Annually	General Manager	P3, P4
		Social Agreements	Annually, or as agreed in Engagement * Plan	Social Coordinator	P3, P4
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
5-Year management plan*	5 years	Wildlife populations	To be determined	Ministry of Environment	P6
		Coarse Woody Debris	Annually	Ministry of Forests	P10
		Free growing / regeneration	Annually, sample		
Sustainable Forestry	10 years	Age class distribution	Ten years	Ministry of Environment	P6

Sample Management Plan* Document (Note: These will vary with SIR and jurisdiction)	Management Plan* Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? (Note: These will vary with SIR and jurisdiction)	FSC Principle* / Criterion*
management plan*		Size class distribution			
		10 year Allowable Annual Cut	Annually, ten years	Ministry of Forests / Woodlands manager	C5.2
Ecosystem Services* Certification Document	5 years	Prior to validation and verification	Prior to validation and verification	General Manager	FSC-PRO- 30-006

Annex G Monitoring requirements (*Principle** 8)

- Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - The results of regeneration activities (*Criterion** 10.1);
 - The use of ecologically well adapted species for regeneration (*Criterion** 10.2);
 - Invasiveness or other adverse impacts associated with any alien species* within and outside the Management Unit* (Criterion* 10.3);
 - The use of genetically modified organisms* to confirm that they are not being used (Criterion* 10.4);
 - The results of silvicultural* activities (Criterion* 10.5);
 - Adverse impacts to environmental values* from fertilizers* (Criterion* 10.6);
 - Adverse impacts from the use of pesticides* (Criterion* 10.7);
 - Adverse impacts from the use of biological control agents* (Criterion* 10.8);
 - The impacts from natural hazards* (Criterion* 10.9);
 - The impacts of infrastructural development, transport activities and silviculture*
 to rare and threatened species*, habitats*, ecosystems*, landscape values*,
 water and soils (Criterion* 10.10);
 - The impacts of harvesting and extraction of timber on non-timber forest products*, environmental values*, merchantable wood waste and other products and services (Criterion* 10.11); and
 - o Environmentally appropriate disposal of waste materials* (Criterion* 10.12).
- Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:

Evidence of illegal or unauthorized activities (Criterion* 1.4);

- Compliance with applicable laws*, local laws*, ratified* international conventions and obligatory codes of practice* (Criterion* 1.5);
- Resolution of disputes* and grievances (Criterion* 1.6, Criterion* 2.6, Criterion*
 4.6);
- Programs and activities regarding workers* rights (Criterion* 2.1);
- Gender equality*, sexual harassment and gender discrimination* (Criterion*
 2.2);
- Programs and activities regarding occupational health and safety (*Criterion** 2.3);
- Payment of wages (Criterion* 2.4);
- Workers* training (Criterion* 2.5);
- Where pesticides* are used, the health of workers* exposed to pesticides* (Criterion* 2.5 and Criterion* 10.7);
- The identification of *Indigenous Peoples** and *local communities** and their *legal** and *customary rights** (Criterion* 3.1 and Criterion* 4.1);
- Full implementation of the terms in binding agreements* (Criterion* 3.2 and Criterion* 4.2);

- Indigenous Peoples* and community relations (Criterion* 3.2, Criterion* 3.3 and Criterion* 4.2);
- Protection* of sites of special cultural, ecological, economic, religious or spiritual significance to *Indigenous Peoples** and *Iocal communities** (*Criterion** 3.5 and *Criterion** 4.7);
- The persistence of *Indigenous cultural landscapes** and associated values of significance to *Indigenous Peoples** (*Criterion** 3.1, *Criterion** 3.5); [Not applicable]
- The use of traditional knowledge* and intellectual property* (Criterion* 3.6 and Criterion* 4.8);
- Local economic and social development (Criterion* 4.2, Criterion* 4.3, Criterion* 4.4, Criterion* 4.5);
- The production of diversified benefits and/or products (*Criterion** 5.1);
- The maintenance and/or enhancement of ecosystem services* (Criterion* 5,1);
- Activities to maintain or enhance ecosystem services* (Criterion* 5.1);
- Actual compared to projected annual harvests of timber and non-timber forest products* (Criterion* 5.2);
- The use of local processing, local services and local value added manufacturing (*Criterion** 5.4);
- Long term* economic viability* (Criterion* 5.5); and
- o High Conservation Values* 5 and 6 identified in Criterion* 9.1.
- Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions including where applicable:
 - 1. The maintenance and/or enhancement of ecosystem services* (Criterion* 5.2) (when The Organization* uses FSC ecosystem services claims);
 - 2. Environmental values* and ecosystem functions* including carbon sequestration and storage (Criterion* 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values* (Criterion* 6.3);
 - Rare and threatened species*, and the effectiveness of actions implemented to protect them and their habitats*(Criterion* 6.4);
 - Representative Sample Areas* and the effectiveness of actions implemented to conserve* and/or restore* them (Criterion* 6.5);
 - Naturally occurring native species* and biological diversity* and the effectiveness of actions implemented to conserve* and/or restore* them (Criterion* 6.6);
 - Water courses*, water bodies*, water quantity and water quality and the effectiveness of actions implemented to conserve* and/or restore* them (Criterion* 6.7);
 - Landscape values* and the effectiveness of actions implemented to maintain and/or restore* them (Criterion* 6.8);
 - Conversion of natural forest* to plantations* or conversion to non-forest* (Criterion* 6.9);

The status of <i>plantations</i> * established after 1994 (<i>Criterion</i> * 6.10); and <i>High Conservation Values</i> * 1 to 4 identified in <i>Criterion</i> * 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

Annex H Instructions for Standards Developers to develop indicators* for Intact Forest Landscape* core areas* (Principle* 9) [NOT APPLICABLE]

A. Threshold for vast majority*

The definition of *vast majority** is 80% of the total area of *Intact Forest Landscapes** within the *Management Unit** as of January 1, 2017. The *vast majority** also meets or exceeds the definition of *Intact Forest Landscape**.

The threshold for *vast majority** may be established below 80% providing it achieves the greatest amount of *conservation** gains based on national or *eco-regional** considerations and still meets or exceeds the definition of *Intact Forest Landscape**.

Thresholds above 80% shall be considered in nations and/or eco-regions where *Intact Forest Landscapes** are relatively rare and/or *fragmented**, and/or where large amounts of *Intact Forest Landscapes** have been lost since 2000.

In developing nationally or *eco-regionally** specific thresholds of *vast majority** Standard Developers shall consider the following:

- Evidence to demonstrate the relative abundance of Intact Forest Landscapes* and the level of risk* of degradation to Intact Forest Landscapes* from human activities, including:
 - Relative scarcity of Intact Forest Landscapes* nationally or ecoregionally*. The more scarce Intact Forest Landscapes, then the higher the threshold for vast majority*;
 - The degree to which national or eco-regional* Intact Forest Landscapes* have been degraded by human activities since 2000 and are therefore, scarce, rare or fragmented*. The quicker the degradation of Intact Forest Landscapes, then the higher the threshold for vast majority*;
 - The types of human activities that have resulted in the degradation of *Intact Forest Landscapes** since 2000. The more damaging the human activities to the intactness of *Intact Forest Landscapes**, then the higher the threshold for *vast majority**;
 - The risk* of damage to Intact Forest Landscapes* from human activities.
 The greater the risk to Intact Forest Landscapes*, then the higher the threshold for vast majority*:
 - Amount and relative permanence of protection* of Intact Forest Landscape* core areas* comparing different intensities of industrial activity*. Protection* should maintain or enhance the integrity and other ecological attributes of Intact Forest Landscape* core areas*. The more permanent the protection* of Intact Forest Landscapes*, then the lower the threshold for vast majority*;
 - The nature and distribution of ecological values within and adjacent to *Intact Forest Landscapes**. The greater the concentration of these values within and adjacent to *Intact Forest Landscapes*, then the higher the threshold for *vast majority**;
 - The nature and distribution of cultural values and legal and customary rights* within and adjacent to Intact Forest Landscapes*; and

- The outcomes of culturally appropriate* engagement* with affected rights holders* affected* and interested stakeholders*;
- B. Developing *Indicators** for Assessing and Protecting *Intact Forest Landscapes** Standard Developers shall consider the following information when developing *indicators** for *Criteria** 9.1 and 9.2.

The outcome shall be nationally or *eco-regionally** appropriate requirements to identify, assess and protect the *vast majority** of *Intact Forest Landscapes** as *core areas**.

Core areas* are intended to be protected* from activities that impact their intactness including commercial logging, mining, and the construction of roads, dams, and other *infrastructure**.

- The *Indicators** developed for the identification and designation of *core areas** shall:
 - Respect the right to Free Prior and Informed Consent* of affected rights holders* (Criterion* 3.1 and 4.1);
 - Ensure the legal* and customary rights* of affected rights holders* to use the core areas* are upheld*;
 - Ensure that core areas* contain the most ecologically valuable, contiguous, and intact portions of the Intact Forest Landscapes*;
 - Ensure the shape of core areas* is designed to maximize their interior habitats.
 - Ensure that core areas* contain habitat for rare, threatened and endangered* species and other wildlife that depend on large contiguous areas of unaltered forest*:
 - Ensure that core areas* maintain or restore connectivity* between core areas* both within and adjacent to the Management Unit*; and
 - o Ensure that core areas* are not smaller than 50,000 ha.
- The Indicators* developed for the protection* of core areas* shall ensure:
 - The legal* and customary rights* of affected rights holders* to use the core areas* are upheld*;
 - Indigenous Peoples*, traditional peoples and forest dependent communities are given priority to design and implement alternative management and conservation* activities compatible with protection* of core areas*:
 - Prevention of illegal logging, windthrow, degradation, and other edge effect impacts within core areas*;
 - Management of road construction and the *intensity** of other activities adjacent to *core areas** to prevent illegal logging, windthrow, degradation, and other edge effect impacts within *core areas**; and
 - Identification of appropriate buffer zone widths adjacent to core areas*
 where road construction and other activities are managed to prevent
 edge effect impacts within the core areas*.
- The Indicators* developed for the protection* of core areas* shall ensure intactness of core areas*,—considering activities that impact intactness, including commercial logging, mining, and the construction of roads, dams, and other infrastructure*. Examples of management that protects* the intactness of core areas* include conservation zones* as well as areas that may or not

- have *legal* protection** such as set asides, reserves, deferrals, community reserves, and Indigenous protected areas.
- The Indicators* developed for Intact Forest Landscapes* shall clarify that the
 portions of Intact Forest Landscapes* not designated as Core Areas* shall be
 managed to protect and/or maintain High Conservation Values* Category 2.

Annex I Strategies for maintaining *High Conservation Values** (*Principle** 9)

Strategies for maintaining *High Conservation Values** may not necessarily preclude harvesting. However, the only way to maintain some *High Conservation Values** will be through *protection** of the *High Conservation Value Area** that supports them.

- HCV 1 *Protection** zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of *biological diversity** and the ecological communities and *habitats** upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the *habitats** and species occurrences. Where enhancement is identified as the *objective**, measures to develop, expand, and/or *restore** *habitats** for such species are in place.
- HCV 2 Strategies that fully maintain the extent and intactness of the *forest** *ecosystems** and the viability of their biodiversity concentrations, including plant and animal *indicator** species, keystone species, and/or guilds associated with large intact natural *forest** *ecosystems**. Examples include *protection** zones and set-aside areas, with any commercial activity in areas that are not set-aside being limited to *low-intensity** operations that fully maintain *forest** structure, composition, regeneration, and disturbance patterns at all times. Where enhancement is identified as the *objective**, measures to *restore** and reconnect *forest** *ecosystems**, their intactness, and *habitats** that support natural *biological diversity** are in place.
- HCV 3 Strategies that fully maintain the extent and integrity of *rare or* threatened *ecosystems**, *habitats**, or *refugia**. Where enhancement is identified as the *objective**, measures to *restore** and/or develop rare or threatened *ecosystems**, *habitats**, or *refugia** are in place.
- HCV 4 Strategies to protect any water catchments of importance to *local communities** located within or downstream of the *Management Unit**, and areas within the unit that are particularly unstable or susceptible to erosion. Examples may include *protection** zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect water catchments and upstream and upslope areas. Where enhancement is identified as the *objective**, measures to *restore** water quality and quantity are in place. Where identified HCV 4 *ecosystem services** include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.
- HCV 5 Strategies to protect the community's and/or *Indigenous Peoples** needs in relation to the *Management Unit** are developed in cooperation with representatives and members of *local communities** and *Indigenous Peoples**.
- HCV 6 Strategies to protect the cultural values are developed in cooperation with representatives and members of *local communities** and *Indigenous Peoples**.

Annex J High Conservation Values* framework (Principle* 9)

The objective of this High Conservation Value (HCV) Framework is to provide nationally specific interpretations of HCVs and *Best Available Information** for addressing HCVs.

This National HCV Framework is to be used by accredited Certification bodies and certificate holders.

The HCV interpretations and *Best Available Information** provided in this Framework are not necessarily exhaustive; additional examples of HCV occurrences may exist and shall be identified at the forest management unit scale.

Specific sections of this Framework are also applicable to National and Centralized National Risk Assessments for Controlled Wood, and to Certification Bodies and Certificate Holders seeking certification under FSC-STD-30-010 and FSC-STD-40-005. The applicable sections are: The Interpretations and *Best Available Information* for each HCV category; and the *Best Available Information* for Assessments for each HCV category.

HCV 1 – Species diversity. Concentrations of *biological diversity** including endemic species, and *rare**, *threatened** or endangered species, that are *significant** at global, regional or national levels

A. Interpretations and Best Available Information* for HCV 1

Concentrations of biological diversity* that are significant* at global, regional, or national levels:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Biodiversity Hotspots, i.e., the Guinean Forests of West Africa Hotspot. Pending further assessment, priority areas in the Hotspot include all Forest Reserves, per the precautionary principle and deforestation and degradation patterns across the forest landscape. (Per: Proforest, 2017; others)	Biodiversity Hotspots (see References).	X	X
Key Biodiversity Areas (KBA) and Important Bird Areas (IBAs). (KBAs that do not appear to also be protected areas or GSBAs include: Wetlands: Amansuri wetland; Forest Reserves: Bobiri; Bosomtwe Range; Bura River; Damongo Scarp; Gambaga Scarp (East); Mamiri; Mount Afadjato - Agumatsa Range; Nsuensa; Pra-Sushien; Tankwidi; Tano-Anwia; Tano-Ehuro) (Note that all IBAs are also KBAs, but that some KBAs are not IBAs.)	For lists and maps, see Key Biodiversity Areas and Important Bird Areas (References)	Х	Х
Protected areas, including: National Parks, Resource Reserves, Hill Sanctuaries, Provenance Protection Areas, Strict Nature Reserves, Wildlife Sanctuaries, RAMSAR sites. (Per: WWF WARPO, 2006; SGS, 2018; Form, 2013; Proforest, 2017)	For lists and maps of many areas, see Protected Areas (References). For other areas (including Hill Sanctuaries and Provenence Production Areas), consult the RMSC and the Wildlife Division.	Х	X
Proposed protected areas, e.g.: Ghana's Globally Significant Biodiversity Areas (GSBAs); Biosphere	For lists of GSBAs and Biosphere Reserves, see Proposed Protected Areas	Х	

Reserves; Atewa mountain forests (proposed National Park). (Note one of the three existing Biosphere Reserves is already a National Park/Resource Reserve.) (Per: WGFC, 2012; WWF WARPO, 2006; SGS, 2016; CI, 2007; Mongabay, 2018a)	(References) and also consult with the Forest Services Division of the Forestry Commission For the proposed Atewa National Park, consult A Rocha Ghana. For additional proposed Biosphere Reserves, consult MESTI and EPA.		
Sacred groves, pending further assessment, per the precautionary principle. (Per: NEPCon, 2017; Boadi et al, 2017; GCHM, 2018; MESTI, 2016)	For sacred groves, see HCV 6.	Х	Х
Critical temporal concentrations of biodiversity, e.g.: hills and mountains with special vegetation that are important migration and wintering sites for Palearctic migrant birds; watering holes in dry season; high elevation areas during floods; flowering and fruit bearing trees important to nectivorous birds and mammals and insects. (Per Proforest et al, 2012)			
,			
			D 4 1
Best Available Information* for identifying multip	le interpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps	•	>SLIMF	SLIMF X
Relevant databases and maps High Conservation Value* surveys of the Manage	ment Unit*	>SLIMF X X	SLIMF X X
Relevant databases and maps High Conservation Value* surveys of the Manage Engagement with rights-holders, per Criteria 3.5 a	ment Unit* and 4.7 of the P&C	>SLIMF X X X	SLIMF X X X
Relevant databases and maps High Conservation Value* surveys of the Manage Engagement with rights-holders, per Criteria 3.5 a Culturally appropriate* engagement with Local Co	ment Unit* and 4.7 of the P&C communitiess and affected* and	>SLIMF X X	SLIMF X X
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Relevant databases and maps High Conservation Value* surveys of the Manage Engagement with rights-holders, per Criteria 3.5 a Culturally appropriate* engagement with Local Co interested stakeholders*. See Annex I for a partial Consultation with relevant local and regional exp experts to consider. Review of the results by knowledgeable expert(s) Habitat mapping and assessments HCV assessors with local expertise Government wildlife and parks agencies. See Annex Biodiversity assessments, conservation plans, recover governments, research institutions, or conservation of	ment Unit* and 4.7 of the P&C communitiess and affected* and list of stakeholders to consider. erts. See Annex I for a partial list of independent of The Organization* a for a list of agencies to consider. ery plans, and other published reports by organizations that may exist in the management unit,	>SLIMF X X X X X X X X X X X X X	SLIMF X X X

Consultation Questions--Interpretations:

Are there other areas that qualify as HCV 1? Should any of the areas listed here not be considered HCV 1? Does the proposed focus on Forest Reserves and the other more specific areas listed above address all priority areas within the Biodiversity Hotspot, if it is not suitable to consider the entire the Hotspot as HCV? How should "significant" be further understood in the national context? What thresholds should be used for "concentrations?"

Consultation Guidance - Interpretations:

Note the FSC has an international definition of "significant" in the context of HCVs 1 and 2; see FSC (2016).

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 1 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 1 in Ghana? Are there additional BAI that should be included?

Concentrations of endemic species that are *significant** at global, regional, or national levels:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this	BAI >SLIM	BAI SLIMF
	interpretation:	F	
Endemic Bird Areas (EBAs), i.e., Upper Guinea Forests EBA. Pending further assessment, priority areas in the EBA include all Forest Reserves, per the precautionary principle. (Note the EBA is approximately the same area as the Biodiversity Hotspot.) (Per Proforest et al, 2012; others)	See Endemic Bird Areas (References)	X	X
Other known hotspots for endemic flora or fauna, e.g.: Ghana's Globally Significant Biodiversity Areas (GSBAs); Atewa mountains forests; Bia and Atewa Range Forest Reserves. (Per: WWF WARPO, 2006; SGS, 2016; Mongabay, 2011; GCHM, 2018; MESTI, 2016)			
Other significant concentrations of endemic plant or animal species, e.g.: populations of species endemic to Africa if listed as Vulnerable, Endangered, or Critically Endangered; populations of multiple endemic species; breeding pairs of nationally endemic species. (Per Proforest et al, 2012; others)	For lists of endemic animal species, see IUCN Red List and applicable national species lists.	X	X
Best Available Information* for identifying multiple	e interpretations of this HCV element:	BAI >SLIM F	BAI SLIMF
Relevant databases and maps		Χ	Х
High Conservation Value* surveys of the Manage	ment Unit*	Χ	Χ
Engagement with rights-holders, per Criteria 3.5 a		Χ	Χ
Culturally appropriate* engagement with Local Cointerested stakeholders*. See Annex I for a partial	list of stakeholders to consider.	X	X
Consultation with relevant local and regional expeto consider.	erts. See Annex I for a partial list of experts	Х	
Review of the results by knowledgeable expert(s)	independent of The Organization*	Χ	
Habitat mapping and assessments		Х	
HCV assessors with local expertise		Χ	
Government wildlife and parks agencies. See Annex	I for a list of agencies to consider.	Х	
Biodiversity assessments, conservation plans, recover governments, research institutions, or conservation of		Х	
For guidance in identifying other examples of HCV 1 FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.1,	that may exist in the management unit, see:	Х	Х

Consultation Questions--Interpretations:

Are there other areas or groups of endemic species that qualify as HCV 1? Should any of the species listed here not be considered HCV 1? Does the proposed focus on Forest Reserves and the other more specific areas listed above address all priority areas within the EBA, if it is not suitable to consider the entire EBA as HCV? Are the proposed thresholds for "significant occurrences" the right ones for Ghana?

Consultation Guidance – Interpretations:

Note the FSC has an international definition of "significant" in the context of HCVs 1 and 2; see FSC (2016).

Consultation Questions - BAI:

Are there better ways to reference the national Red List and/or other lists of endemic species

for Ghana? Are any of the non-normative (regular font) BAI listed above not relevant for HCV 1 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 1 in Ghana? Are there additional BAI that should be included?

Concentrations of rare,* threatened,* or endangered species that are significant* at global, regional, or national levels:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIMF
Significant occurrences of terrestrial and freshwater plant or animal species listed by the IUCN Red List or national species lists as Vulnerable, Endangered, Critically Endangered, or Near Threatened. Including occurrences of: any black or gold-star rated species or other nationally protected species whose survival depends on the occurrence in question; any Critically Endangered species; more than 1% of a listed species' population; several or more listed species; and/or listed species in special ecological niches, e.g., wide-ranging carnivores, keystone species, umbrella species, species with very small populations or ranges, and other conservation priority species. (Per: WWF WARPO, 2006; Proforest et al, 2012; others)	IUCN Red List. National species lists, including but not limited to species listed per the National Wildlife Conservation Regulation. Consider also Hawthorne et al (2006). Contact MESTI regarding a pending database on RTE species.	X	X (IUCN and Nation al Lists)
Sites with CITES listed animal or plant species.	CITES (see References)	Х	Х
(Note that many KBAs, IBAs, protected areas, and proposed protected areas contain important concentrations of RTE species.) (Per Proforest et al, 2012; others) Alliance for Zero Extinction sites, if any are listed in	Alliance for Zero Extinction (References)		
the future. (No AZE sites currently designated).			
Best Available Information* for identifying multiple	e interpretations of this HCV element:	BAI >SLIM F	BAI SLIMF
Relevant databases and maps		Χ	Х
High Conservation Value* surveys of the Managem		Χ	X
Engagement with rights-holders, per Criteria 3.5 ar		Χ	Х
Culturally appropriate* engagement with Local Corstakeholders*. See Annex I for a partial list of stakeh	olders to consider.	Х	Х
Consultation with relevant local and regional expeto consider.		X	
Review of the results by knowledgeable expert(s) i	ndependent of <i>The Organization</i> *	X	
Habitat mapping and assessments		Х	
HCV assessors with local expertise		Х	
Government wildlife and parks agencies. See Annex I		Х	
Biodiversity assessments, conservation plans, recover governments, research institutions, or conservation or	ganizations	X	
For guidance in identifying other examples of HCV 1 th FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.1, lo		X	Х

Consultation Questions--Interpretations:

Are there other known species concentrations that should be highlighted as HCV 1? Should all IUCN Red List species and their habitats be considered "significant" and thus HCV 1, or should the list be narrowed down, such as proposed above, with the understanding that other RTE species are still covered under P6? Are the proposed thresholds for "significant occurrences" the right ones for Ghana?

Consultation Guidance - Interpretations:

Note the FSC has an international definition of "significant" in the context of HCVs 1 and 2; see FSC (2016).

Consultation Questions--BAI:

Are there better ways to reference the national Red Lists and/or other species lists for Ghana? Are any of the non-normative (regular font) BAI listed above not relevant for HCV 1 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 1 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 1

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 1:

National or regional methodologies for assessing occurrences of specific HCV 1 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIMF
For all potential HCV 1 occurrences, field surveys for biodiversity are conducted, where existing information is lacking or inconclusive. (Per: WWF WARPO, 2006)			
For Biodiversity Hotspots	For a basic description of the Hotspot and its values, see CEPF (2015). For some existing biodiversity assessments of Forest Reserves in the Hotspot, see also CI (2005).	X	
For KBAs and IBAs	For summary descriptions of their values, see the IBA factsheets at Key Biodiversity Areas (References) and Important Bird Areas (References). See also Ghana Wildlife Society.	X	X
For Endemic Bird Areas	For summary descriptions of their values, see Endemic Bird Areas (References).	X	X
For protected areas and proposed protected areas, confirm whether policies and practices effectively protect the area and its HCVs from both illegal and permitted logging, mining, hunting, grazing, agricultural encroachment, and other threats. (Per: SGS, 2018; NDF, 2015; CI, 2007; FWG, 2017b; Mongabay, 2015, 2018a; Form, 2013; ProForest, 2017; NEPCon, 2017; FWG, 2016; Adom, 2017)			
For RAMSAR sites.	See RAMSAR sites (References) for basic information on the sites' values. For Muni-Pomadze, see also Ntiamoa-Baidu et al (2000).	X	
For Biosphere Reserves.	See UNESCO (2018) for basic information on each area's values.	X	X
For Atewa mountains forests (proposed National Park).	Consult A Rocha Ghana.	Х	

For Globally Significant Biodiversity Areas (GSBAs)	Consider: experts and reports from Kwame Nkrumah University of Science & Technology; INS USTK (undated).	Х	
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIM F	BAI SLIMF
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1	X	X
	For additional guidance on assessing HCV 1, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.1, Identification of HCV 1).	X	X

Consultation Guidance--Methodologies:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

Consultation Question--BAI:

What are best information sources for assessing HCV 1 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 1? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C. Strategies for Maintaining and Enhancing HCV 1

Management strategies for HCV 1:

National or regional strategies for maintaining and/or enhancing specific HCV 1 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLI MF	BAI SLI MF
For protected areas and proposed protected areas, strategies include: improved management and implementation plans; boundary demarcations; non-issuance of concessions for resource extraction;			
prohibitions on mining, oil and gas wells, commercial logging, fuelwood harvest, intensive agriculture, and bushmeat hunting; measures to prevent illegal			
logging, mining, poaching, grazing, and agriculture (including but not limited to regular patrols, closure of roads, and preventing access prior to closure);			
regulation of NTFP harvest and hunting to sustainable levels; use of community based monitoring; use of Community Resource			
Management Areas; promoting education and ecotourism based local economies. (Per: NDF,			
2015; CI, 2007; FWG, 2017b; Mongabay, 2015; Proforest et al, 2012; Proforest, 2017; FWG, 2016; MESTI, 2015; MESTI, 2016)			

For threatened or endangered tree species, including CITES, IUCN, or nationally listed species, mark and protect trees from harvest, and control for illegal harvest, except where recommended otherwise per national strategies. (Per: Mongabay, 2016b; NDF, 2018; FWG, 2017a)	For pericopsis elanta, consider NDF et al (2017). For rosewood, consult Forest Watch Ghana and consider the recommendations of the conference on illegal rosewood trade held by the Economic Community of Western African States (ECOWAS).	X	
For all wildlife in HCV 1 areas: Commercial hunting is limited to sustainable levels and monitored, especially for large bodied and forest dependent species, e.g., bushbuck, black and white colobus, black duiker, Maxwell duiker, mona monkey. (Per: WWF WARPO, 2006)	For elephants and white-necked picathartes, see also the conservation plans and strategies recommended by the Wildlife Division.	X	X
For endemic and rare, threatened, or endangered (RTE) wildlife: Prohibit intensive logging, mining, oil and gas wells, grazing, agriculture, unsustainable fuelwood harvest, and other sources of habitat conversion, deforestation, and degradation. (Per: NDF, 2015; Mongabay, 2011, 2014, 2018a; Proforest et al, 2012)			
For chimpanzee, pangolin, black-and-white colobus, spotted palm civet, Togo slippery frog, and other species threatened by hunting or unsustainable harvest: work with authorities and local communities to more effectively implement existing legal protections; prohibit commercial hunting; require logging and other resource management companies to provide workers with alternate protein sources; support programs to provide alternative protein sources for local communities; adopt measures to prevent capture for the pet trade; block road access at all times; employ forest guards; monitor species' populations; work with local communities, including	For chimpanzee, see also the conservation plans and strategies recommended by the Wildlife Division.	X	Х
on education, enforcement, and monitoring. (Per: NDF, 2015; CI, 2007; Proforest, 2017; Mongabay, 2011, 2017a, 2017b; WWF, 2018; MESTI, 2015; MESTI, 2016)			
NDF, 2015; CI, 2007; Proforest, 2017; Mongabay,			
NDF, 2015; CI, 2007; Proforest, 2017; Mongabay, 2011, 2017a, 2017b; WWF, 2018; MESTI, 2015; MESTI, 2016) National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information* for management strategies for multiple interpretations:	BAI >SLI MF	BAI SLI MF
NDF, 2015; CI, 2007; Proforest, 2017; Mongabay, 2011, 2017a, 2017b; WWF, 2018; MESTI, 2015; MESTI, 2016) National or regional strategies for maintaining	management strategies for multiple interpretations: See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including	>SLI	SLI
NDF, 2015; CI, 2007; Proforest, 2017; Mongabay, 2011, 2017a, 2017b; WWF, 2018; MESTI, 2015; MESTI, 2016) National or regional strategies for maintaining and/or enhancing multiple interpretations: Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of biological diversity* and the ecological communities and habitats* upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the habitats* and species occurrences. Where enhancement is identified as the objective*, measures to develop, expand, and/or restore* habitats* for such species.	management strategies for multiple interpretations: See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.1). See the experts, stakeholders, and other resources listed as BAI for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014).	>SLI MF	SLI MF
NDF, 2015; CI, 2007; Proforest, 2017; Mongabay, 2011, 2017a, 2017b; WWF, 2018; MESTI, 2015; MESTI, 2016) National or regional strategies for maintaining and/or enhancing multiple interpretations: Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of biological diversity* and the ecological communities and habitats* upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the habitats* and species occurrences. Where enhancement is identified as the objective*, measures to develop, expand, and/or	management strategies for multiple interpretations: See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.1). See the experts, stakeholders, and other resources listed as BAI for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN	>SLI MF X	SLI MF X

commercial harvest, to ensure local community harvest uses low impact practices, and to support use of more efficient stoves and energy sources. (Per: NDF, 2018; WWF, 2018)	consider initiatives listed at NDF, 2018.		
Where non-traditional grazing or agricultural practices			
threaten to deforest or degrade HCV areas, work with			l
authorities and local communities to enforce			l
restrictions and/or provide alternate use sites.			l
Where mining or oil/gas drilling threatens to deforest			
or degrade HCV areas, adopt measures to prevent			l
intensive mining and drilling, and to ensure any			l
artisanal mining is legal and uses low impact			l
practices. (Per WWF, 2018; MESTI, 2016).			
			l
			l

Consultation Question--Strategies:

Recommendations for management strategies that are more specific to other species and concentrations of species considered HCV 1 in Ghana, or to their habitats? Consider the approaches listed above, as well as potential modifications to forest management practices, buffer zones for species' sites, connectivity corridors, measures to address both potential forestry and non-forestry threats to the species, etc.

Consultation Guidance –Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

Consultation Question--BAI:

Any recommendations for more specific experts or resources to guide management strategies for the HCV values identified above and at section A, HCV Interpretations?

D. Monitoring for HCV 1

Methodologies and Best Available Information* for monitoring programs for HCV 1:

National or regional methodologies for monitoring occurrences of specific HCV 1 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For monitoring of wildlife, including in relation to hunting	See the Wildlife Division.	X	Х
National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information* for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C.	X	X
	Culturally appropriate* engagement with Local Communitiess and affected* and interested stakeholders*.	X	X
	Engagement with experts.	X	
For monitoring of potential impacts and of potential illegal or unauthorized activities in the forest, consider collaborative monitoring with local communities	For recommendations on working with local communities to monitor and address illegal logging, see Civic Response.	X	

See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1.	X	X
For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3).	Х	X

Consultation Question--Methodologies:

Suggestions for monitoring the types of species and species concentrations listed as HCV 1 for Ghana? Consider that monitoring must cover the implementation of management strategies, the status of HCVs, the effectiveness of management strategies, and be sufficient to detect changes in HCVs, relative to the initial assessment.

Consultation Question--BAI:

Any recommendations for more specific information sources for designing HCV 1 monitoring programs, or to use as monitoring data?

HCV 2 – Landscape*-level ecosystems* and mosaics. Intact forest landscapes and large landscape*-level ecosystems* and ecosystem* mosaics that are significant* at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.

A. Interpretations and Best Available Information* for HCV 2

Intact forest landscapes*:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Not applicable. Intact Forest Landscapes* (IFLs) as defined in the FSC International Generic Indicators and by Global Forest Watch are not present in Ghana.			
Best Available Information* for identifying multiple in	terpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Not applicable.			

Large landscape*-level ecosystems* that are significant* at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Important wetlands, e.g., RAMSAR sites.	RAMSAR (see References)	X	Χ
The Atewa mountains forests and other native forests with successional stages, forest structures, and species composition that are similar in distribution and abundance to native forests that have experienced minimal human disturbance (traditional Indigenous management regimes not withstanding). (CI, 2007; Mongabay, 2018a)			
Other ecosystems recognized as being regionally significant at the bioregion or larger scale in formally recognized reports or peer-reviewed journals, e.g., due to the unusual landscape*-scale* biodiversity values			

provided by their size and condition relative to regional land cover and land use trends			
and cover and land use trends			
Best Available Information* for identifying multiple interpretations of this HCV element:		BAI >SLIMF	BAI SLIMF
Relevant databases and maps		Х	Χ
High Conservation Value* surveys of the Management Unit*		X	Χ
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C		X	Χ
Culturally appropriate* engagement with Local Communitiess and affected* and		X	Χ
interested stakeholders*. See Annex I for a partial list of			
Consultation with relevant local and regional experts. See Annex I for a partial list of		X	
experts to consider.			
Review of the results by knowledgeable expert(s) independent of The Organization*		X	
HCV assessors with local expertise		X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.		X	
Published reports by governments, research institutions, or conservation organizations		X	
For guidance in identifying other examples of HCV 2 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.2, Identification of HCV 2).		X	Х

Consultation Questions--Interpretations:

Are there other more nationally-specific examples and interpretations of HCV 2 that should be listed above? Can any of the interpretations provided above be made more specific to Ghana? Are any of the interpretations listed above not relevant to Ghana? How should "significant" be further understood in the national context? How should "landscape" be understood in the national context?

Consultation Guidance - Interpretations:

Note the FSC has an international definition of "significant" in the context of HCVs 1 and 2; see FSC (2016).

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 2 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 2 in Ghana? Are there additional BAI that should be included?

Ecosystem* mosaics that are significant* at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Connectivity corridors that have been proposed between protected areas and/or other HCV 1 occurrences.	For potential elephant corridors, see Parren et al (2002). For other proposals, consult with stakeholders and experts, including E. Danquah of Kwame Nkrumah University, and MESTI.	X	
Other areas important as biological connectivity corridors, e.g.: riparian zones; fire buffers along edges of Forest Reserves; potential corridors between National Parks. (Per: WWF WARPO, 2006; Form, 2013; MESTI, 2016)	For considerations for corridors for elephants (and other species), see Parren et al (2002).	Х	

Forest ecosystems forming a landscape-level mosaic with other vegetation types used by a diversity of			
species.			
эрсысэ.			
Best Available Information* for identifying multiple in	nterpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps		X	X
High Conservation Value* surveys of the Manageme	nt Unit*	X	X
Engagement with rights-holders, per Criteria 3.5 and	4.7 of the P&C	X	Х
Culturally appropriate* engagement with Local Com-	munitiess and affected* and	X	Х
interested stakeholders*. See Annex I for a partial list	of stakeholders to consider.		
Consultation with relevant local and regional experts experts to consider.	s. See Annex I for a partial list of	X	
Review of the results by knowledgeable expert(s) inc	dependent of The Organization*	X	
HCV assessors with local expertise		X	
Government wildlife and parks agencies. See Annex I for	or a list of agencies to consider.	X	
Published reports by governments, research institutions.	or conservation organizations	X	
For guidance in identifying other examples of HCV 2 that see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.	t may exist in the management unit,	Х	Х

Consultation Questions--Interpretations:

Are there other more nationally-specific examples and interpretations of HCV 2 that should be listed above, including more nationally-specific interpretations of the default interpretations provided above? Are any of the default interpretations listed above not relevant to Ghana? How should "significant" be further understood in the national context?

Consultation Guidance – Interpretations:

Note the FSC has an international definition of "significant" in the context of HCVs 1 and 2; see FSC (2016).

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 2 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 2 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 2

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 2:

National or regional methodologies for assessing occurrences of specific HCV 2 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For RAMSAR sites	For a summary of some of the areas' features and values, see RAMSAR (References).	X	X
For Atewa mountains forests	Consult A Rocha Ghana.	X	
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 2	X	X

For additional guidance on assessing HCV 2, see: FSC (20XXa), FSC (20XXb), and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.2, Identification of HCV 2).	X	X

Consultation Guidance--Methodologies:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

Consultation Question--BAI:

What are best information sources for assessing HCV 2 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 2? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C: Strategies for Maintaining and Enhancing HCV 2

Management strategies for HCV 2:

National or regional strategies for maintaining and/or enhancing specific HCV 2 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
For RAMSAR sites	Strategies should consider the information at RAMSAR (References)	X	
For riparian zones for connectivity, strategies include measures to: maintain and restore native tree and other vegetation cover, allow for free passage and sheltering of wildlife, and prevent mining that degrades habitats and water quality. (Per: NDF, 2015; CI, 2007; Form, 2013; Proforest, 2017)			
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information* for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
Strategies that fully maintain the extent and intactness of the forest* ecosystems* and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact natural forest* ecosystems*. Examples include protection* zones and set-aside areas, with any commercial activity in areas that are not set-aside being limited to low-intensity* operations that fully maintain forest* structure, composition, regeneration, and disturbance patterns at all times.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 2. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.2).	X	X
Where enhancement is identified as the <i>objective*</i> , measures to <i>restore*</i> and reconnect <i>forest* ecosystems*</i> , their intactness, and <i>habitats*</i> that support natural <i>biological diversity*</i> are in place.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 2. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.2).	X	Х

Where fuelwood harvest threatens to deforest or degrade HCV areas, adopt measures to prevent commercial harvest, to ensure local community harvest uses low impact practices, and to support use of more efficient stoves and energy sources. (Per; NDF, 2018; WWF, 2018)	For reduction of fuelwood/charcoal impacts, consider initiatives listed at NDF, 2018.	
Where non-traditional grazing or agricultural practices threaten to deforest or degrade HCV areas, work with authorities and local communities to enforce restrictions and/or provide alternate use sites.		
Where mining or oil/gas drilling threatens to deforest or degrade HCV areas, adopt measures to prevent intensive mining and drilling, and to ensure any artisanal mining is legal and uses low impact practices. (Per WWF, 2018; MESTI, 2016).		

Consultation Question--Strategies:

Recommendations for management strategies more specific to the HCV 2 occurrences likely in Ghana? Consider the approaches listed above, as well as potential modifications to forest management practices, buffer zones, landscape scale protections, measures to address both potential forestry and non-forestry threats to the HCVs, etc.

Consultation Guidance - Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

Consultation Question--BAI:

Recommendations for information sources for management strategies more specific to the HCV 2 occurrences likely in Ghana?

D. Monitoring for HCV 2

Methodologies and Best Available Information* for monitoring programs for HCV 2:

National or regional methodologies for monitoring occurrences of specific HCV 2 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
National arregional mathedalogica for manifering	Best Available Information* for	BAI	BAI
National or regional methodologies for monitoring occurrences of multiple interpretations:	monitoring occurrences of multiple interpretations:	>SLIMF	SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
	Culturally appropriate* engagement with Local	X	X
	Communitiess and affected* and interested stakeholders*		
	Engagement with experts	X	
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 2.	X	X
	For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3).	X	X

Consultation Question--Methodologies:

Suggestions for monitoring the ecosystems listed as HCV 2 for Ghana? Consider that monitoring must cover the implementation of management strategies, the status of HCVs, the effectiveness of management strategies, and be sufficient to detect changes in HCVs, relative to the initial assessment.

Consultation Question--BAI:

Any recommendations for more specific information sources for designing HCV 2 monitoring programs, or to use as monitoring data?

HCV 3 – Ecosystems* and habitats*. Rare*, threatened*, or endangered ecosystems*, habitats* or refugia*.

A. Interpretations and Best Available Information* for HCV 3

Rare*, threatened*, or endangered ecosystems*:

element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
WWF Global 200 Ecoregions, i.e., the Guinea Moist Forest Ecoregion. Pending assessments, priority areas in the Ecoregion include all Forest Reserves, per the precautionary principle. (Note the Ecoregion is approximately the same area as the HCV 1 Biodiversity Hotspot.) (Per: Proforest et al, 2012; Proforest, 2017)	WWF Global 200 Ecoregions (see References)	X	X
Freshwater ecosystems, including rivers, wetlands, riparian and gallery forests, and seasonally inundated areas. (Per: Proforest et al, 2012; CUC, 2009)			
Other ecosystems* that are threatened, greatly reduced in extent or function, or poorly protected at bioregional scales.			
Ecosystems on the IUCN Red List, if any are designated in the future. (Note none currently designated).	IUCN Red List Ecosystems		
Best Available Information* for identifying multiple into	erpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
		_	
Relevant databases and maps		Х	Χ
High Conservation Value* surveys of the Management		X	Χ
High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4	.7 of the P&C	X X X	X
High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Communiterested stakeholders*. See Annex I for a partial list of	.7 of the P&C unitiess and affected* and stakeholders to consider.	X X X	Χ
High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Communiterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider.	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of	X X X X	X
High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Communiterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) independent.	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of	X X X X	X
High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Comminterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) indeed Habitat mapping and assessments	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of	X X X X	X
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Consultation Questions--Interpretations:

Are there other rare, threatened, or endangered ecosystems that should be considered HCV 3? For example, other areas important for the conservation of important genes or genetically distinct populations? Should any of the examples and interpretations listed above not be considered HCV 3 in Ghana? Does the proposed focus on Forest Reserves and the other more specific areas listed above address all priority areas within the WWF 200 Ecoregion, if it is not suitable to consider the entire Ecoregion as HCV?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 3 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 3 in Ghana? Are there additional BAI that should be included?

Rare*, threatened*, or endangered habitats*:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Forest types that are naturally rare, reduced in extent or			
quality, and/or threatened, e.g.: wet evergreen;			
Southern marginal; mangrove (especially			
langunculariais); dry semi-deciduous; moist semi-			
deciduous. (Per: WWF WARPO, 2006; MESTI, 2016)			
Habitat types that are naturally rare, reduced in extent or	For sacred groves, see HCV 6.	X	X
quality, and/or threatened, e.g.: upland marshes and			
upland wetlands; savannah gallery forest; lowland			
swamps; coastal savannah; northern savannah forest;			
any remaining occurrences of natural forests that are			
relatively undisturbed (aside from traditional			
management practices) and contain most of their natural			
structure and composition (e.g. Bia National Park, and			
sacred groves, including but not limited to those outside			
of Forest Reserves). (Per: WWF WARPO, 2006;			
Proforest, 2017; Boadi et al, 2017; MESTI, 2016;)			
Habitats and habitat features that are important to HCV 1			
biodiversity or species.			
(Note that RTE ecosystems listed above may also be			
RTE habitats.)			
Best Available Information* for identifying multiple int	propositions of this UCV alamont.		BAI
	erpretations of this nev element.	BAI >SLIMF	SLIMF
Relevant databases and maps		>SLIMF X	Х
Relevant databases and maps High Conservation Value* surveys of the Management	Unit*	>SLIMF X X	X
Relevant databases and maps High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4	Unit* .7 of the P&C	>SLIMF X X X	X X X
Relevant databases and maps High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Common	Unit* .7 of the P&C unitiess and affected* and	>SLIMF X X	X
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Consultation Questions--Interpretations:

Are there other rare, threatened, or endangered habitats that should be considered HCV 3? Should any of the examples and interpretations listed above not be considered HCV 3 in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 3 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 3 in Ghana? Are there additional BAI that should be included?

Refugia*:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Sacred groves should be considered refugia, pending further assessment per the precautionary principle. (Per: Boadi et al, 2017; MESTI, 2016)	See HCV 6.	X	Х
Mountainous areas that provide glacial refugia for lowland species. (Per: Proforest et al, 2012)			
Unlogged forest sites, including as seed sources and wildlife corridors. (Per: WGFC, 2012)			
Other isolated areas where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive.			
(Note that some protected areas listed at HCV 1 may also be refugia)			
Best Available Information* for identifying multiple into	erpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps		Χ	Χ
High Conservation Value* surveys of the Management	I Init*		
		Х	Χ
Engagement with rights-holders, per Criteria 3.5 and 4	.7 of the P&C	X	Χ
Engagement with rights-holders, per Criteria 3.5 and 4 Culturally appropriate* engagement with Local Commitinterested stakeholders*. See Annex I for a partial list of	.7 of the P&C unitiess and affected* and	X	
Culturally appropriate* engagement with Local Commi	.7 of the P&C unitiess and affected* and stakeholders to consider.	X	Χ
Culturally appropriate* engagement with Local Comminterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts.	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of	X X X	Χ
Culturally appropriate* engagement with Local Comminterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) indeed Habitat mapping and assessments	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of	X X X	Χ
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Culturally appropriate* engagement with Local Comminterested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) indeed Habitat mapping and assessments HCV assessors with local expertise	.7 of the P&C unitiess and affected* and stakeholders to consider. See Annex I for a partial list of pendent of The Organization* a list of agencies to consider.	X X X X X	Χ
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Consultation Questions--Interpretations:

Are there specific refugia that should be considered HCV 3, or better ways to describe refugia, in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 3 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 3 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 3

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 3:

National or regional methodologies for assessing occurrences of specific HCV 3 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 3	X	X
	For additional guidance on assessing HCV 3, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.3, Identification of HCV 3).	X	X

Consultation Guidance--Methodologies:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

Consultation Question--BAI:

What are best information sources for assessing HCV 3 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 3? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C: Strategies for Maintaining and Enhancing HCV 3

Management strategies for HCV 3:

National or regional strategies for maintaining and/or enhancing specific HCV 3 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
For rare, reduced, or threatened forest types: consider providing convalescence areas and/or restoration with native species. (Per WWF WARPO, 2006)			
For rare, reduced, or threatened habitat types: protect the areas from further intervention; consider habitat restoration with native species. (Per WWF WARPO, 2006)			

For wetlands, rivers, riparian areas, and gallery forests: Establish buffers of 30 meters (wetlands) and 50 meters per side (rivers and riparian areas). Prohibit conversion to agriculture, mining, and other intensive activity within buffers. Where forests would be naturally present but have been degraded, restore with native species. (Per: CUC, 2017; NDF, 2015; CI, 2007; Proforest, 2017).			
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information* for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
Strategies that fully maintain the extent and integrity of rare or threatened ecosystems*, habitats*, or refugia*.	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 3. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.3).	X	X
Where enhancement is identified as the <i>objective*</i> , measures to <i>restore*</i> and/or develop rare or threatened <i>ecosystems*</i> , <i>habitats*</i> , or <i>refugia*</i> are in place.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 3. For additional considerations, see: FSC (20XXa) and HCVRN (2014).	X	X
Where fuelwood harvest threatens to deforest or degrade HCV areas, adopt measures to prevent commercial harvest, to ensure local community harvest uses low impact practices, and to support use of more efficient stoves and energy sources. (Per: NDF, 2018; WWF, 2018)	For reduction of fuelwood/charcoal impacts, consider initiatives listed at NDF, 2018.		
Where non-traditional grazing or agricultural practices threaten to deforest or degrade HCV areas, work with authorities and local communities to enforce restrictions and/or provide alternate use sites.			
Where mining or oil/gas drilling threatens to deforest or degrade HCV areas, adopt measures to prevent intensive mining and drilling, and to ensure any artisanal mining is legal and uses low impact practices. (Per WWF, 2018; MESTI, 2016).			

Consultation Question--Strategies:

Recommendations for management strategies more specific to the types of HCV 3 ecosystems, habitats, or refugia likely in Ghana? Consider the approaches listed above, as well as potential modifications to forest management practices, buffer zones for HCV sites, landscape scale protections, measures to address both potential forestry and non-forestry threats to the HCVs, etc.

Consultation Guidance –Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

Consultation Question--BAI:

Recommendations for information sources for management strategies more specific to the HCV 3 occurrences likely in Ghana?

D. Monitoring for HCV 3

Methodologies and Best Available Information* for monitoring programs for HCV 3:

National or regional methodologies for monitoring occurrences of specific HCV 3 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
National or regional methodologies for monitoring	Best Available Information* for	BAI	BAI
occurrences of multiple interpretations:	monitoring occurrences of multiple interpretations:	>SLIMF	SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	Х	Х
	Culturally appropriate* engagement with Local	Х	Х
	Communitiess and affected* and interested stakeholders*		
	Engagement with experts	Χ	
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 3.	X	X
	For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3).	Х	Х

Consultation Question--Methodologies:

Suggestions for monitoring the types of ecosystems, habitats, or refugia likely to be HCV 3 in Ghana? Consider that monitoring must cover the implementation of management strategies, the status of HCVs, the effectiveness of management strategies, and be sufficient to detect changes in HCVs, relative to the initial assessment.

Consultation Question--BAI:

Any recommendations for more specific information sources for designing HCV 3 monitoring programs, or to use as monitoring data?

HCV 4 – *Critical** ecosystem services*. Basic ecosystem services* in *critical** situations, including *protection** of water catchments and control of erosion of vulnerable soils and slopes.

A. Interpretations and Best Available Information* for HCV 4

Water catchments in critical* situations:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Areas that partially or wholly contain river headwaters, including in the dry semi-deciduous forest zone and in			
hilly areas dominated by upland evergreen forest			
(including but not limited to the Afram, Atewa, Bia,			
Birimso, Owabi, and Sekondi headwaters). (Per: WWF			
WARPO, 2006; CI, 2007)			

Seasonal and permanent streams, rivers, or other water bodies relied upon by one or more communities for drinking water, irrigation, and/or fishing, and the subcatchments of these water bodies. Including forest areas, wetlands, or other areas that help regulate water quality and quantity, including by providing shade or groundwater recharge. Including communities that rely on watercourses as backups for boreholes. (Per: WWF WARPO, 2006; Smartwood, 2017; Proforest et al, 2012; Proforest, 2017)	Local communities (see HCV 5). Water Resources Commission.	X	X
RAMSAR sites and other wetlands important as fish habitat, flood buffers, and/or provisioning sources for local communities. (Per: MESTI, 2016)	RAMSAR (References). Wildlife Department and MLNR.	Х	X
Best Available Information* for identifying multiple into	overestations of this UCV element.	BAI	BAI
Best Available information for identifying multiple into	erpretations of this HCV element:	>SLIMF	SLIMF
Relevant databases and maps, e.g., listings of water catchydrological maps	chments or downstream water uses,	Х	Х
High Conservation Value* surveys of the Management		Х	Х
Engagement with rights-holders, per Criteria 3.5 and 4		X	Х
Culturally appropriate* engagement with Local Communiterested stakeholders*. See Annex I for a partial list of		X	Х
interested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider.	stakeholders to consider. See Annex I for a partial list of		X
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interested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) inde Consultation with local communities HCV assessors with local expertise Published reports by governments, research institutions, of For guidance in identifying other examples of HCV 4 that in	r conservation organizations nay exist in the management unit,	X X X X	X
interested stakeholders*. See Annex I for a partial list of Consultation with relevant local and regional experts. experts to consider. Review of the results by knowledgeable expert(s) inde Consultation with local communities HCV assessors with local expertise Published reports by governments, research institutions, o	r conservation organizations nay exist in the management unit, Identification of consider. See Annex I for a partial list of Pendent of The Organization* r conservation organizations nay exist in the management unit, Identification of HCV 4).	X X X X X	

Consultation Questions--Interpretations:

Are there specific catchments or aquatic systems that should be considered HCV 4? Are there ways to describe for forest managers when different water catchments or aquatic systems should be considered HCV 4? How should "critical" be further understood in the national context?

Consultation Guidance – Interpretations:

Criticality refers to the importance and risk for natural resources and environmental and socio-economic values. An ecosystem service is considered to be critical where a disruption of that service is likely to cause, or poses a threat

of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on significant infrastructure (roads, dams, buildings etc.). (Adapted from FSC, 2015)

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 4 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 4 in Ghana? Are there additional BAI that should be included?

Control of erosion of vulnerable soils and slopes in *critical** situations:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Communities in low lying areas susceptible to flooding, and upstream and upslope areas whose management affects flood risk. (Per: WWF WARPO, 2006)			
Erosion prone slopes and areas important to landslide prevention, e.g., slopes of 30% or greater, Hill Sanctuaries, and some Shelter Belt Forest Reserves. (Per: WWF WARPO, 2006; WGFC, 2012; SGS, 2016; NEPCon, 2017)	Resource Management Support Centre (RMSC).	X	X
Areas adjacent to reservoirs, water works, or hydropower systems. (Per: WWF WARPO, 2006)			
Shelter belts that protect local agriculture or settlements from wind erosion and dust. (Per: WWF WARPO, 2006; Proforest et al, 2012)			
Best Available Information* for identifying multiple into	erpretations of this HCV element:	BAI	BAI
		>SLIMF	SLIMF
Relevant databases and maps, e.g., soil and vegetation unstable, and/or erodible soils	maps, including maps of steep,	X	X
unstable, and/or erodible soils High Conservation Value* surveys of the Management	Unit*	X	X
unstable, and/or erodible soils High Conservation Value* surveys of the Management Engagement with rights-holders, per Criteria 3.5 and 4	Unit* .7 of the P&C	X X X	X X X
unstable, and/or erodible soils High Conservation Value* surveys of the Management	Unit* .7 of the P&C unitiess and affected* and	X	X
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Consultation Questions--Interpretations:

Are there specific areas with vulnerable soils and slopes that should be considered HCV 4? Are there ways to describe for forest managers when different sites should be considered to have vulnerable soils and slopes?

How should "critical" be further understood in the national context?

Consultation Guidance - Interpretations:

Criticality refers to the importance and risk for natural resources and environmental and socio-economic values. An ecosystem service is considered to be critical where a disruption of that service is likely to cause, or poses a threat

of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on significant infrastructure (roads, dams, buildings etc.). (Adapted from FSC, 2015)

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 4 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 4 in Ghana? Are there additional BAI that should be included?

Other ecosystem services* in critical* situations:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
In areas threatened by anthropogenic fire risk beyond natural levels, buffers that protect human life, property, or protected areas, GSBAs, or other HCVs, e.g.: Shelter Belt Forest Reserves (e.g., Bia); intact natural riparian/gallery forest in the savannah zone (e.g., Red Volta East Forest Reserve); buffers along roads. (Per: WWF WARPO, 2006; Form, 2013; NEPCon, 2017)	Resource Management Support Centre (RMSC).	X	Х
In the transition zone between the high forest and dry savannah zones, Shelter Belt Forest Reserves (e.g., Bia, Tano, Asukese, Goa) and other vegetation that helps reduce extreme dry conditions and fire outbreaks by buffering local temperatures from NE trade winds or "Harmattan" dry winds. (Per: WWF WARPO, 2006)			
Provision of food, water, and shelter to local communities and traditional peoples (See HCV 5)	Engagement with local communities, and traditional peoples (see HCV 5)	X	X
Low-impact eco-tourism, including where communities have few opportunities for ecologically sustainable revenue generation. Areas with eco-tourism potential may include: Proposed Atewa National Park. (Per: CI, 2007)	For examples of types of potential eco-tourism, see page 11 of MESTI (2016).	X	
Best Available Information* for identifying multiple into	erpretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps, e.g., fire risk maps		Х	Χ
High Conservation Value* surveys of the Management		X	Χ
Engagement with rights-holders, per Criteria 3.5 and 4		Х	Χ
Culturally appropriate* engagement with Local Comminterested stakeholders*. See Annex I for a partial list of	stakeholders to consider.	Х	Х
Consultation with relevant local and regional experts. experts to consider.	·	X	
Review of the results by knowledgeable expert(s) inde	pendent of <i>The Organization</i> *	Х	
Consultation with local communities		Х	
HCV assessors with local expertise		Х	
Published reports by governments, research institutions, or		Х	
For guidance in identifying other examples of HCV 4 that r see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.4,		Х	X
See also the FSC Ecosystem Services Procedure (FSC, 2		X	Χ

Consultation Question--Interpretations:

Are there other ecosystem services of particular concern in Ghana? Consider provisioning services such as food, forest products and water; regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease; supporting services such as soil formation and nutrient cycling; and cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits. (FSC, 2016) How should "critical" be further understood in the national context?

Consultation Guidance - Interpretations:

Criticality refers to the importance and risk for natural resources and environmental and socio-economic values. An ecosystem service is considered to be critical where a disruption of that service is likely to cause, or poses a threat

of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on significant infrastructure (roads, dams, buildings etc.). (Adapted from FSC, 2015)

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 4 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 4 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 4

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 4:

National or regional methodologies for assessing occurrences of specific HCV 4 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 4	X	X
	For additional guidance on assessing HCV 4, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.4, Identification of HCV 4).	Х	Х

Consultation Guidance--Methodologies:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

Consultation Question--BAI:

What are best information sources for assessing HCV 4 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 4? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C: Strategies for Maintaining and Enhancing HCV 4

Management strategies for HCV 4:

National or regional strategies for maintaining and/or enhancing specific HCV 4 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLIMF
Strategies to protect any water catchments of importance to <i>local communities*</i> located within or downstream of the <i>Management Unit*</i> , and areas	See the experts, stakeholders, and other resources listed as Best Available Information for identifying	X
within the unit that are particularly unstable or susceptible to erosion. Examples may include	HCV 4.	
protection* zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road	For additional considerations, see: FSC (20XXa) and HCVRN (2014)	

construction and maintenance, to protect water	(e.g., Part 2, including section	
catchments and upstream and upslope areas.	2.3.4).	X
Where enhancement is identified as the <i>objective*</i> , measures to <i>restore*</i> water quality and quantity are in place.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 4. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.4).	
Where identified HCV 4 ecosystem services* include	See the experts, stakeholders, and	Х
climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.	other resources listed as BAI for identifying HCV 4.	
For streams, rivers, wetlands, permanent wet areas,	•	
riparian areas: Map the water bodies and their usage.		
Establish buffers of 25-60 meters depending on the		
water body's size. Maintain or restore native vegetation		
in buffers, and prohibit conversion to agriculture, mining,		
and other intensive activity. (Per: WGFC, 2012; WWF		
WARPO, 2006; SGS, 2016; NDF, 2015; CI, 2007; Form,		
2013; Proforest, 2017; NEPCon, 2017)		
For river headwaters and catchments supporting water		
sources or fishing: Maintain tree cover, and restrict other		
activity that impacts the timing, quantity, or quality of		
water flows. (Per WWF WARPO, 2006)		
For watersheds that affect downstream flooding, manage		
to avoid increasing the risk of harmful floods, while		
maintaining natural flood patterns, including where		
needed to recharge riverside ponds. (Per Mul et al,		
2017)		
For Hill Sanctuaries and erosion prone slopes and soils:		
Maintain continuous, uneven-aged forest and vegetation cover, re-establish natural vegetation where lacking, and		
exclude significant site disturbing activity, e.g., mining or		
road building. On slopes > 30%, also exclude intensive		
forestry operations, including harvest and skid paths.		
(Per: WGFC, 2012; WWF WARPO, 2006; SGS, 2016;		
NEPCon, 2017)		
For fire buffers: Maintain native vegetation in relatively	National Wildfire Management Plan.	Χ
intact and green condition. (Per WWF WARPO, 2006)	National Wildfire Policy. Manual of	
· · ·	Procedures G (wildfire management	
	in the Savannah zone). ITTO	
	reports on bushfire prevention and	
	management in Ghana.	
For drying wind buffers in the high forest/dry savannah		
transition zone: Maintain and restore continuous cover		
of native forest and other vegetation. (Per: WWF		
WARPO, 2006)		
National or regional strategies for maintaining and/or	Best Available Information* for	BAI
enhancing multiple interpretations:		SLIMF
ennancing muniple interpretations.	management strategies for multiple interpretations:	SCIIVIE
	See the experts, stakeholders, and	Χ
	other resources listed as Best	, , , , , , , , , , , , , , , , , , ,
	Available Information for identifying	
	HCV 4. For additional	
	considerations, see: FSC (20XXa)	
	and HCVRN (2014) (e.g., Part 2,	
	including section 2.3.4).	
	including section 2.3.4).	

Consultation Question--Strategies:

Recommendations for management strategies that are more specific to the types of ecosystem services considered HCV 4 in Ghana, and any nationally specific aspects of those ecosystem services?

Consultation Guidance – Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

Consultation Question--BAI:

Recommendations for information sources for management strategies more specific to the HCV 4 occurrences likely in Ghana?

D. Monitoring for HCV 4

Methodologies and Best Available Information* for monitoring programs for HCV 4:

National or regional methodologies for monitoring occurrences of specific HCV 4 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
	For water quality and quantity, soils, and other ecosystem services; see Annex D of FSC (2017b) for basic factors to consider monitoring.	Х	Х
National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information* for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
	Culturally appropriate* engagement with Local Communitiess and affected* and interested stakeholders*	X	X
	Engagement with experts	Х	
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 4.	X	X
	For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3).	Х	X

Consultation Question--Methodologies:

Suggestions for monitoring the types of ecosystem services considered HCV 4 in Ghana? Consider that monitoring must cover the implementation of management strategies, the status of HCVs, the effectiveness of management strategies, and be sufficient to detect changes in HCVs, relative to the initial assessment.

Consultation Question--BAI:

Any recommendations for more specific information sources for designing HCV 4 monitoring programs, or to use as monitoring data?

HCV 5 – Community needs. Sites and resources fundamental for satisfying the basic necessities of *local communities** or *Indigenous Peoples** (for livelihoods, health, nutrition, water, etc.), identified through *engagement** with these communities.

A. Interpretations and Best Available Information* for HCV 5

Sites and resources fundamental for satisfying the basic necessities of *local communities** (for livelihoods, health, nutrition, water, etc.):

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Watersheds, rivers, streams, and other sources of water for drinking, other daily use, or irrigation, including streams that provide backup sources for boreholes. (See also HCV 4 above.) (Per: Proforest, 2017; others)	See the BAI list below.	Х	X
Hunting grounds and fisheries for subsistence in local communities, and areas important for harvest of other animals (e.g., snails) or honey. (Not inclusive of poaching, hunting of RTE wildlife for non-local trade, or unsustainable harvest levels.) (Per: WWF WARPO, 2006; Adom, 2017; MESTI, 2016; Mul et al, 2017; Proforest, 2017)	See the BAI list below.	X	X
Garden plots, other growing areas, and plants and fungi used for subsistence or traditional medicines by local communities, including where access to clinics is limited. Examples include shea fruit, sibisibi, baobab, gaa, dawadawa, baobab, honey, mushrooms, spices. (Per: WWF WARPO, 2006; SGS, 2018; Adom, 2017; Mul et al, 2017; Proforest, 2017)	See the BAI list below. For information on traditional medicinal plants, see also Forestry Research Institute, Centre for Traditional Medicine, and Aburi Botanic Gardens.	X	X (BAI list below)
Other sites and resources from which local communities satisfy basic needs, including but not limited to: sources for sustainable and legal harvest of building materials (e.g., wood poles, bamboo, thatch), fuelwood, or craft materials (e.g., pestles, tannins, dyes, resins, gums, cork). (Per: WWF WARPO, 2006; SGS, 2018; MESTI, 2016)	See the BAI list below.	X	X
Sites and resources for sustainable levels of NTFP cultivation, harvest, and related household revenue generation by local communities (e.g., rattan, shea nuts, thaumatin, novella). (Per: WWF WARPO, 2006; SGS, 2018; MESTI, 2016)	See the BAI list below.	X	X
Best Available Information* for identifying multiple inter	pretations of this HCV element:	BAI >SLIMF	BAI SLIMF
Primary BAI: Engagement with local communities, incluappropriate* methods. Note the "fundamentality" of the determined in collaboration with affected stakeholders, Secondary BAI:	resource should also be	X	X
Relevant databases, maps, and resource inventories, e.g. within or near forest areas, and listings of sites and resource that provide traditional food or medicines	es, including water sources, or areas	X	Х
High Conservation Value* surveys of the Management U		X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7		X	X
Culturally appropriate* engagement with Local Communinterested stakeholders*. See Annex I for a partial list of s		^	^
Consultation with relevant local and regional experts, e organizations and experts. See Annex I for a partial list of experts.	g., community development kamples.	Х	
Review of the results by knowledgeable expert(s) indep	endent of <i>The Organization</i> *	Χ	
Participatory mapping with local communities		X	
Published reports by governments, research institutions, or Protected Area Development Project (PADP) Phase I rep Division).	ports (available from Wildlife	X	
For guidance in identifying other examples of HCV 5 that masee: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.5, In		X	X

Consultation Questions--Interpretations:

Are there any sites and resources which should be assumed to be fundamental to local communities? Are there other examples of sites and resources that forest managers should consider as potentially fundamental to local communities? Are any of the examples and

interpretations listed above never relevant to local communities in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 5 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 5 in Ghana? Are there additional BAI that should be included?

Sites and resources fundamental for satisfying the basic necessities of *Local Communitiess** (for livelihoods, health, nutrition, water, etc.):

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLI MF
See the HCV 5 Interpretations for local communities; the same Interpretations are likely to be applicable for Traditional Peoples and Local Communitiess.	See the BAI for the Interpretations for local communities.	X	X
Additional types of sites and resources specifically relevant to Traditional Peoples and Local Communitiess.	See the BAI list below.	X	X
Best Available Information* for identifying multiple interp		BAI >SLIMF	BAI SLI MF
Primary BAI: Engagement with Local Communitiess, including through <i>culturally appropriate*</i> methods. Note the "fundamentality" of the resource should also be determined in collaboration with affected stakeholders, i.e., Local Communitiess. Local Communitiess in Ghana may include but not be limited to people who self-identify as Traditional Peoples, and may also include peoples who are nomadic. Secondary BAI:		X	X
Relevant databases, maps, e.g., information on Traditional of the present in the area and/or that may use the forest	or Local Communitiess that may	Х	Х
High Conservation Value* surveys of the Management Un	nit*	X	Х
Engagement with rights-holders, per Criteria 3.5 and 4.7 of	of the P&C	Χ	Χ
Culturally appropriate* engagement with affected* and into Annex I for a partial list of stakeholders to consider.	terested stakeholders*. See	X	X
Consultation with relevant local and regional experts, e.g provide services for Local Communitiess. See Annex I for a p		X	
Review of the results by knowledgeable expert(s) independent		Х	
Participatory mapping with Traditional or Local Communitiess		Χ	
Published reports by governments, research institutions, or of		Χ	
For guidance in identifying other examples of HCV 5 that may see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.5, Ide		Х	Х

Consultation Questions--Interpretations:

Are there any sites and resources which should be assumed to be fundamental to Traditional or Local Communitiess? Are there other examples of sites and resources that forest managers should consider as potentially fundamental to Traditional or Local Communitiess? Are any of the examples and interpretations listed above never relevant to Traditional or Local Communitiess in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 5 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 5 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 5

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 5:

National or regional methodologies for assessing occurrences of specific HCV 5 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLI MF
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLI MF
	Primary BAI: Engagement with local communities. Secondary BAI:	Х	Х
	See the Best Available Information for identifying HCV 5	Х	Х
Assessments also consider whether specific levels and practices of hunting, fishing, harvest of other animals (e.g., Giant Ghana snail and Togo slippery frog), fuelwood harvest, NTFP harvest, grazing, and other forest utilization are sustaining the resource, and also avoiding harm to biodiversity and other HCVs. (Per: WWF WARPO, 2006; NDF, 2015; CI, 2007; Mongabay, 2011; MESTI, 2015)			
	For additional guidance on assessing HCV 5, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.5, Identification of HCV 5).	X	X

National or regional strategies for maintaining and/or enhancing specific HCV 5 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLI MF	BAI SLIMF
Where fuelwood harvest is a concern, strategies include outreach and joint efforts with communities, e.g., to support use of more efficient stoves, to establish more sustainable harvest parameters, etc.	Consider the initiatives listed at NDF, 2018.	X	
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information* for management strategies for multiple interpretations:	BAI >SLI MF	BAI SLIMF
Strategies to protect the community's and/or Local Communitiess'* needs in relation to the Management Unit* are developed in cooperation with representatives and members of local communities*	Primary: Engagement with the local communities Secondary: See the Best Available Information for identifying HCV 5. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.5).	X	X
Where appropriate, strategies may include setting aside dedicated community use areas. (Per: WWF WARPO, 2006)			
Strategies do not include maintaining specific levels or practices of hunting, harvest of other animals, grazing, fuelwood harvest, NTFP harvest, or other forest utilization that do not sustain the resource or that harm biodiversity or other HCVs. (Per: WWF WARPO, 2006; NDF, 2015; CI, 2007; Mongabay, 2011; MESTI, 2015)		X	X

Consultation Guidance:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

Consultation Question--BAI:

What are best information sources for assessing HCV 5 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 5? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C: Strategies for Maintaining and Enhancing HCV 5

Management strategies for HCV 5:

Consultation Question--Strategies:

Recommendations for more nationally specific phrasing for the preceding approach to management strategies, and/or additional strategies needed for HCV 5 in Ghana?

Consultation Guidance -Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

D. Monitoring for HCV 5

Methodologies and Best Available Information* for monitoring programs for HCV 5:

National or regional methodologies for monitoring occurrences of specific HCV 5 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIM F	BAI SLIMF
National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information* for monitoring occurrences of multiple interpretations:	BAI >SLIM F	BAI SLIMF
Monitoring conducted by the local communities or using methodologies otherwise developed in cooperation with the communities and through culturally appropriate engagement.	Local traditional communities	X	X
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
	Culturally appropriate* engagement with Local Communitiess and affected* and interested stakeholders*	X	Х
	Engagement with experts	Χ	
	See the Best Available Information for identifying HCV 5.	Х	Х
	For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3).	Х	Х

<u>Consultation Question--BAI:</u>
Any recommendations for more specific information sources for designing HCV 5 monitoring programs, or to use as monitoring data?

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLI MF
World Heritage sites, especially proposed/tentatively listed sites.	World Heritage (References)	X	
Other internationally or nationally important cultural, archaeological, or historical sites, resources, habitats, or landscapes			
Best Available Information* for identifying multiple interp	retations of this HCV element:	BAI >SLIMF	BAI SLI MF
Databases, maps , and resource inventories, e.g., listings of archaeological, historical, religious, and cultural sites		Х	Х
Consultation with relevant local and regional experts, e.g., anthropologists, archaeologists, and historians. See Annex I for a partial list of examples.		X	
High Conservation Value* surveys of the Management Unit*		Χ	Χ
Engagement with rights-holders, per Criteria 3.5 and 4.7 c		Χ	X
Culturally appropriate* engagement with Local Communit interested stakeholders*. See Annex I for a partial list of sta		X	X

Review of the results by knowledgeable expert(s) independent of The Organization*	X	
Published reports by governments, research institutions, or other expert organizations	X	
For guidance in identifying more specific examples of HCV 6 that may exist in the management	Х	Χ
unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of HCV 6).		

HCV 6 – Cultural values. Sites, resources, *habitats** and *landscapes** of global or national cultural, archaeological or historical significance, and/or of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of *local communities** identified through *engagement** with these *local communities** or Local Communitiess.

A. Interpretations and Best Available Information* for HCV 6

Sites, resources, *habitats** and *landscapes** of global or national cultural, archaeological or historical significance:

Consultation Question--Interpretations:

Are there specific sites, resources, *habitats** and *landscapes** of global or national cultural, archaeological or historical significance that should be listed for Ghana? Should any of the examples and interpretations listed above not be considered HCV 6?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 6 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 6 in Ghana? Are there additional BAI that should be included?

Sites, resources, *habitats** and *landscapes** of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of *local communities**:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Sacred groves, including but not limited to those located outside of Forest Reserves. (Per: WWF WARPO, 2006; NEPCon, 2017)	See the BAI list below. See also: Anane (1997); CI (undated); Tufour et al (1992); experts at KNUST; Ministry of Tourism.	X	X (BAI list below)
Shrines and other sites, resources, habitats, or landscapes that define the cultural identity of the local people. (Per: WWF WARPO, 2006; Smartwood, 2017)	See the BAI list below.	Х	Х
Best Available Information* for identifying multiple interp	retations of this HCV element:	BAI >SLIMF	BAI SLIMF
Primary BAI: Engagement with local communities, including through <i>culturally</i> appropriate* methods, including communities with traditional cultures. Note that "critical importance" should be understood as an outcome of engagement with local communities.			
appropriate* methods, including communities with traditi	onal cultures. Note that	X	X
appropriate* methods, including communities with traditi "critical importance" should be understood as an outco	onal cultures. Note that	7 0 =	X
appropriate* methods, including communities with traditi "critical importance" should be understood as an outcommunities.	onal cultures. Note that	7 0 =	X
appropriate* methods, including communities with traditi "critical importance" should be understood as an outco communities. Secondary BAI:	onal cultures. Note that ome of engagement with local traditional communities located	X	

partial list of examples.		
High Conservation Value* surveys of the Management Unit*	X	Χ
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	Χ
Culturally appropriate* engagement with Local Communitiess and affected* and	X	Χ
interested stakeholders*. See Annex I for a partial list of stakeholders to consider.		
Review of the results by knowledgeable expert(s) independent of <i>The Organization</i> *	X	
Published reports by governments, research institutions, or other expert organizations	X	Χ
For guidance in identifying more specific examples of HCV 6 that may exist in the	X	Χ
management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of		
HCV 6).		

Consultation Question--Interpretations:

Are there specific sites, resources, habitats, or landscapes which should be assumed to be of critical importance to local communities? Are there other examples that forest managers should consider as potentially important to local communities? Are any of the examples and interpretations listed above never relevant to local communities in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 6 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 6 in Ghana? Are there additional BAI that should be included?

Sites, resources, *habitats** and *landscapes** of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of Local Communitiess:

National or regional interpretations of this HCV element:	Best Available Information* for identifying occurrences	BAI >SLIMF	BAI SLIMF
	of this interpretation:		
See the HCV 5 Interpretations for local communities; the same Interpretations are likely to be applicable for Traditional Peoples and Local Communitiess.	See the BAI for the Interpretations for local communities.	X	X
Additional types of sites and resources specifically relevant to Traditional Peoples and Local Communitiess.	See the BAI list below.	X	X
Best Available Information* for identifying multiple interpreta	tions of this HCV element:	BAI >SLIMF	BAI SLIMF
Primary BAI: Engagement with Local Communitiess, includir appropriate* methods. Note that "critical importance" shou outcome of engagement with Local Communitiess. Local Corinclude but not be limited to people who self-identify as Traditional include peoples who are nomadic.	uld be understood as an munitiess in Ghana may	Х	X
Secondary BAI: Interactive mapping with Traditional and Local Communitiess		X	X
Databases and maps, e.g., information on Local Communitiess with other connections to forest areas, and listings of archaeologic cultural sites		X	X
Consultation with relevant local and regional experts, e.g., orgorovide services for Local Communitiess, archaeologists, and antifor a partial list of examples.		X	
High Conservation Value* surveys of the Management Unit*		Χ	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of th	e P&C	Χ	X
Engagement with affected* and interested stakeholders*. Sea stakeholders to consider.	e Annex I for a partial list of	X	X

Review of the results by knowledgeable expert(s) independent of <i>The Organization</i> *	X	
Published reports by governments, research institutions, or other expert organizations	X	Χ
For guidance in identifying more specific examples of HCV 6 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of HCV 6).	X	X

Consultation Question--Interpretation:

Are there specific sites, resources, habitats, or landscapes which should be assumed to be of critical importance to Traditional and Local Communitiess? Are there other examples that forest managers should consider as potentially important to Traditional and Local Communitiess? Are any of the examples and interpretations listed above never relevant to Traditional and Local Communitiess in Ghana?

Consultation Questions--BAI:

Are any of the non-normative (regular font) BAI listed above not relevant for HCV 6 in Ghana? Can any of the more normative (bold font) BAI be described in ways that are more specific and suitable for HCV 6 in Ghana? Are there additional BAI that should be included?

B. Assessments for HCV 6

National or regionally appropriate methodologies and *Best Available Information** for assessments for HCV 6:

National or regional methodologies for assessing occurrences of specific HCV 6 interpretations:	Best Available Information* for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For sacred groves, engagement with local communities not withstanding, indicators of groves' potential presence may include: traditional burial grounds of chiefs; ritual grounds for traditional worship of shrines and fetish gods; taboo days for entry into forest areas; forest areas where entry is forbidden by traditional or religious leaders; hunting for traditional festivities or rites; sole habitats for cultural totems (e.g., crested porcupine); significance for stool or skin identity. (Per: WWF WARPO, 2006)	Primary BAI: Engagement with local communities Secondary BAI: Anane (1997); CI (undated); Tufour et al (1992); experts at KNUST; Ministry of Tourism.	X	X (Enga gemen t with local comm unities)
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information* for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Primary BAI: Engagement with local communities	X	Х
	Secondary BAI:		
	See the Best Available Information for identifying HCV 6	X	X
	For additional guidance on assessing HCV 6, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV	Х	Х

Assessments, and Chapter 3.6, Identification of HCV 6).	

Consultation Guidance--Methodologies:

Examples of topics for which nationally specificity might be helpful include: guidance for identifying the specific type of HCV, information important to evaluating the status and condition of specific types of HCV, guidance for expert and stakeholder consultation, and guidance for field surveys, habitat evaluations, or threat assessments.

<u>Consultation Question--BAI:</u>
What are best information sources for assessing HCV 6 occurrences? Some of the same sources listed as Best Available Information for identifying HCV 6? Different information sources? (Note that some of the BAI listed in bold font are normative.)

C: Strategies for Maintaining and Enhancing HCV 6

Management strategies for HCV 6:

National or regional strategies for maintaining and/or enhancing specific HCV 6 interpretations:	Best Available Information* for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
For HCV occurrences related to local communities, strategies to protect the cultural values are developed in cooperation with representatives and members of the <i>local communities</i> .	Engagement with the local communities	X	X
For other HCV occurrences (i.e., those identified primarily due to global or national significance), strategies are based on Best Available Information, and considered effective for maintaining and/or enhancing the HCV.			
Sacred groves: Per the precautionary principle and their likely value as HCV 1 and HCV 3 occurrences, sacred groves are also treated as <i>de facto</i> protected areas, pending alternate direction from traditional authorities and local communities.			
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information* for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
	See the Best Available Information for identifying HCV 6.	X	X
	For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.6).	X	X

Consultation Question--Strategies:

Recommendations for more nationally specific phrasing for the preceding approach to management strategies, and/or additional strategies needed for HCV 6 in Ghana?

Consultation Guidance -Strategies:

Also consider that strategies should: be explicit about outcomes required to maintain and/or enhance the HCVs; be effective; be sufficient to prevent damage and avoid risks to HCVs over both the short and long-term, even when there are uncertainties; and address all HCV occurrences in the management unit.

D. Monitoring for HCV 6

Methodologies and Best Available Information* for monitoring programs for HCV 6:

National or regional methodologies for monitoring occurrences of specific HCV 6 interpretations:	Best Available Information* for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For HCV occurrences related to local communities, monitoring conducted by the local communities, or using methodologies otherwise developed in cooperation with the communities through culturally appropriate engagement.	Local traditional communities.	X	X
For HCV occurrences related to Local Communitiess, monitoring conducted by the Local Communitiess, or using methodologies otherwise developed in cooperation with the Local Communitiess through culturally appropriate engagement.	Local Communitiess	X	X
National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information* for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
	Culturally appropriate* engagement with Local Communitiess and affected* and interested stakeholders*	X	X
	Engagement with experts	X	
	See the Best Available Information for identifying HCV 6, e.g., local community development and Local Communitiess' organizations, and anthropologists, archaeologists, and historians, and other experts.	X	X
	For additional considerations for HCV monitoring, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3)	X	X

Consultation Question--BAI:

Any recommendations for more specific information sources for designing HCV 6 monitoring programs, or to use as monitoring data?

Annex I: Stakeholders and Experts

Environmental Stakeholders:

- A Rocha Ghana inc. re. Atewa Forest Reserve, mangrove restoration, RAMSAR sites
- Civic Response inc. re. implementation of wildlife and forest laws and programs
- Conservation International (CI) inc. re. ecotourism
- Forest Watch Ghana (FWG) inc. re. illegal logging, forests and mining, community benefits from forests
- Ghana Wildlife Society (GWS) inc. re. biodiversity conservation and monitoring, wildlife reserves, protected area management, RTEs, IBAs
- IUCN, Primate Specialist Group
- Nature and Development Foundation (NDF) inc. re. illegal logging, communities and forests, alternative charcoal production methods
- Save the Frogs, Ghana inc. re. herpitavore conservation
- West African Primate Conservation Action (WAPCA)

Social Stakeholders and Community Development Organizations:

- Civic Response inc. re. benefits to local communities, and joint monitoring with local communities
- Conservation Foundation inc. re. communities and forests
- Nature Conservation Research Centre (NCRC) inc. re. ecotourism, sustainable community development, community based conservation
- Nature and Development Foundation (NDF) inc. re. illegal logging, communities and forests, alternative charcoal production methods
- Rural Development & Youth Association (RUDEYA) community based conservation, community based monitoring, NTFPs
- o Rural Environmental Care

Traditional Peoples / Local Communitiess Organizations:

Traditional Councils

Other Expert Organizations:

- o Aburi Botanic Gardens inc. re. traditional medicinal plants
- o Centre for Traditional Medicine at Mampong.
- Forest Research Institute of Ghana (FORIG) inc. re. medicinal plant management, ecosystem services
- o Ghana Museums & Monuments Board
- Kwame Nkrumah University of Science & Technology (KNUST) inc. re. biodiversity in GSBAs, Traditional and Indigenous Peoples, various other topics
- National Museum, Accra
- Proforest Africa inc. re. HCV assessments
- Resource Trust inc. re. consultancy for sustainability, HCV assessment
- Tropenbos International, Ghana inc. re. illegal logging, communities and forests
- University of Ghana
 - Department of Archaeology and Heritage Studies

Government Agencies:

- o Commission on Human Rights and Administrative Justice (CHRAJ)
- Forestry Commission (FC)
 - o Forestry Services Division

- Resource Management Support Centre (RMSC)
- Wildlife Division inc. re. wildlife and biodiversity conservation, ecotourism
- Ministry of Environment, Science, Technology and Innovation (MESTI) inc. re. information and data
 - Environmental Protection Agency (EPA)
- Ministry of Lands and Natural Resources (MLNR)

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Key Biodiversity Areas. For an overview map, see:

http://www.keybiodiversityareas.org/site/mapsearch. For a list of areas with links to more information, see: http://www.keybiodiversityareas.org/site/results?reg=0&cty=82&snm=

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Biosphere Reserves:

https://www.protectedplanet.net/search?designation=UNESCO-

MAB+Biosphere+Reserve&q=ghana; and http://www.unesco.org/new/en/natural-sciences/environment/ecological-sciences/biosphere-reserves/africa/ghana/

• GSBAs: http://gh.chm-cbd.net/biodiversity/faunal-diversity-ghana/-situ-conservation-2/list-of-globally-significant-biodiversity-areas-gsba

Protected Areas. For lists and maps of National Parks, Strict Nature Reserves, Wildlife Sanctuaries, Resource Reserves, and RAMSAR sites, and links to some basic information on each area, see:

- https://www.protectedplanet.net/search?designation=National+Park&g=ghana
- https://www.protectedplanet.net/search?designation=Strict+Nature+Reserve&q=ghan a
- https://www.protectedplanet.net/search?designation=Wildlife+Sanctuary&q=ghana
- https://www.protectedplanet.net/search?designation=Resource+Reserve&q=ghana

https://www.protectedplanet.net/search?designation=Ramsar+Site%2C+Wetland+of+International+Importance&q=ghana; https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana; and https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana&pagetab=1

RAMSAR sites. For an overview map, see: https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana. For a list of sites with links to information on each: https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana&pagetab=1

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Annex K Glossary of terms

Normative definitions for terms are given in FSC-STD-01-002 FSC Glossary of Terms apply. This glossary includes internationally accepted definitions whenever possible. These sources include, for instance, the Food and Agriculture Organization of the United Nations (FAO), the Convention on Biological Diversity (1992), the Millennium Ecosystem Assessment (2005) as well as definitions from online glossaries as provided on the websites of the World Conservation Union (IUCN), the International Labour Organization (ILO) and the Invasive Alien Species Programme of the Convention on Biological Diversity. When other sources have been used they are referenced accordingly.

The term 'based on' means that a definition was adapted from an existing definition as provided in an international source.

Words used in the International Generic *Indicators**, if not defined in this Glossary of Terms or other normative FSC documents, are used as defined in the Shorter Oxford English Dictionary or the Concise Oxford Dictionary.

Adaptive management: A systematic process of continually improving management policies and practices by learning from the outcomes of existing measures (Source: FSC-STD-01-001 V5-2, based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

Affected stakeholder: Any person, group of persons or entity that is or is likely to be subject to the effects of the activities of a *Management Unit**. Examples include, but are not restricted to (for example in the case of downstream landowners), persons, groups of persons or entities located in the neighborhood of the *Management Unit**. The following are examples of affected stakeholders:

- Local communities*
- Indigenous Peoples*
- Workers*
- Forest* dwellers
- Neighbors
- Downstream landowners
- Local processors
- o Local businesses
- Tenure* and use rights* holders, including landowners
- Organizations authorized or known to act on behalf of affected stakeholders*, for example social and environmental NGOs, labor unions, etc. (Source: FSC-STD-01-001 V5-2).

Affected Rights Holder: Persons and groups, including *Indigenous Peoples**, *traditional peoples** and *local communities** with legal or *customary rights** whose *Free, Prior and Informed Consent** is required to determine management decisions (Source: (Source: FSC-STD-60-004 V2-0).

Alien species: A species, subspecies or lower taxon, introduced outside its natural past or present distribution; includes any part, gametes, seeds, eggs, or propagules of such species that might survive and subsequently reproduce (Source: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD), Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

Applicable law: Means applicable to *The Organization** as a *legal** person or business enterprise in or for the benefit of the *Management Unit** and those laws which affect

the implementation of the FSC *Principles and Criteria**. This includes any combination of statutory law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes *legal** precedence over all other *legal** instruments (Source: FSC-STD-01-001 V5-2).

Best Available Information: Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through *reasonable** effort and cost, subject to the *scale** and *intensity** of the management activities and the *Precautionary Approach** (Source: FSC-STD-60-004 V2-0).

Binding Agreement: A deal or pact, written or not, which is compulsory to its signatories and enforceable by law. Parties involved in the agreement do so freely and accept it voluntarily (Source: FSC-STD-60-004 V2-0).

Biological diversity: The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic *ecosystems** and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems (Source: FSC-STD-60-004 V2-0, based on Convention on Biological Diversity (CBD) 1992, Article 2).

Biological control agents: Organisms used to eliminate or regulate the population of other organisms (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

Child: any person under the age of 18 (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 182, Article 2).

Collective bargaining: a voluntary negotiation process between employers or employers' organization and *workers' organization**, with a view to the regulation of terms and conditions of employment by means of collective agreements (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 98, Article 4).

Confidential information: Private facts, data and content that, if made publicly available, might put at risk *The Organization**, its business interests or its relationships with stakeholders, clients and competitors (Source: FSC-STD-60-004 V2-0).

Connectivity: A measure of how connected or spatially continuous a corridor, network, or matrix is. The fewer gaps, the higher the connectivity. Related to the structural connectivity concept; functional or behavioral connectivity refers to how connected an area is for a process, such as an animal moving through different types of landscape elements (Source: FSC-STD-60-004 V2-0, based on R.T.T. Forman. 1995. Land Mosaics. The Ecology of Landscapes and Regions. Cambridge University Press, 632pp). Aquatic connectivity deals with the accessibility and transport of materials and organisms, through groundwater and surface water, between different patches of aquatic ecosystems of all kinds (Source: FSC-STD-60-004 V2-0).

Conservation/Protection: These words are used interchangeably when referring to management activities designed to maintain the identified environmental or cultural values in existence *long-term**. Management activities may range from zero or minimal interventions to a specified range of appropriate interventions and activities designed to maintain, or compatible with maintaining, these identified values (Source: FSC-STD-01-001 V5-2).

Conservation Areas Network: Those portions of the *Management Unit** for which conservation is the primary and, in some circumstances, exclusive objective; such areas include *Representative Sample Areas**, *conservation zones**, *Protection Areas**, *connectivity** areas and *High Conservation Value Areas** (Source: FSC-STD-60-004 V2-0).

Conservation zones and Protection Areas: Defined areas that are designated and managed primarily to safeguard species, *habitats**, *ecosystems**, *natural features** or other site-specific values because of their natural environmental or cultural values, or for purposes of monitoring, evaluation or research, not necessarily excluding other management activities. For the purposes of the Principles and Criteria, these terms are used interchangeably, without implying that one always has a higher degree of *conservation** or protection than the other. The term 'protected area' is not used for these areas, because this term implies *legal** or official status, covered by national regulations in many countries. In the context of the Principles and Criteria, management of these areas should involve active *conservation**, not passive protection' (Source: FSC-STD-01-001 V5-2).

Core area: The portion of each *Intact Forest Landscape** designated to contain the most important cultural and ecological values. *Core areas** are managed to exclude *industrial activity**. *Core Areas** meet or exceed the definition of *Intact Forest Landscape** (Source: FSC-STD-60-004 V2-0).

Critical: The concept of criticality or fundamentality in Principal 9 and HCVs relates to irreplaceability and to cases where loss or major damage to this HCV would cause serious prejudice or suffering to *affected stakeholders**. An *ecosystem service** is considered to be critical (HCV 4) where a disruption of that service is likely to cause, or poses a threat of, severe negative impacts on the welfare, health or survival of *local communities**, on the environment, on HCVs, or on the functioning of *significant* infrastructure** (roads, dams, buildings etc.). The notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values (Source: FSC-STD-01-001 V5-2).

Criterion (pl. Criteria): A means of judging whether or not a *Principle** (of forest stewardship) has been fulfilled (Source: FSC-STD-01-001 V4-0).

Culturally appropriate [mechanisms]: Means/approaches for outreach to target groups that are in harmony with the customs, values, sensitivities, and ways of life of the target audience (Source: FSC-STD-60-004 V2-0).

Customary law: Interrelated sets of *customary rights** may be recognized as customary law. In some jurisdictions, customary law is equivalent to statutory law, within its defined area of competence and may replace the statutory law for defined ethnic or other social groups. In some jurisdictions customary law complements statutory law and is applied in specified circumstances (Source: FSC-STD-01-001 V5-2, based on N.L. Peluso and P. Vandergeest. 2001. Genealogies of the political forest and customary rights in Indonesia, Malaysia and Thailand, Journal of Asian Studies 60(3):761–812).

Customary rights: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit (Source: FSC-STD-01-001 V5-2).

Discrimination: includes- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, sexual orientation, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and *workers'* organization* where such exist, and with other appropriate bodies (Source: FSC-STD-60-004 V2-0, adapted from International Labour Organization (ILO) Convention 111, Article1). 'Sexual orientation' was added to the definition provided in Convention 111, as it has been identified as an additional type of discrimination which may occur.

Dispute: for the purpose of the IGI, this is an expression of dissatisfaction by any person or organization presented as a complaint to *The Organization**, relating to its management activities or its conformity with the FSC Principles and Criteria, where a response is expected (Source: FSC-STD-01-001 V5-2, based on FSC-PRO-01-005 V3-0 Processing Appeals).

Dispute of substantial magnitude: For the purpose of the International Generic *Indicators**, a *dispute** of substantial magnitude is a *dispute** that involves one or more of the following:

- Affects the legal* or customary rights* of Indigenous Peoples* and local communities*;
- Where the negative impact of management activities is of such a scale* that it cannot be reversed or mitigated;
- Physical violence;
- Destruction of property;
- Presence of military bodies;
- Acts of intimidation against forest* workers* and stakeholders* (Source: FSC-STD-60-004 V2-0).

Due consideration: To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (Source: FSC-STD-60-004 V2-0, based on Black's Law Dictionary, 1979).

Economic viability: The capability of developing and surviving as a relatively independent social, economic or political unit. Economic viability may require but is not synonymous with profitability (Source: FSC-STD-01-001 V5-2, based on the definition provided on the website of the European Environment Agency).

Eco-regional: Large unit of land or water containing a geographically distinct assemblage of species, natural communities, and environmental conditions (Source: FSC-STD-60-004 V2-0, based on WWF Global 200. http://wwf.panda.org/about_our_earth/ecoregions/about/ what_is_an_ecoregion/).

Ecosystem: A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit (Source: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD) 1992, Article 2).

Ecosystem function: An intrinsic *ecosystem** characteristic related to the set of conditions and processes whereby an *ecosystem** maintains its integrity (such as primary productivity, food chain, biogeochemical cycles). *Ecosystem functions** include such processes as decomposition, production, nutrient cycling, and fluxes of nutrients and energy. For FSC purposes, this definition includes ecological and

evolutionary processes such as gene flow and disturbance regimes, regeneration cycles and ecological seral development (succession) stages. (Source: FSC-STD-01-001 V5-2, based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC; and R.F. Noss. 1990. Indicators for monitoring biodiversity: a hierarchical approach. Conservation Biology 4(4):355–364).

Ecosystem services: The benefits people obtain from ecosystems. These include:

- o provisioning services such as food, *forest** products and water;
- regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- o supporting services such as soil formation and nutrient cycling; and
- cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits (Source: FSC-STD-01-001 V5-2, based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC).

Employment and Occupation: Includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 111, Article1.3).

Engaging / engagement: The process by which *The Organization** communicates, consults and/or provides for the participation of interested and/or *affected stakeholders** ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and updating of the *management plan** (Source: FSC-STD-01-001 V5-2).

Environmental Impact Assessment (EIA): Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: FSC-STD-01-001 V5-2, based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome).

Environmental values: The following set of elements of the biophysical and human environment:

- ecosystem functions* (including carbon sequestration and storage);
- biological diversity*;
- water resources;
- o soils:
- o atmosphere:
- o landscape values* (including cultural and spiritual values).

The actual worth attributed to these elements depends on human and societal perceptions (Source: FSC-STD-01-001 V5-2).

Externalities: The positive and negative impacts of activities on stakeholders that are not directly involved in those activities, or on a natural resource or the environment, which do not usually enter standard cost accounting systems, such that the market prices of the products of those activities do not reflect the full costs or benefits (Source: FSC-STD-01-001 V5-2).

Fair compensation: Remuneration that is proportionate to the magnitude and type of services rendered by another party or of the harm that is attributable to the first party (Source: FSC-STD-60-004 V2-0).

Fertilizer: Mineral or organic substances, most commonly N, P2O5 and K20, which are applied to soil for the purpose of enhancing plant growth (Source: FSC-STD-60-004 V2-0).

Fibre Testing: a suite of wood identification technologies used to identify the family, genus, species and origin of solid wood and fibre based products (Source: FSC-STD-60-004 V2-0).

Forced or compulsory labour: work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself/ herself voluntarily (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 29, Article 2.1).

Forest: A tract of land dominated by trees (Source: FSC-STD-01-001 V5-0, derived from FSC Guidelines for Certification Bodies, Scope of Forest Certification, Section 2.1 first published in 1998, and revised as FSC-GUI-20-200 in 2005, and revised again in 2010 as FSC-DIR-20-007 FSC Directive on Forest Management Evaluations, ADVICE-20-007-01).

Formal and informal workers organization: association or union of *workers**, whether recognized by law or by *The Organization** or neither, which have the aim of promoting *workers** rights and to represent *workers** in dealings with *The Organization** particularly regarding working conditions and compensation (Source: FSC-STD-60-004 V2-0).

Fragmentation: The process of dividing *habitats** into smaller patches, which results in the loss of original *habitat**, loss in *connectivity**, reduction in patch size, and increasing isolation of patches. *Fragmentation** is considered to be one of the single most important factors leading to loss of native species, especially in forested *landscapes**, and one of the primary causes of the present extinction crisis. In reference to *Intact Forest Landscapes**, the *fragmentation** of concern is understood to be that caused by human industrial activities. (Source: FSC-STD-60-004 V2-0, adapted from Gerald E. Heilman, Jr. James R. Strittholt Nicholas C. Slosser Dominick A. Dellasala, BioScience (2002) 52 (5): 411-422.)

Free, Prior, and Informed Consent (FPIC): A *legal** condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. *Free, prior and Informed Consent** includes the right to grant, modify, withhold or withdraw approval (Source: FSC-STD-60-004 V2-0, based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

FSC Transaction: Purchase or sale of products with FSC claims on sales documents (Source: FSC-STD-60-004 V2-0).

Gender equality: Gender equality or gender equity means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development (Source: FSC-STD-60-004 V2-0, adapted from FAO, IFAD and ILO workshop on 'Gaps, trends and current research in gender dimensions of agricultural and rural employment: differentiated pathways out of poverty', Rome, 31 March to 2 April 2009.).

Genetically modified organism: An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination. (Source: FSC-STD-60-004 V2-0, based on FSC-POL-30-602 FSC Interpretation on GMO (Genetically Modified Organisms)).

Genotype: The genetic constitution of an organism (Source: FSC-STD-01-001 V5-2).

Good faith: A process of engagement where the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid delays in negotiations, respect agreements concluded and under development, and give sufficient time to discuss and settle *disputes** (Source: FSC-STD-60-004 V2-0, adapted from Motion 40:2017).

Habitat: The place or type of site where an organism or population occurs (Source: FSC-STD-60-004 V2-0, based on the Convention on Biological Diversity (CBD), Article 2).

Habitat features: Forest* stand attributes and structures, including but not limited to:

- Old commercial and non-commercial trees whose age noticeably exceeds the average age of the main canopy;
- Trees with special ecological value;
- Vertical and horizontal complexity;
- Standing dead trees;
- Dead fallen wood;
- Forest openings attributable to natural disturbances;
- Nesting sites;
- Small wetlands*, bogs, fens;
- o Ponds:
- Areas for procreation;
- o Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation (Source: FSC-STD-60-004 V2-0).

Hazardous work (in the context of child labour): Any work which is likely to jeopardize children's physical, mental or moral health, should not be undertaken by anyone under the age of 18 years. Hazardous *child** labour is work in dangerous, or unhealthy conditions that could result in a *child** being killed or injured/maimed (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. In determining the type of hazard *child** labour referred to under (Article 3(d) of the Convention No 182, and in identifying where they exist, consideration should be given, inter alia, to

- Work which exposes children to physical, psychological or sexual abuse;
- Work underground, under water at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in unhealthy environment which may, for examples, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;

Work under particularly difficult conditions such as work for long hours or during the night or work where the *child** is unreasonably confined to the premises of the employer (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO), 2011: IPEC Mainstreaming Child labour concerns in education sector plans and Programmes, Geneva, 2011& ILO Handbook on Hazardous child labour, 2011).

Heavy work (in the context of child labour): refers to work that is likely to be harmful or dangerous to children's health (Source: FSC-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

High Conservation Value (HCV): Any of the following values:

- HCV1: Species Diversity. Concentrations of biological diversity* including endemic species, and rare, threatened or endangered* species, that are significant* at global, regional or national levels.
- HCV 2: Landscape-level ecosystems* and mosaics. Intact Forest Landscapes*, large landscape-level ecosystems* and ecosystem* mosaics that are significant* at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- HCV 3: Ecosystems* and habitats*. Rare, threatened, or endangered ecosystems*, habitats* or refugia*.
- HCV 4: Critical ecosystem services*. Basic ecosystem services* in critical situations, including protection* of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or *Indigenous Peoples** (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or *Indigenous Peoples**.
- HCV 6: Cultural values. Sites, resources, habitats and landscapes* of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological*, economic or religious/sacred importance for the traditional cultures of local communities* or Indigenous Peoples*, identified through engagement with these local communities* or Indigenous Peoples* (Source: based on FSC-STD-01-001 V5-2).

High Conservation Value Areas: Zones and physical spaces which possess and/or are needed for the existence and maintenance of identified *High Conservation Values** (Source: FSC-STD-60-004 V2-0).

High grading: High grading is a tree removal practice in which only the best quality, most valuable timber trees are removed, often without regenerating new tree seedlings or removing the remaining poor quality and suppressed understory trees and, in doing so, degrading the ecological health and commercial value of the forest. High grading stands as a counterpoint to sustainable resource management (Source: FSC-STD-60-004 V2-0, based on Glossary of Forest Management Terms. North Carolina Division of Forest Resources. March 2009).

ILO Core (Fundamental) Conventions: these are labour standards that cover fundamental principles and rights at work: freedom of association and the effective recognition of the right to *collective bargaining**; the elimination of all forms of *forced or compulsory labour**; the effective abolition of *child** labour; and the elimination of *discrimination** in respect of *employment and occupation**. The eight Fundamental Conventions are:

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Equal Remuneration Convention, 1951 (No. 100)

*Discrimination** (Employment and Occupation) Convention, 1958 (No. 111) (Source: FSC-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

ILO Declaration on Fundamental Principles and Rights at Work and its Followup, adopted by the International Labour conference at its Eighty-sixth Session, Geneva, 18th June 1998 (Annex revised 15 June 2010): is a resolute reaffirmation of ILO principles (art 2) which declares that all Members, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the organization, to respect, to promote and to realize, in *good faith* and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- Freedom of association and the effective recognition of the right to collective bargaining*;
- The elimination of all forms of forced or compulsory labour*;
- The effective abolition of child* labour; and
- The elimination of discrimination*in respect of employment and occupation* (Source: FSC-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

Indicator: A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a *Management Unit** complies with the requirements of an FSC *Criterion**. *Indicators** and the associated thresholds thereby define the requirements for responsible *forest** management at the level of the *Management Unit** and are the primary basis of forest evaluation (Source: FSC-STD-60-004 V2-0).

Indigenous cultural landscapes: Indigenous cultural landscapes* are living landscapes to which Indigenous Peoples* attribute environmental, social, cultural and economic value because of their enduring relationship with the land, water, fauna, flora and spirits and their present and future importance to their cultural identity. An Indigenous cultural landscape* is characterized by features that have been maintained through long-term* interactions based on land-care knowledge, and adaptive livelihood practices. They are landscapes over which Indigenous Peoples* exercise responsibility for stewardship (Source: FSC-STD-60-004 V2-0).

Indigenous Peoples: People and groups of people that can be identified or characterized as follows:

- The key characteristic or Criterion* is self-identification as Indigenous Peoples* at the individual level and acceptance by the community as their member:
- Historical continuity with pre-colonial and/or pre-settler societies;
- Strong link to territories and surrounding natural resources;

- Distinct social, economic or political systems;
- Distinct language, culture and beliefs;
- Form non-dominant groups of society;
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities (Source: FSC-STD-01-001 V5-2, adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

Industrial activity: Industrial forest and resource management activities such as road building, mining, dams, urban development and timber harvesting (Source: FSC-STD-60-004 V2-0).

Infrastructure: In the context of *forest** management, roads, bridges, culverts, log landings, quarries, impoundments, buildings and other structures required in the course of implementing the *management plan** (Source: FSC-STD-60-004 V2-0).

Intact Forest Landscape: A territory within today's global extent of *forest** cover which contains forest and non-forest ecosystems minimally influenced by human economic activity, with an area of at least 500 km2 (50,000 ha) and a minimal width of 10 km (measured as the diameter of a circle that is entirely inscribed within the boundaries of the territory) (Source: FSC-STD-60-004 V2-0, based on Intact Forests / Global Forest Watch. Glossary definition as provided on Intact Forest website. 2006-2014).

Intellectual property: Practices as well as knowledge, innovations and other creations of the mind (Source: FSC-STD-01-001 V5-2, based on the Convention on Biological Diversity (CBD), Article 8(j); and World Intellectual Property Organization. What is Intellectual Property? WIPO Publication No. 450(E)).

Intensity: A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts (Source: FSC-STD-01-001 V5-2).

Interested stakeholder: Any person, group of persons, or entity that has shown an interest, or is known to have an interest, in the activities of a *Management Unit**. The following are examples of interested stakeholders.

- Conservation* organizations, for example environmental NGOs;
- Labor (rights) organizations, for example labor unions;
- Human rights organizations, for example social NGOs;
- Local development projects;
- Local governments;
- National government departments functioning in the region;
- FSC National Offices:
- Experts on particular issues, for example High Conservation Values* (Source: FSC-STD-01-001 V5-2).

Internationally accepted scientific protocol: A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature (Source: FSC-STD-01-001 V5-2).

Lands and territories: For the purposes of the Principles and Criteria these are lands or territories that *Indigenous Peoples** or *local communities** have traditionally owned, or customarily used or occupied, and where access to natural resources is vital to the

sustainability of their cultures and livelihoods (Source: FSC-STD-60-004 V2-0, based on World Bank safeguard OP 4.10 *Indigenous Peoples**, section 16 (a). July 2005.).

Landscape: A geographical mosaic composed of interacting *ecosystems** resulting from the influence of geological, topographical, soil, climatic, biotic and human interactions in a given area (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

Landscape values: Landscape values can be visualized as layers of human perceptions overlaid on the physical *landscape**. Some landscape values, like economic, recreation, subsistence value or visual quality are closely related to physical *landscape** attributes. Other *landscape** values such as intrinsic or spiritual value are more symbolic in character and are influenced more by individual perception or social construction than physical *landscape** attributes (Source: FSC-STD-60-004 V2-0, based on website of the Landscape Value Institute).

Legal: In accordance with primary legislation (national or local laws) or secondary legislation (subsidiary regulations, decrees, orders, etc.). 'Legal' also includes rule-based decisions made by legally competent agencies where such decisions flow directly and logically from the laws and regulations. Decisions made by legally competent agencies may not be legal if they do not flow directly and logically from the laws and regulations and if they are not rule-based but use administrative discretion (Source: FSC-STD-01-001 V5-2).

Legally competent: Mandated in law to perform a certain function (Source: FSC-STD-01-001 V5-2).

Legal registration: National or local *legal** license or set of permissions to operate as an enterprise, with rights to buy and sell products and/or services commercially. The license or permissions can apply to an individual, a privately-owned enterprise or a publicly-owned corporate entity. The rights to buy and sell products and/or services do not carry the obligation to do so, so *legal** registration applies also to Organizations operating a *Management Unit** without sales of products or services; for example, for unpriced recreation or for conservation of biodiversity or habitat (Source: FSC-STD-01-001 V5-2).

Light work: *National laws** or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is- a) not likely to be harmful to their health or development; and b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention138, Article7).

Living wage: The level of wages sufficient to meet the basic living needs of an average-sized family in a particular economy (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Local communities: Communities of any size that are in or adjacent to the Management *Unit**, and also those that are close enough to have a *significant** impact on the economy or the environmental values of the *Management Unit** or to have their economies, rights or environments *significantly** affected by the management activities or the biophysical aspects of the *Management Unit** (Source: FSC-STD-01-001 V5-2).

Local laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees) which is limited in application to a particular geographic district within a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws. Laws derive authority ultimately from the Westphalian concept of sovereignty of the Nation State (Source: FSC-STD-01-001 V5-2).

Long-term: The time-scale of the forest owner or manager as manifested by the objectives of the *management plan**, the rate of harvesting, and the commitment to maintain permanent forest cover. The length of time involved will vary according to the context and ecological conditions, and will be a function of how long it takes a given *ecosystem** to recover its natural structure and composition following harvesting or disturbance, or to produce mature or primary conditions (Source: FSC-STD-01-002 V1-0).

Management objective: Specific management goals, practices, outcomes, and approaches established to achieve the requirements of this standard (Source: FSC-STD-60-004 V2-0).

Management plan: The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the *Management Unit**, including statements of objectives and policies (Source: FSC-STD-01-001 V5-2).

Management Unit: A spatial area or areas submitted for FSC certification with clearly defined boundaries managed to a set of explicit *long-term** management objectives which are expressed in a *management plan**. This area or areas include(s):

- all facilities and area(s) within or adjacent to this spatial area or areas under legal* title or management control of, or operated by or on behalf of The Organization*, for the purpose of contributing to the management objectives*; and
- all facilities and area(s) outside, and not adjacent to this spatial area or areas and operated by or on behalf of *The Organization**, solely for the purpose of contributing to the management objectives (Source: FSC-STD-01-001 V5-2).

National laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees), which is applicable to a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws (Source: FSC-STD-01-001 V5-2).

Native species: Species, subspecies, or lower taxon, occurring within its natural range (past or present) and dispersal potential (that is, within the range it occupies naturally or could occupy without direct or indirect introduction or care by humans) (Source: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD). Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

Natural conditions/native ecosystem: For the purposes of the Principles and Criteria and any applications of *restoration** techniques, terms such as 'more *natural conditions**', '*native ecosystem**' provide for managing sites to favor or *restore* native species** and associations of *native species** that are typical of the locality, and for managing these associations and other *environmental values** so that they form *ecosystems** typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-2).

Natural forest: A *forest** area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.

'Natural forest*' includes the following categories:

- o Forest* affected by harvesting or other disturbances, in which trees are being or have been regenerated by a combination of natural and artificial regeneration with species typical of natural forests* in that site, and where many of the above-ground and below-ground characteristics of the natural forest are still present. In boreal and north temperate forests* which are naturally composed of only one or few tree species, a combination of natural and artificial regeneration to regenerate forest* of the same native species*, with most of the principal characteristics and key elements of native ecosystems* of that site, is not by itself considered as conversion to plantations;
- Natural forests* which are maintained by traditional silvicultural* practices including natural or assisted natural regeneration;
- Well-developed secondary or colonizing forest* of native species* which has regenerated in non-forest* areas;
- The definition of 'natural forest*' may include areas described as wooded ecosystems*, woodland and savannah.

The description of *natural forests** and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.

'Natural forest*' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems*. Young regeneration may be considered as natural forest* after some years of ecological progression. FSC Forest Stewardship Standards may indicate when such areas may be excised from the Management Unit*, should be restored* towards more natural conditions*, or may be converted to other land uses. FSC has not developed quantitative thresholds between different categories of forests* in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples. Pending such guidance, areas dominated by trees, mainly of native species*, may be considered as natural forest*.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest* communities and ecosystems* included in the Management Unit*, including grassland, bushland, wetlands*, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the principal characteristics and key elements of *native ecosystems**. This may be considered as *natural forest** through ecological progression after the passage of years;
- Young natural regeneration growing in natural forest* areas may be considered as natural forest*, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems* remain, above-ground and below-ground;
- Areas where deforestation and forest* degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest*, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests*. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure*, etc. FSC Forest Stewardship Standards

may help to decide when such areas should be excised from the *Management Unit**, should be restored towards more *natural conditions**, or may be converted to other land uses (Source: FSC-STD-01-001 V5-2).

Natural Hazards: Disturbances that can present *risks** to social and *environmental values** in the *Management Unit** but that may also comprise important *ecosystem functions**; examples include drought, flood, fire, landslide, storm, avalanche, etc (Source: FSC-STD-60-004 V2-0).

Non-timber forest products (NTFP): All products other than timber derived from the *Management Unit** (Source: FSC-STD-01-001 V5-2).

Objective: The basic purpose laid down by *The Organization** for the *forest** enterprise, including the decision of policy and the choice of means for attaining the purpose (Source: FSC-STD-60-004 V2-0, based on F.C. Osmaston. 1968. The Management of Forests. Hafner, New York; and D.R. Johnston, A.J. Grayson and R.T. Bradley. 1967. Forest Planning. Faber & Faber, London).

Obligatory code of practice: A manual or handbook or other source of technical instruction which *The Organization** must implement by law (Source: FSC-STD-01-001 V5-2).

Occupational accident: An occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational disease: Any disease contracted as a result of an exposure to $risk^*$ factors arising from work activity (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational injuries: Any personal injury, disease or death resulting from an occupational accident (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

The Organization: The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-2).

Peatland: Is constituted by flooded and soggy areas, with large accumulations of organic material, covered by a layer of poor vegetation associated with a certain degree of acidity, and which presents a characteristic amber color (Source: FSC-STD-60-004 V2-0, based on Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

Pesticide: Any substance or preparation prepared or used in protecting plants or wood or other plant products from pests; in controlling pests; or in rendering such pests harmless. This definition includes insecticides, rodenticides, acaricides, molluscicides, larvaecides, fungicides and herbicides (Source: FSC-STD-01-001 V5-2).

Plantation: A *forest** area established by planting or sowing with using either alien or *native species**, often with one or few species, regular spacing and even ages, and which lacks most of the principal characteristics and key elements of *natural forests**.

The description of plantations may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples, such as:

- Areas which would initially have complied with this definition of 'plantation' but which, after the passage of years, contain many or most of the principal characteristics and key elements of *native ecosystems**, may be classified as *natural forests**.
- Plantations managed to restore* and enhance biological and habitat* diversity, structural complexity and ecosystem functionality* may, after the passage of years, be classified as natural forests.
- o Boreal and north temperate *forests** which are naturally composed of only one or few tree species, in which a combination of natural and artificial regeneration is used to regenerate *forest** of the same *native species**, with most of the principal characteristics and key elements of *native ecosystems** of that site, may be considered as *natural forest**, and this regeneration is not by itself considered as conversion to *plantations** (Source: FSC-STD-01-001 V5-2).

Precautionary approach: An approach requiring that when the available information indicates that management activities pose a threat of severe or irreversible damage to the environment or a threat to human welfare, *The Organization** will take explicit and effective measures to prevent the damage and avoid the *risks** to welfare, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of *environmental values** are uncertain (Source: FSC-STD-01-001 V5-2, based on Principle 15 of Rio Declaration on Environment and Development, 1992, and Wingspread Statement on the Precautionary Principle of the Wingspread Conference, 23–25 January 1998).

Pre-harvest [condition]: The diversity, composition, and structure of the *forest** or plantation prior to felling timber and appurtenant activities such as road building (Source: FSC-STD-60-004 V2-0).

Principle: An essential rule or element; in FSC's case, of forest stewardship (Source: FSC-STD-01-001 V5-2).

Protection: See definition of *Conservation** (Source: FSC-STD-60-004 V2-0).

Protection Area: See definition of Conservation Zone (Source: FSC-STD-60-004 V2-0).

Publicly available: In a manner accessible to or observable by people generally (Source: FSC-STD-60-004 V2-0, based on Collins English Dictionary, 2003 Edition).

Rare species: Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific *habitats**, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperiled species (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). 2001. IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Ratified: The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent *legal** mechanism, such that the international law, convention

or agreement becomes automatically part of national law or sets in motion the development of national law to give the same *legal** effect (Source: FSC-STD-01-001 V5-2).

Reasonable: Judged to be fair or appropriate to the circumstances or purposes, based on general experience (Source: FSC-STD-60-004 V2-0, based on Shorter Oxford English Dictionary).

Refugia: An isolated area where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive (Source: FSC-STD-60-004 V2-0, based on Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

Representative Sample Areas: Portions of the *Management Unit** delineated for the purpose of conserving or restoring viable examples of an *ecosystem** that would naturally occur in that geographical region (Source: FSC-STD-60-004 V2-0).

Resilience: The ability of a system to maintain key functions and processes in the face of stresses or pressures by either resisting or adapting to change. Resilience can be applied to both ecological systems and social systems (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN) World Commission on Protected Areas (IUCN-WCPA). 2008. Establishing Marine Protected Area Networks – Making it Happen. Washington D.C.: IUCN-WCPA National Oceanic and Atmospheric Administration and The Nature Conservancy.).

Restore / Restoration: These words are used in different senses according to the context and in everyday speech. In some cases 'restore' means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases 'restore' means the formation of more *natural conditions** in sites which have been heavily degraded or converted to other land uses. In the Principles and Criteria, the word 'restore*' is not used to imply the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing *ecosystem** (Source: FSC-STD-01-001 V5-2).

The Organization* is not necessarily obliged to restore those *environmental values** that have been affected by factors beyond the control of *The Organization**, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public *infrastructure**, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate (Source: FSC-STD-01-001 V5-2).

The Organization* is also not obliged to restore environmental values* that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations. However, *The Organization** is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the *Management Unit** as a result of such previous impacts (Source: FSC-STD-01-001 V5-2).

Riparian zone: Interface between land and a *water body**, and the vegetation associated with it (Source: FSC-STD-60-004 V2-0).

Risk: The probability of an unacceptable negative impact arising from any activity in the *Management Unit** combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-2).

Scale: A measure of the extent to which a management activity or event affects an *environmental value** or a *Management Unit**, in time or space. An activity with a small or low spatial scale affects only a small proportion of the *forest** each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-2).

Scale, intensity and risk: See individual definitions of the terms 'scale', 'intensity', and 'risk' (Source: FSC-STD-60-004 V2-0).

Significant: For the purposes of Principle 9, HCVs 1, 2 and 6 there are three main forms of recognizing significance.

- A designation, classification or recognized conservation* status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation* organization, on the basis of its concentration of biodiversity;
- A voluntary recognition by the manager, owner or *The Organization**, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation* play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-2).

Silviculture: The art and science of controlling the establishment, growth, composition, health and quality of *forests** and woodlands to meet the targeted diverse needs and values of landowners and society on a sustainable basis (Source: FSC-STD-01-001 V5-2, based on Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

Stakeholder: See definitions for 'affected stakeholder' and 'interested stakeholder' (Source: FSC-STD-01-001 V5-2).

Tenure: Socially defined agreements held by individuals or groups, recognized by *legal** statutes or customary practice, regarding the 'bundle of rights and duties' of ownership, holding, access and/or usage of a particular land unit or the associated resources there within (such as individual trees, plant species, water, minerals, etc.) (Source: FSC-STD-01-001 V5-2, based on International Union for Conservation of Nature (IUCN). Glossary definitions provided on IUCN website).

Threat: An indication or warning of impending or likely damage or negative impacts (Source: FSC-STD-60-004 V2-0, based on Oxford English Dictionary).

Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high *risk** of extinction in the wild. These categories may be re-interpreted for FSC purposes according to official national classifications (which have *legal** significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures) (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). 2001. IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Timber harvesting level: The actual harvest quantity executed on *the Management Unit**, tracked by either volume (e.g. cubic meters or board feet) or area (e.g. hectares or acres) metrics for the purpose of comparison with calculated (maximum) allowable harvest levels (Source: FSC-STD-60-004 V2-0).

Timely manner: As promptly as circumstances reasonably allow; not intentionally postponed by *The Organization**; in compliance with *applicable laws**, contracts, licenses or invoices (Source: FSC-STD-60-004 V2-0).

Traditional Knowledge: Information, know-how, skills and practices that are developed, sustained and passed on from generation to generation within a community, often forming part of its cultural or spiritual identity (Source: FSC-STD-60-004 V2-0, based on the definition by the World Intellectual Property Organization (WIPO). Glossary definition as provided under Policy / Traditional Knowledge on the WIPO website).

Traditional peoples: Traditional peoples are social groups or peoples who do not self-identify as indigenous and who affirm rights to their lands, *forests** and other resources based on long established custom or traditional occupation and use (Source: FSC-STD-60-004 V2-0, Forest Peoples Programme (Marcus Colchester, 7 October 2009).

Transaction verification: Verification by certification bodies and/or Accreditation Services International (ASI) that FSC output claims made by certificate holders are accurate and match with the FSC input claims of their trading partners (Source: FSC-STD-40-004 V3-0).

Uphold: To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-2).

Use rights: Rights for the use of resources of the Management Unit that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques (Source: FSC-STD-01-001 V5-2).

Vast majority: 80% of the total area of *Intact Forest Landscapes** within the *Management Unit** as of January 1, 2017. The *vast majority** also meets or exceeds the minimum definition of *Intact Forest Landscape** (Source: FSC-STD-60-004 V2-0).

Verifiable targets: Specific goals, such as desired future *forest** conditions, established to measure progress towards the achievement of each of the *management objectives**. These goals are expressed as clear outcomes, such that their attainment can be verified and it is possible to determine whether they have been accomplished or not (Source: FSC-STD-60-004 V2-0).

Very Limited portion: The area affected shall not exceed 0.5% of the area of the *Management Unit** in any one year, nor affect a total of more than 5% of the area of the *Management Unit** (Source: FSC-STD-01-002).

Waste materials: unusable or unwanted substances or by-products, such as:

- Hazardous waste, including chemical waste and batteries;
- o Containers:
- Motor and other fuels and oils;
- o Rubbish including metals, plastics and paper; and

 Abandoned buildings, machinery and equipment (Source: FSC-STD-60-004 V2-0).

Water bodies (including water courses): Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes. Water bodies include riparian or wetland systems, lakes, swamps, bogs and springs (Source: FSC-STD-60-004 V2-0).

Wetlands: Transitional areas between terrestrial and aquatic systems in which the water table is usually at or near the surface or the land is covered by shallow water (Source: FSC-STD-60-004 V2-0, based on Cowarding, L.M., Carter, V., Golet, F.C., Laroe, E.T. 1979. Classification of Wetlands and Deepwater Habitats of the United States. DC US Department: Washington).

Under the Ramsar Convention, wetlands can include tidal mudflats, natural ponds, marshes, potholes, wet meadows, bogs, *peatlands**, freshwater swamps, mangroves, lakes, rivers and even some coral reefs (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN), No Date, IUCN Definitions – English).

Workers: All employed persons including public employees as well as 'self-employed' persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: FSC-STD-60-004 V2-0, based on International Labor Organization (ILO) Convention 155, Occupational Safety and Health Convention, 1981).

Workers' organization: any organization of *workers**_for furthering and defending the interest of *workers**_(adapted from ILO Convention 87, Article 10). It is important to note that rules and guidance on composition of workers' organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to "hire and fire". Workers' organizations tend to separate association between those who can "hire and fire" and those who cannot (Source: FSC-STD-60-004 V2-0, based on report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

Worst forms of child labour: comprises a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced labour, including forced or compulsory recruitment of children for use in armed conflict; b) the use, procuring or offering of a *child** for prostitution, for the production of pornography or for pornographic performance; c) the use, procuring or offering of a *child** for illicit activities, in particular for production and trafficking of drugs as defined in the relevant international treaties; d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 182, Article 3).



Forest Stewardship Council®

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FSC International Center gGmbH Adenauerallee 134-53113 Bonn · Germany



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