



THE FSC INTERIM FOREST STEWARDSHIP STANDARD FOR Liberia

FSC-STD-XXX-VV-YYYY Description LA

Based on FSC P&C V5-2

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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 Forest Stewardship Standards and Interim Forest Stewardship 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 Forest Stewardship Standards (FSS) and Interim Forest Stewardship Standards (IFSS).

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A PREAMBLE

A.1 Objective

(Informative section)

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

1. The Organization to implement responsible forest management within their Management Unit and to demonstrate conformance.
2. FSC accredited certification bodies (CBs) to determine conformity against this standard as the basis for granting and renewing forest management certification.

A.2 Scope

(Normative section)

This standard shall be applied in the following scope:

Geographic region	Country official name / Region or province name
Forest types	All forest types
Ownership types	All types of ownerships, including public, private and others
Scale and intensity categories (According to section 6 of FSC-STD-60-002)	All categories of Management Units, including provisions for small or low intensity managed forests (SLIMFs)
Forest products (According to FSC-STD-40-004a)	Rough wood NTFPs: (if applicable: list NTFP)

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 this 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 normative and non-normative elements in the standard

(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 SLIMF indicators exist (marked as e.g. "SLIMF 3.5.1"), these Organizations shall conform with them instead.

SLIMF eligibility criteria	National threshold
Small Management Units	Up to 100 hectares for all types of forests.
Low intensity Management Units	<p>The rate of harvesting is less than 20% of the mean annual increment (MAI) within the total production forest area of the unit, AND</p> <p>EITHER the annual harvest from the total production forest area is less than 5000 cubic meters,</p> <p>OR the <i>average</i> annual harvest from the total production forest is less than 5000 m³ / year during the period of validity of the certificate as verified by harvest reports and surveillance audits.</p> <p>OR the average annual harvested NTFP trees from the total plantation is less than 50 000 trees/ year, during the period of validity of the certificate as verified by harvest reports and surveillance audits.</p> <p>For NTFP products in plantation,</p>

The rate of harvesting is less than 20% of the mean annual productivity (1.8 tonnes/ha/year for example for rubber trees) within the total production forest area of the unit, AND

The annual harvest from the total production forest area is less than 2 tonnes/ha/year.

OR the average annual harvest NTFPs from the management unit is less than 200 tonnes/ year, during the period of validity of the certificate as verified by harvest reports and surveillance audits.

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.

The text of the Principles and the Criteria under section F contain terms that are formatted in italics and marked with an *asterisk*^{*}. These terms are defined in the annex of Glossary of terms. The terms that have been marked with an *asterisk*^{*} and formatted in italics in the indicators’ text, are local terms which have been added to apply to the local circumstances for this standard only. These local terms are defined in the annex of Glossary of terms.

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 Forests Stewardship 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)

Click or tap here to enter text.

B.2 Background information on the standard development

(Informative section)

This standard was developed according to the rules and regulations laid out in FSC-PRO-60-007 V1-2 in the period from [Click to choose a date] to [Click to choose a date]. One/Two stakeholder consultation(s) was/were conducted. The first consultation was conducted from [Click to choose a date] to [Click to choose a date]. The second consultation was conducted from [Click to choose a date] to [Click to choose a date].

Note: Further information is available from PSU upon request.

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

(Informative section)

Click or tap here to enter text.(optional)

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 Organisation or manager has Legal registration* with the Government of Liberia/ or recognized by the Forestry Development Authority (FDA)

Verifiers:

- Business registration certificate (Corporations and Partnerships),
- Articles of incorporation (Corporate entities),
- Certificate or letter of recognition (holders who are not registered businesses),
- A notarized affidavit declaring that the owners of the organisation or the manager are not included in the list prohibited persons,

1.1.2 *Legal registration** is granted by a *legally competent** authority according to legally prescribed processes.

Verifiers

- Business registration certificate (Corporations and Partnerships) was issued by the Ministry of Commerce and Industry
- Articles of incorporation (Corporate entities) was issued by the Ministry of Foreign Affairs
- Certificate or letter of recognition (holders who are not registered businesses) was issued by the Forestry Development Authority

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 and owner(s) of organisation are not barred from holding forest license.

Verifies

- Ratified forest management contract (FMC), signed by the President and ratified by Parliament (printed into hand bills) and Contract signed by the contract holder and the Managing Director of FDA.
- Community Forest Management Agreement (CFMA): license of concessions less than 50.000ha
- Community Forest Management Agreement (CFMA): license signed by the President and ratified by the Parliament for contracted timber companies
- Valid deed of the private land or written permission of the private land owner

Note: Apart from the private land legal tenure rights, all the forest management concessions should in addition conform to the following legal requirements. The current owner(s) or shareholders of a contract or permit holder do not include the current President and Vice President of Liberia, Members of the Legislature, Members of the Cabinet, Directors and Managers of FDA, current county superintendents or any other person specifically prohibited from owning a forest contract or an interest in a forest contract. The following evidence may be required.

- A notarized affidavit by a senior management member of registered business of the contract holder declaring that its owners do not include prohibited persons
- None of the owners of the registered business of the contract holder is found on list of current senior government officials prohibited from holding forest license as issued from the FDA
- Auditors may consult the list of shareholders and beneficial owners of corporate contract or permit holders issued by the FDA
- Auditors may also consult the debarment list of persons found guilty of violating the PPC Act and or the rules and guidelines established thereunder issued by the Public Procurement Concession Commission.

1.2.2 *Legal* tenure** is granted by a *legally competent** authority according to legally prescribed processes.

Verifiers.

- FMC and CFMA has
 - Bidder's bond receipt
 - Copy of performance for FMC (Posted with 90 days)
 - Act ratifying the forest contract, signed by the President and printed into hand bills
 - Contract signed by the contract holder and the Managing Director of FDA.
- Community Forest Management Agreement (CFMA): license of concessions less than 50.000ha signed by the FDA Managing Director,
- Valid deed of the private land or written permission of the private land owner,
- Interview with forest manager, FDA, and local NGOs,

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

- Land survey schedule / map of concession and indicating adjacent lands,
- Land survey schedule / map of the of the deed of the private land or written permission of the private land owner,
- Direct factual observation on the ground,
- Interview with forest manager, FDA and fringe communities.

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**.

Verifiers

- Pre-felling operations certification by FDA
- Approved management plan
- Approved annual coupe plan
- Negotiated and executed social agreements
- Report of annual audits of operations and other inspections by FDA
- Interview with forest manager, FDA, communities and local NGOs

1.3.2 Payment is made in a *timely manner** of all applicable legally prescribed charges connected with *forest management**.

Verifiers

- Tax clearance
- Receipt of annual registration fee payment
- Receipts of Stumpage fees, Land rental fees, and Forest product fees payments
- Receipt of payment of contract administrative fees
- Receipts of payments of annual coupe inspection fees
- Receipts of payment of waybill fees
- Proof of payment of chain of custody fees
- Consultation with the FDA Disclosure Reports
- Interview forest manager, FDA, Ministry of Finance/Liberia Revenue Authority

1.3.3 Activities covered by the *management plan** are designed to comply with all *applicable laws**.

Verifiers

- Approved strategic or comprehensive forest management plan and environmental impact assessment for the entire contract area
- Approved 5-year operational plan
- Approved annual operational plan
- Interview with forest manager, FDA, EPA, relevant communities

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.

Verifiers

- Forest management contract holders forest protection measures are consistent with provisions in the FDA Code of forest harvesting practice.
- Interview with organization, FDA, relevant communities, and other stakeholders
- Direct observation from field visits

1.4.2 A system is implemented to work with the FDA and other regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.

Verifiers

- Forest management contract holders forest protection measures include reporting illegal activities to the FDA and other regulatory bodies.
- Interview with the organization and FDA

1.4.3 If illegal or unauthorized activities are detected, measures are implemented to address them.

Verifiers

- Organisation's Records of identified illegal forest activities and corrective measures implemented.
- Interview with organisations, FDA, relevant communities and other stakeholders,
- Direct observation from field visit

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

- Receipt of payment of FDA waybill fee
- Valid transporter registration issued by the Authority
- Records of completed waybill for that specific load of Logs, Timber, or Wood Products.
- Records of unique CoC identification number for Timber and Wood Products other than Logs,
- Records of permission for night transport issued by the FDA.
- Records of payment of log export fees where applicable
- Consultation with the FDA Disclosure Reports
- Organization did not owe any amount past due for export related fees before trading or export.

- Interview with organisation and FDA.
- Records of CITES permits issued by the FDA (where applicable)

1.5.2 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.

Verifiers

- FDA approved yield for FDA contract holders,
- CITES export license issued by the FDA,
- Interview with FDA.

NTFP 1.5.2.1 Compliance with CITES provisions is demonstrated, including through possession of applicable permits for harvesting and trade in any NTFP as required by FDA Regulation on the Commercial and Sustainable Extraction.

Verifiers

- CITES export license issued by the FDA,
- Valid NTFPs Exporters registration,
- Valid Forest Use Permit for NTFP harvesting,
- Interview with organization, FDA and relevant stakeholders.

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**.

Verifiers

- Organisations dispute resolution process,
- Interview with the organization and affected stakeholders.

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.

Verifiers

- Organisations dispute resolution process,
- Organisation's dispute resolution records,
- Interview with the organization, other parties to disputes and relevant stakeholders.

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

- Organisation's dispute resolution records
- Interview with the organization, other parties to disputes and relevant stakeholders

1.6.4 Operations cease in areas where *disputes** exist:

- 1) Of *substantial magnitude**; or
- 2) Of *substantial duration**; or
- 3) Involving a *significant** number of interests.

Verifiers

- Organisation's dispute resolution records,
- Interview with the organization, other parties to disputes and relevant stakeholders,
- Direct factual observation from the field,

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

- Organisation's policy on bribery including commitment not to offer and receipt of bribes,
- Evidence of implementation,
- Interview with managers, workers, FDA, local anti-corruption NGOs and other relevant stakeholders.

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 workers and customers.

Verifiers

- Organisation's written declaration,
- Evidence of communication with workers and customers.

1.7.2 The policy meets or exceeds related legislation.

Verifiers

- Organisation's anti-corruption policy,
- Interview with FDA, local anti-corruption NGOs and other relevant stakeholders.

1.7.3 The policy is *publicly available** at no cost.

Verifiers

- Evidence of public availability of policy at no cost,
- Interview with FDA, local anti-corruption NGOs and other relevant stakeholders.

1.7.4 Bribery, coercion and other acts of corruption do not occur.

Verifiers

- Evidence of monitoring of the effectiveness of the anti-corruption policy,
- Consultation with FDA's annual audit report of timber contract holders,
- Interview with FDA, local anti-corruption NGOs and other relevant stakeholders.

1.7.5 Corrective measures are implemented if corruption does occur.

Verifiers

- Results of organisation's root-cause analysis of identified corruption,
- Evidence of implementation of corrective measures for identified corruption,
- Interview with FDA, local anti-corruption NGOs and other relevant stakeholders.

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

- Organisation's policy to long term forest management,
- Interview with management of organization.

1.8.2 The policy is *publicly available** at no cost.

Verifiers

- Evidence of public availability of policy at no cost,
- Interview with FDA, relevant communities and other relevant stakeholders.

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 *minimum age** as stated under national, or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2.

Verifiers

- Organisation's evidence of no worker below the age of 15
- Consultation with organisations recruitment records, employment contracts and age identification for all types of workers
- Interview with managers on any company policy on child labour
- Direct observation of workers
- Interview with sample of all types of workers and at all level in the organisation

2.1.1.2 In countries where the *national law** or regulations permit the employment of persons between the ages of 13 to 15 years in *light work** such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.

Verifiers

- Employer's register of all employed children to include their names, ages and certified dates of birth
- Employer notice of special conditions of work applicable to children
- Interview with sample of Child workers
- Direct factual observation

2.1.1.3 No person under the age of 18 is employed in *hazardous** or *heavy work** except for the purpose of training within approved *national laws** and regulation.

Verifiers

- Employer's register of all employed children to include their names, ages and certified dates of birth
- Employer notice of special conditions of work applicable to children
- Interview with sample of Child workers
- Direct factual observation

2.1.1.4 *The Organization** shall prohibit *worst forms of child labour**.

Verifiers

- Consultation with organisations recruitment records and employment contracts and age identification for all types of workers
- Interview with managers on any company policy on child and worse forms of child labour
- Direct observation of workers
- Interview with sample of all types of workers and at all level in the organisation

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

- Consultation with organisations recruitment records and employment contracts and age identification for all types of workers including migrant workers.
- Consultation with salary payroll and pay slips of workers including migrant workers
- Interview with managers on any company policy on forced and compulsory labour
- Direct observation of workers
- Interview with sample of all types of workers and at all level in the organization including migrant workers

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.

Verifiers

- Organisation's evidence of no forced or compulsory labour
- Consultation with organisations recruitment records and employment contracts for all types of workers including migrant workers.
- Consultation with salary payroll and pay slips of workers including migrant workers
- Interview with managers on any company policy on forced and compulsory labour, recruitment procedures
- Direct observation of workers
- Interview with sample of all types of workers at all level in the organization including migrant workers

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.

Verifiers

- Consultation with organization recruitment records – (eg job advertisements, job applications, job evaluations etc) staff appraisal and promotion records, staff statistics to include: gender and age ratios
- Interview with managers any policy on equal opportunity, no discrimination
- Interview with workers across all levels, across gender, and age groups

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.

Verifiers

- Evidence of existence of functional workers Union
- Consultation with grievance records
- Interview with managers on company policies on freedom of association and collective bargaining
- Interview with workers

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

- Evidence of existence of functional workers Union
- Collective Bargaining Agreement (CBA)
- Consultation with grievance records
- Interview with managers on company policies on freedom of association and collective bargaining
- Interview with workers and representatives of the workers unions

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

- Collective Bargaining Agreement (CBA)
- Consultation with grievance records
- Interview with managers on company policies on freedom of association and collective bargaining
- Interview with workers and representatives of the worker unions

2.1.4.4 *Collective bargaining** agreements are implemented where they exist.

Verifiers

- Collective Bargaining Agreement (CBA),
- Consultation with grievance records,
- Interview with managers on the implementation of CBA,
- Interview with workers and representatives of workers unions on the implementation of CBA.

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.

Verifiers

- Organisation's system for gender equality,
- Consultation with recruitment records, job advertisements, job applications, interview records, employment contracts, staff records and gender ratios,
- Consultation with organisations consultation records, grievance records, training records, contract records etc
- Interview with managers on organisation's gender equality systems and implementation records,
- Interview with sample of workers including 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.

Verifiers

- Organisation's system for gender equality,
- Consultation with recruitment records, job advertisements, job applications, interview records, employment contracts, staff records and gender ratios, pay roll records and pay slips of genders doing the same work.
- Consultation with organisations consultation records, grievance records, training records, contract records etc
- Interview with managers on organisation's gender equality systems, any affirmative action and implementation records,
- Interview with sample of workers including women.

2.2.3 Work typically carried out by women (nurseries, *silviculture**, *non timber forest products** harvesting, weighing, packing, etc.) is included in training and health & safety programs to the same extent as work typically carried out by men.

Verifiers

- Consultation with company's training records – training plan, training reports, training attendance lists etc.
- Interview with managers,
- Interview with workers including representative sample of women

2.2.4 Women and men are paid the same wage when they do the same work.

Verifiers

- Consultation with company's pay roll records and pay slips of genders doing the same work
- Interview with managers
- Interview with workers including representative sample of 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.

Verifiers

- 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

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.

Verifiers

- Organisation's mechanism for confidential reporting and elimination of sexual harassment and discrimination.
- Evidence of implementation of mechanism
- Records of complaints of sexual harassment or discrimination
- Sexual harassment and 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 Health and Safety (H&S) policy and procedures includes 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 factual observations and interview with stakeholders

SLIMF 2.3.1.1 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 of H&S measures related to their work.

2.3.2 *Workers** have personal protective equipment appropriate to their assigned tasks.

Verifiers

- PPE distribution records confirm PPEs are appropriate to assigned task
- Interview with workers confirm receipt of PPE at no cost
- Direct factual observations.

2.3.3 Use of personal protective equipment is enforced.

Verifiers

- Organisation's PPE use enforcement measures
- 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.

Verifiers

- H&S records include accident records.
- Accident records include accident rates, type of operation, machine / equipment, and lost time Accident

SLIMF 2.3.4.1 The use of health and safety measures by *workers** is checked and enforced.

Verifiers

- Evidence of organization's enforcement 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 2.3.5.1 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 plan.
- Training reports.

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 of Liberia.

Verifiers

- Pay roll records
- Legal minimum wage rates
- Collective Bargaining Agreements.
- Pay slips.
- Workers' contracts.

2.4.2 Wages paid meet or exceed:

- 1) Minimum *forest** industry standards; or
- 2) Other recognized *forest** industry wage agreements; or
- 3) *Living wages** that are higher than *legal** minimum wages.

Verifiers

- Pay roll records
- Forest sector minimum wage rates
- Collective Bargaining Agreements.
- Pay slips.
- Workers' contracts and other benefits supporting living wage.

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**. *[NOT APPLICABLE, MINIMUM WAGE EXIST IN LIBERIA]*

2.4.4 Wages, salaries and contracts are paid on time.

Verifiers

- Wage and Salary payment records
- Workers pay slips
- 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.

Verifiers

- 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 management and workers

NTFP 2.5.1.1 *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 including applicable NTFP permit requirements.

Verifiers

- Management plan and /or any NTFPs permit conditions
- 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 reports and attendance list.
- Interview with workers to confirm 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* and consistent with the dispute resolution provisions of the Decent Work Act.

Verifiers.

- Organisation's dispute resolution procedures.
- Records of development of the dispute resolution procedures include participation of workers (appropriate representation, agreed communication channels, involve levels of workers, recorded agreements, meeting records approved, meeting records shared)
- 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.

- Organisation's disputes resolution procedures includes identification and response to workers' grievances.
- Records of workers grievances and resolution status
- Interview with workers

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
- Interview with workers.

2.6.4 *Fair compensation** is provided to workers* for work-related loss or damage of property and *occupational disease** or injuries.

Verifiers.

- Accident records

- Organisation's system of meeting occupational disease and injuries Compensation consistent with the Decent Work Act provisions.
- Compensation record.
- Evidence of payment compensation
- Dispute records.
- Interview with workers

PRINCIPLE* 3: INDIGENOUS PEOPLES* RIGHTS

[NOT APPLICABLE, THERE ARE NO INDIGENOUS PEOPLES IN LIBERIA]

JUSTIFICATION

Stakeholders at the first stakeholders meeting of 16 August 2023 in Monrovia came to the consensus that none of the Sixteen (16) tribes in present day Liberia is identified as Indigenous Peoples. This conclusion was further confirmed during consultation with the National Museum of Liberia. From the historical accounts given by the National Museum, the "Blewee and the Baboo" tribes which were believed to be the indigenous people in Liberia cannot be found or identified with any of the sixteen (16) tribes in present day Liberia.

The history of origin of the people of present-day Liberia is captured and captioned "waves of time" across the exhibition of history and archaeology of the people of Liberia at the National Museum of Liberia. As narrated by Mr Dolo² (personal communication), the history of the people of present-day Liberia like other West Africa countries has been that of migration. These migrations can be grouped to cover 3 main groups 1) those who migrated from the Western Sudan or the Western Sudanese Empires of Ghana, Mali, Songhai among others in the late Middle Ages; 2) Black immigrants from the United States (known historically as Americo-Liberians) and 3) the West Indies; and other Black migrants from neighbouring Western African states who came during the anti-slave-trade campaign and European colonial rule.

There are 16 tribes currently identified in Liberia, each with its unique language, customs, traditions and histories. It is believed that, the Africans who returned from slavery first settled with the Gola tribe on the Providence Island before spreading into the mainland Liberia. Each Liberian is identified with each of these 16 tribes. Unfortunately, the "Blewee" and the "Baboo tribes" who were believed to be the people originally on the land before others arrived (from the old Ghana, Mali and Songhai empires and later from slavery) cannot be identified with any of the present day 16 tribes. Two accounts have been put forward for this unfortunate situation. These are that

- 1) the "Blewee" and the "Baboo" tribes were driven away by the early migrants and
- 2) the "Blewee" and the "Baboo" tribes imitated the early migrant's way of life and lost their own identity as tribes.

Based on this historical account and the present-day situation where there is no marginalization of any of the 16 tribes of the Republic, in terms of language among other traditional and cultural identities, it was confirmed that there are no Indigenous Peoples in Liberia.

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.*

² Gbarsue Dolo of the museum, Email: gbarsuedolois blessed@gmail.com; +231775472450

3.1.2 Through *culturally appropriate* engagement** with the *Indigenous Peoples** identified in 3.1.1, 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 *Indigenous Peoples**, 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 *Indigenous Peoples** related to management activities, *Intact Forest Landscapes** and *Indigenous cultural landscapes**.

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:

- 1) Ensuring *Indigenous Peoples** know their rights and obligations regarding the resource;
- 2) Informing the *Indigenous Peoples** of the value of the resource, in economic, social and environmental terms;
- 3) 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
- 4) 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 (FPIC)** 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 impact report.
- Map of Management Unit showing communities affected by management activities.
- Participatory maps.
- Social objectives in the forest management plan.
- Identified communities including affected communities and Community Forestry Development Committees.
- Interview with communities and other stakeholders.

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.

Verifiers

- Documentation and /or map of items 1-7.
- Socio impact report.
- Records on engagement with affected communities.
- FDA attested Social Agreements with affected communities
- Complaint records.
- Organization forest management plan
- Interview with affected 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 *traditional people** 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.

Verifiers.

- Organisation's dispute resolution mechanism,
- Agreed dispute resolution procedures contained in FDA attested Social Agreements,
- Interview with management and 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.

- Socio-economic survey report.
- Records of consultation meetings on concession area with affected communities including attendance list.
- Letter of good faith or consent from affected communities from the concession area.

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.

Verifiers.

- identified violations.
- FDA compliance Audits reports
- Organisation's dispute resolution mechanism
- Agreed dispute resolution procedures contained in FDA attested Social Agreements.
- Dispute resolution records , including any root cause analysis and Corrective action for reported community rights violations
- Interview with management, FDA and communities.

4.2.4 *Free, Prior and Informed Consent** is granted by *affected communities** prior to management activities that affect their identified rights through a process that includes:

- 1) Ensuring the *affected communities** know their rights and obligations regarding the resource;
- 2) Informing the *affected communities** of the value of the resource, in economic, social and environmental terms;
- 3) Informing the *affected 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 *affected communities** of the current and future planned *forest** management activities.

Verifiers

- Socio-economic survey report,
- Records of consultation meetings for the management unit with affected communities including attendance list,
- Letter of good faith or consent from affected communities from the concession area (including list of communities provided by the FDA)
- Consultation with communities including Community Forestry Development Committee members identified by or registered with FDA in the management area to confirm the due process was followed for acquiring the letter of good faith.

- 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 *traditional peoples ** are engaged in a mutually agreed *FPIC** process that is advancing, in *good faith** and with which the community is satisfied.

Verifier

- Consultation with communities including Community Forestry Development Committee members identified by or registered with FDA in the management unit to progress of FPIC process.

4.X. In the event of delegation of control over management activities, a binding agreement* between The Organization* and the traditional 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 traditional peoples* of The Organization's* compliance with its terms and conditions.

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 4.3.1.1 Preference is given to *affected communities** in the management unit and those within 3 kilometers and their services.

Verifiers

- Evidence of preference given to affected communities in the management unit and those within 3 kilometres,
- Interview with affected communities in the management unit and those within 3 kilometres,

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 socio-economic 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.
- Socio-economic survey reports
- Forest management plan
- Interview with local communities and other stakeholders.
- FDA attested Social Agreements with affected communities.

SLIMF 4.4.1.1 Opportunities for social and economic development for *affected communities** (inside the management unit and within 3 kilometers) are identified and implemented.

Verifiers.

- Evidence of identified social and economic development for the *affected communities*' (inside the management unit and within 3 kilometres)
- Evidence of implementation of such opportunities
- Direct observation of *affected communities*' (inside the management unit and within 3 kilometres) development projects.
- Interview with *affected communities* (inside the management unit and within 3 kilometres).

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

- Socio impact assessment report.
- Records of implementation of local social economic development projects and additional activities.
- FDA attested Social Agreements with affected communities.
- Forest management plan.
- Interview with communities and direct observation of local community projects and additional activities.

SLIMF 4.4.2.1 Products and services of *affected communities** (inside the management unit and within 3 kilometers) are used as the preferred option.

Verifiers

- Evidence of preference for *affected communities** (inside the management unit and within 3 kilometres) products and services,
- Forest management plan,
- Direct observation of use of *affected communities** (inside the management unit and within 3 kilometres) products and services,
- Interview with *affected communities** (inside the management unit and within 3 kilometres)

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 reports.
- 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** (inside the management unit and within 3 kilometers).

Verifiers

- Evidence of implementation of measures.
- Direct factual observation in the field
- Interview with *affected communities* (inside the management unit and within 3 kilometres).

SLIMF 4.5.1.2 Upon request, these measures are communicated to affected communities*(inside the management unit and within 3 kilometers).

Verifiers

- Evidence of request for social, environmental and economic mitigation measures by affected communities,
- Evidence of communication to requests,
- Interview with affected communities (inside the management unit and within 3 kilometres).

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**.

Verifiers

- Dispute resolution procedures are publicly available.
- Records of development of dispute resolution confirms involvement of local communities.

- Interview with local communities

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

- Organisations grievance resolution mechanism,
- Records of grievances include grievances received,
- Evidence of response to grievances,
- Interview with local communities and other stakeholders,
- Status of grievance resolution.

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.

Verifiers

- Records of grievances include:
- Resolution steps.
- Outcome of resolution.
- Fair compensation and recipients.
- Status of resolution 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.

Verifiers

- 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.
- High Conservation Value (HCV) Assessment report.
- Social and Environmental Impact assessment reports.
- Any other records which identify such significant values.
- Interview with managers of organisation and 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.

Verifiers

- Evidence of documented agreed measures with local communities for identified significant sites for protection and implementation records.
- Forest management plans.
- HCV management and monitoring recommendation in HCV report.
- Direct field observation.
- Interview with managers of organisation and 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.

- Evidence of cessation of operations in the vicinity of newly observed or discovered sites of significant protection value.
 - Records of notification for suspension of operations to stakeholders,
 - Records of notification for resumption of operations to stakeholders.
- Direct field observations
- Interview with stakeholders.

4.8 *The Organization shall *uphold** the right of *traditional peoples** to *protect** and utilize their *traditional knowledge** and shall compensate them 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 *traditional 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.**

- 4.8.1 *Traditional knowledge** and *intellectual property** of *traditional peoples** 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.
- FDA annual audit reports.
- Interview with local communities, FDA and other stakeholders.

4.8.2 *Traditional peoples** are compensated according to the *binding agreement** reached through *Free, Prior and Informed Consent** for the use of *traditional knowledge** and *intellectual property**.

Verifiers

- Traditional knowledge and intellectual property agreement,
- Evidence of compensation paid as in the agreement,
- FDA annual audit reports,
- Interview with local communities, FDA 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

- Evidence of identified range of resources and ecosystem services capable of strengthen the local economy.
- Forest management plans.
- Any other report identifying resources and ecosystem services of benefit to the local economy.

SLIMF 5.1.1.1 *The Organization** is aware of the range of resources and **ecosystem services*** that could strengthen and diversify the economy of the communities inside the management unit and within 3 kilometres.

Verifiers

- Evidence of awareness of range of resources and ecosystem services;
- Forest management plan;
- Direct field observations;
- Interview with communities in the management unit and within 3 km communities and other stakeholders.

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.

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,
- FDA attested Social Agreements with affected communities.
- Forest management plans

5.1.3 When **The Organization*** uses FSC Ecosystem Services Claims, **The Organization*** shall comply with applicable requirements in FSC-PRO-30-006.

Verifier:

- 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 the FDA guidelines for Forest Management Planning in Liberia and the organisation's strategic management plan, the five-year coupe and the annual operational plan approved by the FDA.

Verifiers:

- Annual harvesting certificate is based on the annual operational plan approved by the FDA.
- The Strategic management plan approved by the FDA.
- The five-year operational plan approved by the FDA.

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

- Organisation's annual harvesting certificate based on management plan and the annual operational plan by the FDA,
- Interview with FDA.

5.2.3 Actual annual harvest levels for timber are not over the levels in the annual harvest certificate and are supported by tree data records, log data records and any applicable special felling records

Verifiers

- Evidence that annual harvest is consistent with the organisation's annual harvest certificate levels.
- Annual harvesting certificate.
- Records of Tree data forms/Felling data forms.
- Records of Log data forms/Cross-cut data forms.
- FDA annual audit report.
- Interview with FDA and other stakeholders.
- Direct field observations.

5.2.4 For extraction of commercially harvested services and *non-timber forest products** legally permitted or under the *Organization's** control a sustainable harvest level is assured consistent with the silvicultural measures of the Regulation on the Commercial and Sustainable Extraction of Non-Timber Forest Products (NTFPs)

Verifiers

- Harvesting does not exceed approved permit quantities.
- Legal commitment to provide silvicultural prescriptions for threatened NTFPs.
- Evidence that specific NTFP species for silvicultural prescriptions are followed.
- Evidence that silvicultural prescriptions done in collaboration with local communities and the FDA.

5.3 *The Organization shall demonstrate that the positive and negative externalities* of operations are included in the *management plan**.**

5.3.1 The costs related to the implementation of the forest management activities are documented in the *management plan** consistent with the economic and financial assessment of the FDA Guidelines for Forest Management Planning..

Verifiers

- Evidence of documented cost for the implementation of the forest management plan for at least five years
- Consultation with the forest management plans
- Interview with FDA and other stakeholders

5.3.2 Benefits related to positive social and environment impacts of management activities are identified and included in the *management plan** consistent with the associated objectives of the FDA Guidelines for Forest Management Planning.

Verifiers

- Evidence of identification and inclusion of positive social and environmental impacts of management activities in the management plan.
- Consultation of the forest management plans.
- Interview with affected communities, the FDA and other interested stakeholders.

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 any local goods, services, processing and value-added facilities not used
- Organisations procurement policies and procedures
- Interview with local communities.

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:

- Organisations evidence of any attempts made building local capacity when applicable
- Capacity building or strengthening records.
- Direct observations through field visit
- Interview with *local communities**

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:

- Evidence of funds made available to implement the management plan,
- Management Plans approved as approved by the FDA,
- Organisation or managers Business Plan / Investment plan,
- Annual Budgets,
- Interview with top management.

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**.

Verifiers:

- Evidence of expenditures and investment made,
- Capital and operational expenditure records,
- Budget Control/monitoring records,
- Audited Financial Statements/Financial statements,
- Payment records,
- Direct factual 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** consistent with the Forestry Development Authority Regulation on the Environment.

Verifiers

- Identified environmental values.
- Evidence of use of current best available flora, fauna and ecological studies.
- Consultation with FDA and other 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,
- Interview with FDA and other experts.

SLIMF 6.1.2.1 Assessments of *environmental values** are conducted with a level of detail and frequency as determined with affected communities inside the management unit* and within 3 kilometers.

Verifiers:

- Identified environmental values/Assessment report.
- Evidence that procedures for assessing environmental values and level of detail and frequency of assessments was determined with local communities.

- Interviews with communities in the management unit and within 3km.

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:

- Approved Environmental Impact Assessment license issued by the EPA and certified by the FDA
- Interview with FDA, EPA and other stakeholders

SLIMF 6.2.1.1 Prior to implementing site-disturbing activities an assessment is conducted to identify possible adverse impacts from planned management activities consistent with the Forest Development Authority Regulation on the Environment.

Verifiers

- Approved Environmental Impact Assessment approved by the EPA and certified by the FDA
- Interview with FDA, EPA and other 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.

Verifiers:

- Evidence of impacts assessment of management activities before start of site disturbing activities.
- Environment impact assessments report
- Interview with FDA 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 that the EMP are taken up in the operational plans and implemented
- Approved Annual Operational Plan.
- EIA inspection report by the FDA.
- Inspection report by the EPA.
- Interview with EPA, FDA, local communities and other stakeholders,
- Direct factual observations in the field.

6.3.2 Management activities prevent negative impacts to *environmental values**

Verifiers:

- Organisation's management Procedures.
- EIA inspection report by the FDA.
- Inspection report by the EPA.
- FDA's annual compliance audit report.
- Interview with EPA, FDA, local communities and other stakeholders,
- Direct factual observations in the field.

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.

Verifiers

- Organisation's monitoring procedures
- Organisation's Monitoring records
- Complaint and grievance records.
- Evidence of implementation of corrective and preven mesures

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* consistent with pre-felling operational requirements of the FDA.*

Verifiers:

- Records of identified Rare and Threatened species, CITES species and their habitat in the management unit,
- HCV reports,
- FDA's multi-resources survey reports,
- Maps of rare and threatened species and their habitats within the Management Unit,
- Forest management plans approved by the FDA,
- Interview with FDA and other stakeholders.

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:

- EIA report and related Environmental Impact Management Plan (EMP)
- FDA approved annual operational plan and evidence of any modified activities based on identified negative impact of rare and threatened species.
- FDA approved management plan.
- Organisation's HCV assessment report.
- Interview with FDA and other stakeholders
- Direct factual observation in the field.

SLIMF 6.4.2.1 *Management activities are designed or modified to avoid negative impacts to rare and threatened species*, and their habitats*.*

Verifiers

- EIA report and related Environmental Impact Management Plan (EMP)
- FDA approved annual operational plan and evidence of any modified activities based on identified negative impact of rare and threatened species.
- FDA approved management plan.
- Organisation's HCV assessment report.
- Interview with FDA and other stakeholders.
- Direct factual observation in the field.

6.4.3 The *rare and threatened species** and their *habitats** are protected in line with the FDA forest management planning guidelines and the code of harvesting practice requirements.

Verifiers:

- Organisation's conservation policy and procedures.
- Maps of rare and threatened species and their habitats within the Management Unit
- FDA approved management planning documents.
- Conservation maps
- Interview with workers
- Direct factual observations in the field.

6.4.4 Hunting, fishing, trapping and collection of rare or *threatened species** is prevented.

Verifiers:

- Organisation's Wildlife conservation policy and procedures including any enforcement practices,
- FDA compliance audit reports,
- FDA attested Social Agreements,
- Interview with workers, local communities and other stakeholders,
- Direct factual observations in the field.

SLIMF 6.4.4. 1 Organisation has a policy in place to prevent hunting, fishing, trapping and collection of rare or *threatened species** which is communicated to its workers and the local community.

Verifiers:

- Organisation's Wildlife conservation policy and evidence of communication to workers and the local community.
- FDA attested Social Agreements.
- Interview with workers, local communities and other 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** consistent with pre-felling operational requirements of the FDA.

Verifiers:

- Records of identified natural ecosystems in the management unit.
- HCV reports.
- FDA's multi-resources survey reports.
- Maps of natural ecosystems within the Management Unit.
- Forest management plans approved by the FDA.
- Interview with FDA and other stakeholders.

6.5.2 *Representative Sample Areas** of *native ecosystems** are protected, where they exist.

Verifiers:

- Records of protected native ecosystems in the management unit within the landscape
- HCV management and monitoring recommendations.
- Forest management plans approved by FDA.
- Interview with organisation and FDA.
- 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 in the management unit and within the landscape.
- Evidence of restoration of part of management unit when applicable.
- Interview with organisation and FDA.
- Direct observations in the field.

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 ecosystems (including and FDA protected areas within the landscape) or restored areas including map of the management unit within the landscape.
- Forest Management Plans approved by the FDA.
- Interview with the organisation and FDA.
- Direct observation in the field.

6.5.5 *Representative Sample Areas** in combination with other components of the *conservation areas network** within the management unit and the landscape comprise a minimum 10% area of the *Management Unit**.

Verifiers:

- Records of protected native ecosystems (including FDA protected areas within the landscape) is not less than 10% of the management unit.
- Forest Management Plans approved by the FDA.
- Interview with the organisation and FDA.
- 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 while non-native plant species are actively managed and monitored to minimize their impact

Verifiers:

- Organisations conservation policy and procedures.
- Forest operation records
- EMP monitoring records.
- Forest Management plans approved by the FDA.
- Interview with workers and direct observations 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 as approved by FDA.

Verifiers:

- Forest Management plans approved by the FDA,
- Interview with workers and FDA
- 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 consistent with FDA pre-felling operational requirements.

Verifiers:

- Organisations conservation policy and procedures.
- Forest operation records,
- EMP monitoring records,
- Forest Management plans approved by the FDA,
- Interview with workers and direct observations in the field.

6.6.4 Effective measures including consideration of any NTFP obligations in social agreements 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.

Verifiers:

- Organisation's Wildlife and biodiversity protection policies, procedures and their implementation,
- Records of implementation of policy including monitoring,
- FDA attested Social Agreements,
- Interview with local communities and FDA,
- Direct observations in the field.

6.6.5a Mechanisms for wildlife *protection** are in place. The Wildlife protection laws, guidelines for forest management planning and the code of forest harvesting practices in Liberia on *protection**, hunting and trade in animal species or parts (trophies) shall be known and complied with.

Verifiers:

- Evidence of organizational knowledge on the Wildlife legislation of Liberia, the FDA guidelines for Forest Management Planning in Liberia and the FDA Code of Forest Harvesting Practices,
- Evidence of compliance with the Wildlife legislation of Liberia, the FDA guidelines for Forest Management Planning in Liberia and the FDA Code Of Forest Harvesting Practices,
- FDA audit reports,
- Interview with workers, FDA, the *local communities*[^] and other stakeholders,
- Direct observation in the field.

6.6.5b The organisation shall apply appropriate measures aiming at mitigating illegal hunting practices and trade in bush meat of protected species by enforcing and monitoring directives prohibiting all employees and workers to -

- possess and/ or transport firearms, bush meat and/ or hunters in company vehicles, even outside the commercial forest area;
- hunt outside of any designated hunting area within the commercial forest area;
- hunt protected animals;
- use traps;
- engage in trade of bush meat in company camps, worksites or elsewhere.

Verifiers:

- Evidence of measures implemented to mitigate illegal hunting practices and trade in bush meat of protected species to including monitoring,
- Interview with workers and local communities,
- FDA Audit reports,
- Direct factual observations in the field.

6.6.5c A system of regular and punctual controls to ensure hunting policies are respected is implemented;

Verifiers:

- Evidence of regular and punctual control measures and their implementation,
- Records of management actions in response to violation hunting polies,
- FDA audit reports,
- Interview with workers, local communities, and FDA.

6.6.5d Effective mitigation measures are in place to ensure that *workers** do not increase hunting, trapping or collecting of bush meat or wild fish.

Verifiers:

- Evidence of mitigation measures implemented,
- Evidence that hunting, trapping and collection of bush meat or wild fish is not increasing;
- FDA audit reports,
- Interview with workers, local communities and FDA.

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.

Verifiers:

- FDA approved management plans,
- Procedures /Work instructions on road alignment, building and maintenance, chemicals and fertilizer use etc. including relevant topographic and hydrologic maps,
- Evidence of management activities complying with approved management plans and company's own Water management procedures,
- FDA audit report,
- Interview with workers, FDA and local communities,
- Direct factual 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, *restoration** activities are implemented.

Verifiers:

- Evidence of causes of failure determined,
- Evidence of efforts at working with relevant actors to implement restoration activities,
- Interview with local communities and experts,
- Direct field observations.

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:

- Evidence of implementation of restoration activities to include monitoring of effectiveness of restoration,
- FDA audit reports,
- Interview with workers, FDA and local communities,
- Direct observation in the field

6.7.4 Where continued degradation exists to watercourses, *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.

Verifiers:

- Evidence that degradation by past management or third party,
- Evidence of implementation of degradation prevention and mitigation measures,
- Evidence of implementation of restoration activities to include monitoring of effectiveness of restoration,
- FDA audit reports,
- Interview with workers, FDA and local communities,
- Direct observation in the field.

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:

- FDA approved management plans with appropriate maps,
- Plantation design and area statement (for plantations) with appropriate maps as applicable,
- 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**.

Verifiers:

- FDA approved management plans with appropriate maps,
- Plantation design and area statement (for plantations) with appropriate maps as applicable,
- Direct observation in the field.

6.9 *The Organization** shall not convert *natural forest** or *High Conservation Value Areas** to *plantations** or to *non-forest land-use**, nor transform *plantations** on sites directly converted from *natural forest** to *non-forest land-use**, except when the *conversion**:

- a) *Affects a very limited portion** of the *Management Unit**, and
- b) Will produce clear, substantial, additional, secure long-term *conservation** and social benefits in the *Management Unit**, and
- c) 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** or *High Conservation Value Areas** 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) Will produce clear, substantial, additional, secure, long-term *conservation** and social 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 and converted area in not more than 5% of the management unit,
- Evidence that plantation has not threatened or damaged HCVs (e.g., pre-conversion HCV assessment report),
- FDA approved management plans,
- Interview with stakeholders,

- Direct observation in the field.

6.10 **Management Units*** containing **plantations*** that were established on areas converted from **natural forest*** between 1 December 1994 and 31 December 2020 shall not qualify for certification, except where:

- a) The conversion affected a **very limited portion*** of the **Management Unit*** and is producing clear, substantial, **additional***, secure long-term **conservation*** benefits in the **Management Unit***, or
- b) **The Organization*** which was **directly*** or **indirectly*** involved in the conversion demonstrates **restitution*** of all **social harms*** and **proportionate* remedy*** of **environmental harms*** as specified in the applicable FSC Remedy Framework, or
- c) **The Organization*** which was not involved in the conversion but has acquired **Management Units*** where conversion has taken place demonstrates **restitution*** of **priority social harms*** and **partial remedy*** of **environmental harms*** as specified in the applicable FSC Remedy Framework.

6.10.1 Based on **Best Available Information***, accurate data is compiled on all conversions between 1 December 1994 and 31 December 2020 within the **Management Unit***

Verifiers

- Evidence that conversion data is the best available and consistent with the past history: activities and former management of the FDA Guidelines for Forest Management Planning in Liberia,
- Historical reports on the Management Unit to include area statements,
- Forest management plan.

6.10.2 Areas converted from **natural forest*** to **plantation*** between 1 December 1994 and 31 December 2020 are not certified, except where:

- 1) The conversion affected a **very limited portion*** of the **Management Unit*** and is producing clear, substantial, **additional***, secure **long-term* conservation*** benefits in the **Management Unit***, or
- 2) **The Organization*** which was **directly*** or **indirectly*** involved in the conversion demonstrates **restitution*** of all **social harms*** and **proportionate* remedy*** of **environmental harms*** as specified in the applicable FSC Remedy Framework, or
- 3) **The Organization*** which was not involved in conversion but has acquired **Management Units*** where conversion has taken place demonstrates **restitution*** of **priority social harms*** and **partial remedy*** of **environmental harms*** as specified in the applicable FSC Remedy Framework, or
- 4) **The Organization*** qualifies as a **small-scale smallholder***.

Verifiers:

- Evidence that any conversion is not more than 5% of the management unit and evidence of other benefits stated in this indicator,
- Evidence social and environmental remedy per FSC requirements,
- Interview with stakeholders,
- Direct observations in the field.

6.11 **Management Units*** shall not qualify for certification if they contain **natural forests*** or **High Conservation Value Areas*** converted after 31 December 2020, except where the **conversion***:

- a) Affected a **very limited portion*** of the **Management Unit***, and
- b) Is producing clear, substantial, **additional***, **secure long-term* conservation*** and social benefits in the **Management Unit***, and
- c) Did not threaten **High Conservation Values***, nor any sites or resources necessary to maintain or enhance those **High Conservation Values***.

6.11.1 Based on **Best Available Information***, accurate data is compiled on all **conversions*** of **natural forests*** and **High Conservation Value Areas*** after 31 December 2020 within the **Management Unit***.

Verifiers

- Evidence that conversion and HCV data are the best available and consistent with the past history: activities and former management of the FDA Guidelines for Forest Management Planning in Liberia,
- HCV assessment report (if carried out after .December 2020,
- Interview with stakeholders,
- Direct observation in the field.

6.11.2 Areas where **natural forests*** or **High Conservation Value Areas*** have been converted after 31 December 2020 are not certified, except where the **conversion***:

- 1) Affected a **very limited portion*** of the **Management Unit***, and
- 2) is producing clear, substantial, **additional***, **secure long-term* conservation*** and social benefits in the **Management Unit***, and
- 3) did not threaten **High Conservation Values***, nor any sites or resources necessary to maintain or enhance those **High Conservation Values***.

Verifiers:

- Evidence that any conversion is not more than 5% of the management unit and evidence of other conversion benefits stated in this indicator,
- Evidence that HCVs conversion did not threaten HCVs and their maintenance,
- Interview with stakeholders,
- Direct observations in the field.

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

- Vision and values include those contained in the 25 year Strategic management plan covering the background, conditions and plans for the entire contract area approved by the FDA
- Vision and values include those contained in the five year operational plan for operations covering activities to be carried out within the period approved by the FDA and
- Vision and values include those contained in the Annual operational planning covering the previous year's activities and operational plans for the following year including block plans approved by the FDA.
- Interview with management and workers

7.1.2 Specific, operational **management objectives*** that address the requirements of this standard are defined and are consistent with the guidelines on main and associated objectives of forest management provided in the FDA Guidelines for Forest Management Planning in Liberia.

Verifiers:

- Specific objectives contained in the strategic management plan and operational plans approved by the FDA,
- Interview with management of organisation and FDA.

7.1.3 Summaries of the defined policies and **management objectives*** are included in the **management plan*** and publicized.

Verifiers

- Evidence of summaries of defined policies and management objectives in the management plan,
- Evidence of publicized management plan,
- Interview with management and stakeholders.

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** and consistent with the FDA Guidelines for Forest Management Planning in Liberia.

Verifiers:

- Evidence of strategies, measures, procedures and actions to achieve management objectives in the management plan,
- Interview with management of organisation and FDA.

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,
- Interview with management of organisation.

7.3 *The management plan** shall include *verifiable targets** by which progress towards each of the prescribed *management objectives** can be assessed.

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

Verifiers:

- Evidence of established target for management objectives in management plans,
- Monitoring and evaluation procedures and plan for assessing targets including frequency of assessment,
- Interview with management of organisation.

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.

Verifiers:

- Forest management plan approved by the FDA meets the Forest Management Plan review guidelines of FDA,
- Reviewed and approved management plan incorporates requirements of this indicator,
- Interview with management of organisation, local communities, FDA and other stakeholders.

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 *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,***
- ***Interview with interested and affected stakeholders.***

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 meetings requirement of this indicator,
- Evidence that summary of the management plan is publicly available at no cost,
- Interview with interested and affected stakeholders

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,

- Interview with interested and affected stakeholders.

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).*

Verifiers:

- Organization's Policies,
- Organization's Procedures,
- Records of stakeholder engagement for items 1-5,
- HCV assessment report,
- Social Agreements attested by FDA / 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.

Verifiers:

- Engagement procedures,
- Engagement records demonstrate conformance to items 1-6,
- Interview with local communities, FDA and other stakeholders.

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 consistent with the FDA Guidelines for Forest Management Planning in Liberia and the FDA Code Of Forest Harvesting Practices.
- Records of identified rights holders and stakeholders affected by operations,
- Evidence of written permission /consent from landowner,
- Planning and monitoring records,
- Evidence of provided opportunities in monitoring and planning of relevant management activities,
- Interview with rights holders, FDA and affected stakeholders.

SLIMF 7.6.3.1 *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:

- Organisation's consultation procedures,
- Evidence of consultation with affected stakeholders in the development, implementation and monitoring of management activities,
- Grievance records,
- Evidence of addressed concerns of affected stakeholders in the development, implementation and monitoring of management activities,
- 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.

Verifiers:

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

- Social and environmental impact assessment report,
- Social and environmental impact monitoring plan,
- Social and environmental impact monitoring records,
- Interview with FDA and other stakeholders,
- Direct observation in the field.

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,
- Interview with FDA and other stakeholders,
- Direct observation in the field.

8.2.2 Changes in environmental conditions are monitored consistent with Annex G and the monitoring guidelines of the FDA Guidelines for Forest Management Planning in Liberia..

Verifiers:

- Environmental monitoring plan,
- Environmental monitoring records,
- Interview with management of organisation and FDA,
- Direct observations in the field.

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,
- Interview with FDA and other stakeholders.

8.3.2 If monitoring results show non-conformities with the FSC Standard then *management objectives**, *verifiable targets** and/or management activities are revised.

Verifiers:

- 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 field.

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.

Verifiers:

- 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.],
- Interview with stakeholders.

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:

- Completed waybill including place of harvest, chain of custody ID numbers, date and place were loaded and destination,
- Log data form,
- Standard form 14 (verification of cross cutting, dressing, and invoicing for Stumpage)
- Invoices and payment or log transfer records,
- Tracking system for tracking and tracing all products marketed as FSC certified,
- 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.

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.

Verifiers:

- Sales documentation records to include:
- Common and scientific species name,
- Product name and description,
- Volume (or quantity of product,
- Waybill including place of harvest, chain of custody ID numbers, date and place were loaded and destination,
- Log data form,
- Standard form 14 (verification of cross cutting, dressing, and invoicing for Stumpage)
- Sales invoice and payment records.

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.

Verifiers:

- Evidence of applicable documentation kept for minimum of five years to include:
 - 1) Sales documentation records,
 - 2) Products description records,
 - 3) Products tracking records,
 - 4) FSC Certificate code,
 - 5) 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.

Verifiers:

- HCV assessment report,
- Forest Management Plan,
- HCV Maps,
- Interview with management of organisation and Direct observation in the field

9.1.2 This assessment includes identification of *Intact Forest Landscapes**, as of January 1, 2017.

Verifier:

- HCV assessment report,
- Interview with management of organisation and experts,
- Direct observation in the field.

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 assessment report,
- Summary of notes from the HCV assessment stakeholder consultation,
- 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**.

Verifiers:

- HCV threat assessments -HCV report,
- Summary report of HCV assessment stakeholder consultation,
- Interview with stakeholders and,
- 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.

Verifiers:

- HCV report and as to when the assessment was conducted,
- 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:

- HCV Management and monitoring strategies accounts for the protection of core areas where Intact Forest Landscapes are identified (where applicable).
- Interview with stakeholders

- Direct observation in the field

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

Verifiers:

- Not less than 80% of Intact Forest Landscapes are designated as core area where applicable (HCV Report and maps).
- Interview with stakeholders,
- Direct observations from the field.

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

Verifiers:

- HCV management and monitoring strategies,
- HCV monitoring records and
- Evidence of effectiveness of management strategies
- Interview with stakeholders
- Direct factual observations in the field

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.

Verifiers:

- Evidence that allowed industrial activity in core areas is limited,
- HCV assessment report, Management plans are related maps,
- Evidence of long term conservation and social benefits from industrial activities,
- Interview with stakeholders and
- Direct factual observations from the field.

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 management and monitoring strategies including defined HCV areas and HCV management areas including maps,
- Evidence of implementation of HCV management strategies
- HCV management and monitoring records,
- Interview with stakeholders,
- Direct factual 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 including HCV threat assessment,
- HCV management and monitoring strategies,
- Evidence of application of the Precautionary approach,
- HCV monitoring plan,
- HCV monitoring records,
- Interview with stakeholders,
- Direct factual observation in the field.

9.3.3 *Core areas** are *protected** consistent with *Criterion** 9.2.

Verifiers:

- HCV assessment report
- HCV management and monitoring strategies,
- Evidence of protection of core areas in identified Intact Forest Landscapes (where applicable),
- Interview with stakeholders,
- Direct factual observation in the field.

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

Verifiers:

- Evidence that not less than 80% of Intact Forest Landscapes are designated as core area is protected where applicable (HCV Report and maps).
- Interview with stakeholders,
- Direct observations from the field.

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 including HCV threat assessment,
- HCV management and monitoring strategies,
- HCV management and monitoring records,
- Evidence of ceased HCV harmful activities as identified,
- 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:

- 4) Implementation of strategies;
- 5) The status of *High Conservation Values**, including *High Conservation Value Areas** on which they depend; and
- 6) 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 management and monitoring strategies including defined HCV areas and HCV management areas including maps,
- HCV monitoring programme,
- HCV monitoring records including status of HCVs and their management areas,
- Interview with stakeholders,
- Direct factual observation in the field.

9.4.2 The monitoring program includes *engagement** with *affected** rights holders, affected and *interested stakeholders** and experts.

Verifiers:

- HCV monitoring programme,
- Evidence that HCV monitoring programme includes engagement with affected rights holders, affected and interested stakeholders* and experts.

SLIMF 9.4.2 The monitoring program includes *engagement** with *local communities**.

Verifiers:

- HCV monitoring programme,
- Evidence of engagement with local communities in monitoring activities,
- Interview with local communities.

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 monitoring programme scope, detail and frequency, specified for each identified HCV,
- Interview with stakeholders.

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**.

Verifiers:

- HCV management and monitoring strategies and actions,
- Evidence of adapted management strategies and actions based on monitoring results or new information,
- Evidence of application of the precautionary approach when applicable,
- Interview with stakeholders.
- Direct factual observations in the field.

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** consistent with post-harvest activities of the FDA Code of Harvesting Practice in Liberia.:

Verifiers:

- Approved Management and Annual plans by the FDA,
- Organisation's harvesting and regeneration procedures,
- Evidence of suitability of regeneration and protection of environmental values,
- Harvest sites regeneration records including species, maps,
- Direct factual observations in the field.

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;
- 2) 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**.

Verifiers:

- Approved Management and Annual plans by the FDA,
- Evidence of regeneration implementation activities consistent with this indicator.
- Regeneration implementation records,
- Direct factual observations 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**.

Verifiers:

- Forest management and Annual Plans approved by the FDA plan,
- Justification for species choice and justification for any non-native species used in regeneration,

- Forest regeneration/planting records including maps
- Interview with stakeholders,
- Direct factual observation in the field.

10.2.2 Species chosen for regeneration are consistent with the regeneration *objectives** and with the *management objectives**.

Verifiers:

- Forest management and Annual Plans approved by the FDA plan,
- Evidence of the consistency of the regeneration species with regeneration objectives and management objectives
- Forest regeneration/planting records including maps
- Interview with stakeholders,
- Direct factual 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.

Verifiers:

- Forest management plans approved by FDA,
- Planted species records,
- Evidence that invasive impacts of alien species can be controlled,
- Interview with FDA and other stakeholders,
- Direct factual observations 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 plans approved by FDA,
- Planted species records,
- Evidence of effective measures controlling spread of alien species outside established area,
- Interview with FDA and other stakeholders,
- Direct factual observations in the field.

10.3.3 The spread of *invasive species** introduced by *The Organization** is controlled.

Verifiers:

- Forest management plans approved by FDA,
- Planted species records,
- Evidence of control of invasive species introduced by organisation,
- Interview with FDA and other stakeholders,
- Direct factual observations 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

- Evidence that alien species were not introduced by the organisation,
- Evidence of control of Invasive impact of alien species,
- Evidence of cooperation with regulatory bodies when applicable.

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 plans approved by FDA,
- Evidence of not using GMOs,
- Consultation with FDA and other experts,
- 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 plans approved by the FDA,
- Silvicultural Procedures,
- Justification of silviculture practices with vegetation, species, site and management objectives
- Consultation with FDA and other experts,
- Direct factual 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.

Verifiers:

- Forest management plans approved by the FDA,
- Procedures for fertilizer use,
- Records of fertilizer usage,
- Evidence of fertilizer usage minimisation or avoidance,
- Interview with workers other stakeholders.

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*.

Verifiers:

- Records of comparative analysis of “with or without fertilizer use”
- Records of fertiliser used,
- 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

10.6.4 When *fertilizers** are used, *environmental values** are protected, including through implementation of measures to prevent damage and consistent with the Liberia Fertilizer Regulatory Division Act and related regulations.

Verifiers:

- Fertilizer use procedures,
- Documented fertilizer use records
- Evidence of compliance with Liberia Fertilizer Regulatory requirements,
- Interview with workers, local communities and other stakeholders,
- Direct observation in the field.

10.6.5 Damage to *environmental values** resulting from *fertilizer** use is mitigated or repaired.

Verifiers:

- Environmental monitoring records (including soil and/or water analysis)
- Evidence of repair or mitigation measures implemented to correct environmental damages from fertilizer usage,
- Interview with workers, local communities and other stakeholders,
- 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.

Verifiers:

- Organisation Integrated Pest Management (IPM) addresses requirements of this indicator,
- Evidence of implementation of IPM,
- Chemical Pesticide use records,
- Interview with management and workers,
- Direct observation in the field.

10.7.2 Prior to using chemical pesticides*, the requirements of the Environmental and Social Risk Assessment* framework for Organizations* (FSC-POL-30-001 V3-0 FSC Pesticides Policy clause 4.12) are met.

Verifiers:

- Organisation's Environmental and Social Risk Assessment (ESRA),
- Evidence of conformance with applicable ESRA requirements prior pesticide use,
- Interview with management, FDA and workers,

10.7.3 Affected rights holders* and affected* and interested stakeholders* are provided with an opportunity for engagement* in the development of the Environmental and Social Risk Assessment* in a culturally appropriate* manner.

Verifiers:

- Evidence of opportunity for engagement with applicable stakeholders in the development of the organisation's ESRA
- Interview with FDA, local communities, and other stakeholders.

10.7.4 The Environmental and Social Risk Assessment* is reviewed and, if necessary, revised within the certificate cycle.

Verifiers:

- Evidence of review of organisation's ESRA,
- Interview with management, FDA and workers.

10.7.5 A decision process and rationale are in place to select the pest, weed or disease control option that demonstrates least social and environmental damages, more effectiveness and equal or greater social and environmental benefits.

Verifiers:

- Organisation's ESRA and IPM,
- Evidence of pest and diseases control options conforming to requirements of this indicator,

- Interview with management.

10.7.6 Records of pesticide* usage are maintained, including trade name, active ingredient*, quantity of active ingredient* used, period of use, number and frequency of applications, location and area of use and reason for use.

Verifiers:

- Evidence of pesticide usage records meeting indicator requirements,
- Interview with management.

10.7.7 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 of procedures,
- Evidence of compliance with the FDA Hazardous chemicals (spraying of logs with pesticides) guidelines – including:
 - Availability of material safety data sheets (MSDS),
 - Availability and use of protective gear for pesticide handlers,
 - Storage, environmental protection, etc.
- Monitoring records (including health of chemical handlers)
- Availability of emergency showers at pesticide storage facilities/sprayers change room.

10.7.8 If pesticides* are used, application methods minimize quantities used, while achieving effective results, and provide effective protection* to surrounding landscapes*.

Verifiers:

- Organisation’s IPM and pesticide use procedures,
- Pesticide use records,
- Application methods,
- Evidence of minimisation of pesticides usage
- Interview with workers,
- Direct observation in the field,

10.7.9 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 including environmental accidents – spillage, etc
- Monitoring records (including health of chemical handlers)
- Evidence of preventing, mitigating or repairing damage caused by chemical application,
- Interview with workers and other stakeholders,
- Direct observations in the field.

10.7.10 When *pesticides** are used:

- 1) 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,
- 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.

NOTE: INDICATORS 10.7.11 TO 10.7.27 BELOW ARE FROM THE 17 FSC TPL 60-010 V2-0

10.7.11 A trend of replacement, reduction and/or removal of highly hazardous pesticides over time is demonstrated, or continued use is justified.

Verifiers:

- Justification for the use of HHP,
- Evidence for trend of HHP replacement, reduction and/or removal overtime,
- Pesticide usage records,
- Interview with pesticide handlers.

10.7.12* Control measures are proactively considered and/or implemented based on the likely impacts of the targeted pest, weed or disease and any intervention threshold* to avoid unacceptable impacts on economic, environmental or social values.

Verifiers:

- Organisation's IPM and justification for control measures for specific pest,
- Any evidence of disease and pest surveillance and established occurrence thresholds for control measures,
- Interview with management and pesticides handlers.

10.7.13* Programmes are in place that have specific actions, timelines, targets and resources allocated to conduct, or support, research to identify and test less hazardous alternatives to replace FSC highly restricted highly hazardous pesticides* and restricted highly hazardous pesticides* consistent with the protocols of the Liberia Plant Protection Regulatory Services Bureau Act.

Verifiers:

- Evidence of organisation programmes implemented to meeting indicator requirements,
- Pesticide usage records,
- Interview with pesticide handlers.

10.7.14* Risk mitigation measures prioritise avoiding exposure* of workers*, affected stakeholders* and/or environmental values* to highly hazardous pesticides,

consistent with the FDA code of harvesting practices guidelines on hazardous chemical use.

Verifiers:

- Evidence of risk assessment and mitigation measures to meet indicator requirements,
- Evidence of implementation of risk mitigation measures,
- Interviews with pesticide handlers, local communities and other stakeholders,
- Direct factual observations in the field.

10.7.15* Risk mitigation measures for workers* include the use of appropriate personal protective equipment consistent with FSC-POL-30-001b Personal Protective Equipment or the requirements stipulated in the ILO - Code of Practice on Safety and Health in Forestry Work.

Verifiers:

- Evidence of PPE for pesticide handlers to meet indicator requirements,
- Evidence of implementation of supply and use of PPEs by pesticide handlers,
- Interviews with pesticide handlers,
- Direct factual observations in the field.

10.7.16* A pesticides buffer zone* is established where hazardous pesticide* is used to meet the environmental and social performance requirements of the FDA code of forest harvesting practices.

Verifiers:

- Organisation's HP storage, handling and application procedures meet indicator requirements,
- Evidence of implementation of pesticides storage, handling and application procedures meet indicator requirements,
- Interview with pesticides handlers, other workers, local communities
- Direct factual observations in the field.

10.7.17* An exclusion zone* is established where a hazardous pesticide* and/or application method requires one, and consistent with the hazardous chemical guidelines of the FDA code of forest harvesting practices, to avoid workers* and affected stakeholders* from being exposed to harm.

Verifiers

- Evidence of exclusion zone consistent with SDS of pesticides in use including its availability at where they are needed,
- Workers interviewed demonstrate understanding of the risk of pesticides and their usage as required,
- Direct factual observations.

10.7.18* The location and duration of such an exclusion zone* is communicated in a culturally appropriate* manner.

Verifiers:

- Evidence of communicating the location and duration of exclusion zones to stakeholders including records,
- Interview with workers, local communities and other stakeholders.

10.7.19* Training programmes are developed and implemented for the use of hazardous pesticides consistent with the training and full risk information disclosure requirements of the FDA code of forest harvesting practices of Liberia for workers and the mitigation measures identified in the Environmental and Social Risk Assessment*.

Verifiers

- Organisation's training programme for the use of hazardous pesticides
- Evidence of implementation of training programme,
- Interview with workers and FDA.

10.7.20* The implementation of risk mitigation measures is monitored as part of the key performance indicators monitoring of the FDA code for forest harvesting practices of Liberia.

Verifiers:

- Evidence of monitoring of the risk mitigation measures, including monitoring records,
- Interview with workers and other stakeholders.

10.7.21* The exposure of individual workers* to highly hazardous pesticides* is monitored to include specific annual medical surveillance for workers handling hazardous pesticides.

Verifiers:

- Evidence of monitoring individual workers to hazardous pesticides,
- Evidence of specific medical surveillance for workers handling hazardous pesticides to including medical records,
- Interview with workers and those handling hazardous pesticides.
- Direct factual observations.

10.7.22* Environmental impacts of hazardous pesticide* use and changes in environmental condition are monitored.

Verifiers:

- Evidence of monitoring the impact of hazardous pesticides use and changes in environmental conditions, including monitoring records,
- Interview with workers using hazardous pesticides, local communities and other stakeholders,
- Direct factual observations.

10.7.23* *Environmental and Social Risk Assessment(s)**, site operational plans, and site-specific risk mitigation and monitoring measures are consistent with safety data sheets (MSDS) and chemical label instructions.

Verifiers:

- Organisations ESRA,
- Annual management plan approved by FDA,
- Safety data sheets (MSDS) and chemical label instructions for each pesticide in use,
- Evidence of consistency as required by this indicator.

10.7.24* Based on monitoring results, corrective action is taken where mitigation measures are not implemented as appropriate, or are not effective in managing *risks** to human health and *environmental values**.

Verifiers:

- Evidence of corrective action based on root cause analysis of monitoring results,
- Evidence of implementation of corrective action including implementation records,
- Interview with workers, local communities and other stakeholders,
- Direct factual observations.

10.7.25* Harm caused to *workers** and affected stakeholders* by over-exposure to hazardous pesticide* is treated and / or fair compensation* is provided consistent with FDA regulations on Rights of Private Landowners and compensation for occupational injury of the Decent Work Act.

Verifiers

- Evidence of treatment for harm from over-exposure of pesticides to workers and stakeholders,
- Evidence of payment of fair compensation to workers and stakeholders from over-exposure to pesticides when applicable.
- Review of complaint records and annual medical surveillance records of pesticide handlers,
- Interview with workers, pesticide handlers and local communities and other stakeholders.

10.7.26* Damage caused to environmental values* by hazardous pesticides* is repaired. When repairing* damage is not possible, fair compensation* is provided.

Verifiers:

- Evidence of repair of damage to environmental values,
- Justification that repair is not possible (if applicable),
- Evidence of provision of fair compensation,
- Interview with local communities and other stakeholders,
- Direct factual observations in the field.

10.7.27* When highly hazardous pesticides* are used in an emergency* or by government order*, use conforms with the procedure for the exceptional use of prohibited highly hazardous pesticides* in Annex 3 of FSC-POL-30-001 FSC Pesticides Policy.

Verifiers:

- Evidence of an emergency situation or governmental order for use of PHHP,
- Evidence of use consistent with Annex 3 of FSC-POL-30-001 FSC Pesticides Policy,
- Interview with workers and other stakeholders,
- Direct factual observations.

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:

- Organisations biological agents use policy and procedures,
- Evidence of control, minimisation and monitoring of biological agents usage,
- Interview with management and other stakeholders,
- Direct factual observations

10.8.2 Use of *biological control agents** complies with *internationally accepted scientific protocols** and the requirements of the National Plant Quarantine Services..

Verifiers:

- Biological control agent use Policies and Procedures
- Evidence of compliance with internationally accepted protocols

Note: Internationally accepted scientific protocols may include: 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.

Verifiers

- 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 implementation results,
- Interview with stakeholder,
- 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

- Results of assessment of potential negative Impact of natural hazards,
- Interview with management and stakeholders

10.9.2 Management activities mitigate these impacts.

Verifiers

- Forest management plans approved by FDA,
- Environmental management and monitoring plans,
- Interview with FDA and other 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 the FDA about mitigation capacity and possibilities.

Verifiers:

- Forest management plans approved by the FDA,
- Environmental management and monitoring plans
- Evidence of communicating with FDA,
- Records of any mitigation measure implemented,
- Interview with FDA and other stakeholders,
- Direct factual 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 plans approved by the FDA,
- Identified management induced risks,
- Environmental management and monitoring plans,
- Interview with FDA, EPA and other stakeholders,
- Direct observations

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

Verifiers:

- Identified management induced risks mitigation measures,
- Evidence of modified or revised management activities consistent with mitigation measures,
- interview with management and worker,
- Direct factual observations.

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 Plans approved by the FDA including Management Maps,
- EPA's environmental monitoring reports,
- FDA EIA inspection report,
- Environmental Monitoring Plan and monitoring records,
- Interview with FDA, EPA and other stakeholders,
- Direct factual observations.

10.10.2 *Silviculture** activities are managed to ensure *protection** of the *environmental values** identified in *Criterion** 6.1.

Verifiers:

- Forest Management Plans approved by the FDA including Management Maps,
- EPA's environmental monitoring reports,
- FDA EIA inspection report,
- Environmental Monitoring Plan and monitoring records,
- Interview with FDA, EPA and other stakeholders,
- Direct factual observations 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 Plans approved by the FDA,
- EPA's environmental monitoring reports,
- FDA EIA inspection report,
- Environmental Monitoring Plan and monitoring records,
- Environmental accident records,
- Evidence of modified management activities in response to damage

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.

Verifiers:

- Harvesting and extraction procedures consistent with the FDA code of forest harvesting practices,
- Approved forest management plans,
- HCV management and monitoring strategies and actions,
- Post-harvest assessment records,
- Reduced Impact Logging practices,
- FDA annual compliance audit report,
- EPA's environmental monitoring reports,
- Interview FDA, EPA, local communities and other stakeholder ,
- Direct factual observations in the field.

10.11.2 Harvesting practices optimize the use of *forest** products and merchantable materials.

Verifiers:

- Harvesting practices consistent with the FDA code of forest harvesting practices including reduced Impact Logging practices,
- FDA annual compliance audit report,
- Interview with harvesting team, managers and FDA,
- Direct factual observations in the field.

10.11.3 Sufficient amounts of dead and decaying biomass and *forest** structure are retained to conserve *environmental values**.

Verifiers:

- Forest Management Plans approved by the FDA,
- Conservation and fire management Policies and procedures.
- Implementation records,
- Interview with workers,
- Direct factual observations in the field.

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

Verifiers:

- Harvesting practices consistent with the FDA code of forest harvesting practices including reduced Impact Logging practices,
- FDA annual compliance audit report,
- EPA's environmental monitoring reports,
- Interview with harvesting teams, FDA and EPA,
- Direct factual observations 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 and according to the specifications set out in the approved ESIA and consistent with the FDA.

Verifiers:

- Waste mitigation measures in the approved ESIA and its EMP,
- Waste management policy and procedures,
- Implementation records of waste management including waste reduction, generation, and disposal records,
- Interview with workers,
- Direct factual observations.

G ANNEXES

(Normative section)

Annex in template	Title	Application for Standard Developers
Annex A	Minimum list of <i>applicable laws*</i> , regulations and nationally ratified international treaties, conventions and agreements (Principle 1)	Standard Developers shall complete a list of all <i>applicable laws*</i> , obligatory codes of practice and legal and <i>customary rights*</i> at the national and, where applicable, sub-national level as outlined in Annex A. This list shall be included in the National Standard or the Interim National Standard.
Annex B	Training requirements for <i>workers*</i> (Principle 2)	Standard Developers shall ensure that training requirements are included in Forest Stewardship Standards and Interim Forest Stewardship Standards, proportionate to <i>scale, intensity and risk*</i> and consistent with existing national and sub-national training requirements. Standard Developers may also incorporate the relevant elements of this Annex into the <i>indicators*</i> of the Forest Stewardship Standards or the Interim Forest Stewardship Standards.
Annex C	<i>Conservation Area Network*</i> conceptual diagram (Principle 6)	Standard Developers shall use this diagram to inform the development of appropriate guidance at the national and regional level for the creation of <i>Conservation Area Networks*</i> .
Annex D	List of <i>rare and threatened species*</i> in the country or region (Principle 6)	Standard Developers shall list the sources where the updated list of <i>rare and threatened species*</i> in the country or region can be consulted by the general public.
Annex E	Elements of the <i>management plan*</i> (Principle 7)	Standard Developers shall ensure that the relevant elements of this Annex are included in the requirements for the content of <i>management plan*s</i> , subject to <i>scale, intensity and risk*</i> and consistent with national and regional management planning frameworks.
Annex F	Conceptual framework for planning and monitoring (Principle 7)	Standard Developers may use this diagram to inform the periodicity for revision of the various management planning and monitoring documents.

Annex G	Monitoring requirements (Principle 8)	Standard Developers shall ensure that the relevant elements of this Annex are included in the requirements for the content of monitoring plans, consistent with existing national and sub-national monitoring approaches and subject to <i>scale intensity and risk</i> .
Annex H	Instructions for Standards Developers to develop <i>indicators</i> * for <i>Intact Forest Landscape</i> * <i>core areas</i> * (Principle 9)	For countries with <i>Intact Forest Landscapes</i> * Standards Developers shall use the instructions in this annex for establishing: A. The threshold for <i>vast majority</i> * of <i>Intact Forest Landscapes</i> * as <i>core areas</i> *; and B. <i>Indicators</i> * for assessing and protecting <i>Intact Forest Landscapes</i> *
Annex I	Strategies for maintaining <i>High Conservation Values</i> * (Principle 9)	Standard Developers shall consider this Annex to inform the development of management strategies to maintain <i>High Conservation Values</i> *
Annex J	<i>High Conservation Values</i> * framework (Principle 9)	Standard Developers shall use the “Guidance for Standard Development Groups: Developing National High Conservation Value Frameworks” (FSC-GUI-60-009 V1-0 EN) and the “Template for National High Conservation Value Frameworks” (FSC-GUI-60-009a V1-0 EN) as the basis for the national <i>High conservation Values</i> * framework.
Annex K	International Generic Indicators for the use of <i>highly hazardous pesticides</i> * (Principle 10)	In countries where highly hazardous pesticides are used or likely to be used, Standard Developers shall refer to this Annex to develop national indicators for the use and risk management of highly hazardous pesticides
Annex L	Glossary of terms	Standard Developers are to make sure that all the terms in the glossary are consistent in wording and are consistently marked with italics and asterisks throughout the standard sections covering the <i>indicators</i> * and the annexes. Also when adapting the IGIs to the national conditions, Standard Developers are to consider the terms in the glossary, either to adopt the terms or to replace them with new glossary terms.

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. *Legal** rights to harvest

1.1 Land *tenure** and management rights

Legislation covering land *tenure** rights, including *customary rights** as well as management rights, that includes the use of *legal** methods to obtain *tenure** rights and management rights. It also covers *legal** business registration and tax registration, including relevant legally required licenses.

- National Forestry Reform Law of 2006 - chapter 2, 5, 10 and 11
- National Forestry Policy and Implementation Strategy Section 8.1
- Community Rights Law of 2009 with respect to Forest Lands - Section 2.3, 3 and 6.3
- Forestry Development Authority (FDA) Ten Core Regulations 2007 - Regulation 103-07
- Code of Forest Harvesting Practices 2007
- Land Rights Act 2018
- National Forest Reform Law 2006
- Business Law of Liberia
- Liberia Association Laws 1977 as amended 2022
- Liberia Revenue Code as Amended

1.2 Concession licenses

Legislation regulating procedures for issuing *forest** 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.

- General Business Law 1973 – Section 4.3 to 4.5.
 - National Forestry Reform Law of 2006 - Sections 3.3; 4.1-4.5, 5.2a, 5.3, 5.6 & Chapter 6.
 - Community Rights Law of 2009 With Respect to Forest Lands - Chapter 5 & 6.
 - FDA Ten Core Regulations 2007 - Regulation 103-07 & 104-07.
 - Public Procurement and Concession Act and amended Regulations Competitive Bidding of 2016
 - National Bureau of Concessions Act 2010
-

- Liberia Investment Act of 2010
- Anti-Corruption Act
- Liberia Extractive Industries and Transparency Initiative act of 2009

1.3 Management and harvesting planning

Any national or sub-national *legal** requirements for Management Planning, including conducting *forest** 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.

- Code of Forest Harvesting Practices 2007 – Chapter 2 and 3
- National Forestry Reform Law of 2006 - Section 5.3 and 5.6
- Community Rights Law of 2009 With Respect to Forest Lands – Section 6.4.
- Guidelines for Forest Management Planning in Liberia.
- Ten (10) Core Regulations
- Regulation on the commercial and sustainable extraction of NTFPs (Reg 111-08)
- Rubber Development Act of 2016
- Liberia medicine and Health Products Regulatory Act 2010

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.

- National Forestry Reform Law of 2006
- National Forest Management Strategy.
- Code of Forest Harvesting Practices
- FDA Ten Core Regulations 2007 – Regulation 104-07.
- Environmental Protection Management Law 23
- Community Rights Law of 2009 With Respect to Forest Lands

2. Taxes and fees

2.1 Payment of royalties and harvesting fees

Legislation covering payment of all legally required *forest** 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 well-known issue that is often

combined with bribery of officials in charge of controlling the classification.

- National Forestry Reform Law of 2006 – Section 14.2.
- FDA Ten Core Regulations 2007 – Regulation 107-07

2.2 Value added taxes and other sales taxes

Legislation covering different types of sales taxes which apply to the material being sold, including the sale of material as growing *forest** (standing stock sales).

- National Forestry Reform Law of 2006 – Section 14.
- Liberia Revenue Code as Amended
- Liberia Revenue Code as Amended - Goods and Service Tax (GST)

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.

- National Forestry Reform Law of 2006 – Section 14.
- Liberia Revenue Code as Amended
- Liberia Revenue Code as Amended - Goods and Service Tax (GST)

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.

- National Forestry Reform Law of 2006 – Chapter 1, 4, 7 and 9
- National Forestry Policy and Implementation Strategy
- Act for the Establishment of a Protected Forest Areas Network and Amending Chapters 1 and 9 of the New National Forestry Law, Part II, Title 23 of the Liberian Code of Law Revised and Thereto Adding Nine New Sections – Liberia.
- FDA Ten Core Regulations 2007.

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- Regulation on the commercial and sustainable extraction of NTFPs (Reg 111-08)
 - Act to Establish the Community Rights Law with Respect to Forest Lands of 2009.
 - Code of Forest Harvesting Practices 2007
 - Environmental Protection Management Law 23.
 - Amendment and Restatement of the Public procurement and Concessions Act 2005
-

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**.

- National Forestry Reform Law of 2006 – Chapter 9, 13 and 16
- National Forestry Policy and Implementation Strategy
- Code of Forest Harvesting Practices 2007.
- Regulation on the commercial and sustainable extraction of NTFPs (Reg 111-08)
- Act to Establish the Community Rights Law of 2009 with Respect to Forest Lands of 2009.
- Protected Forest Area Network Law of 2003.
- Environment Protection and Management Law 2002
- Environment Impact Assessment Procedural Guideline 2006
- Land Rights Policy 2013.
- National Wildlife Law 2016

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.

- National Forestry Reform Law of 2006 – Section 9.11 and 9.12
 - Code of Forest Harvesting Practices 2007 – Chapter 8 to 10
 - Environment Protection and Management Law of Liberia 2002 – Part III, VI & VII.
-

- Environment Impact Assessment Procedural Guideline 2006 – Chapter 2.
- FDA Ten Core Regulations 2007 – Regulation 105-07
- National Environment Policy of Liberia 2002.
- Liberia Fertilizer Regulatory Division Act and its 2015 Liberia Fertilizer Regulations

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).

- National Forestry Reform Law of 2006 – Section 9.12.
- Code of Forest Harvesting Practices 2007 – Chapter 8 to 10
- Liberia Plant Protection Regulatory Services Bureau Act.

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.

- Alien and Nationality Law 1973
- National Social Security Law
- Decent Work Act 2015

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*.

- National Forestry Reform Law of 2006 – Chapter 2, 13 and 14
- Community Rights Law of 2009 With Respect to Forest Lands – Chapter 2 & 3.
- FDA Ten Core Regulations 2007 – Regulation 107-07.
- Land Rights Policy 2013.

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.

- FDA Ten Core Regulations 2007 – Regulation 104-07
- Liberia National FPIC communication strategy

4.3 Indigenous Peoples** rights

[NOT APPLICABLE] 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.

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.

- FDA Ten Core Regulations 2007 – Regulation 107-07

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 *forest** operations.

- FDA Ten Core Regulations 2007 – Regulation 107-07

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 *forest** 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.

- Liberia Revenue Code as Amended.
- Transfer Pricing Regulation

5.4 Custom regulations

Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species).

- FDA Ten Core Regulations 2007 – Regulation 108-07

5.5 CITES

CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention).

- National Forestry Reform Law of 2006 – Section 13.1

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. [NOT APPLICABLE]

7. Ecosystem Services

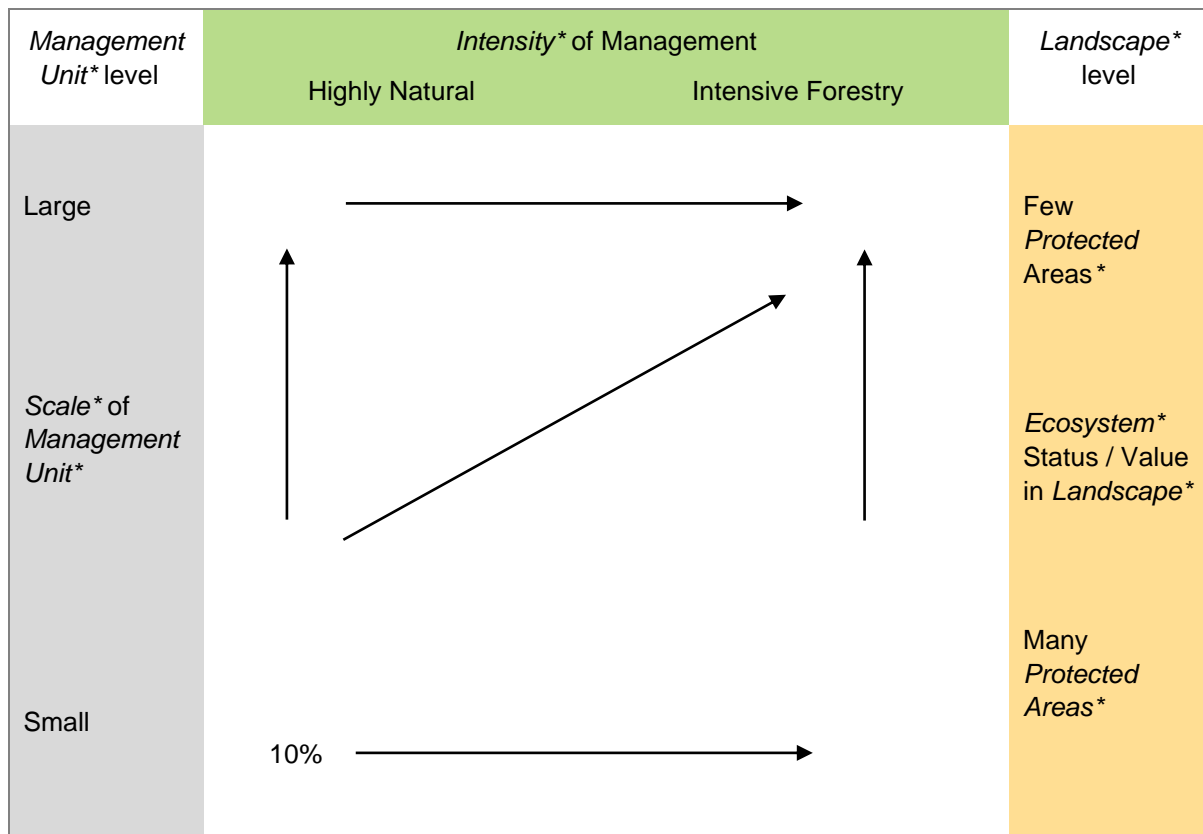
Legislation covering *ecosystem services** rights, including *customary rights** as well as management rights that include the use of *legal** methods to make claims and obtain benefits and management rights related to *ecosystem services**. National and subnational laws and regulations related to the 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). [NOT APPLICABLE]

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

Workers* shall be able to:

- 1) Implement *forest** activities to comply with applicable *legal** requirements (*Criterion** 1.5);
- 2) Understand the content, meaning and applicability of the eight *ILO Core Labour Conventions** (*Criterion** 2.1);
- 3) Recognize and report on instances of sexual harassment and gender *discrimination** (*Criterion** 2.2);
- 4) Safely handle and dispose of hazardous substances to ensure that use does not pose health *risks** (*Criterion** 2.3);
- 5) Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (*Criterion** 2.5);
- 6) Identify where *Indigenous Peoples** have *legal** and *customary rights** related to management activities (*Criterion** 3.2); NOT APPLICABLE
- 7) Identify and implement applicable elements of UNDRIP and *ILO Convention** 169 (*Criterion** 3.4);
- 8) 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);
- 9) Identify where *local communities** have *legal** and *customary rights** related to management activities (*Criterion** 4.2);
- 10) Carry out social, economic and *environmental impact assessments** and develop appropriate 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** including mitigation measures identified in the organisations ESRA (*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)

Annex D List of Protected Species in Liberia (Principle* 6)

FAUNA

MAMMALS

Primata:	Scientific Name
Western Chimpanzee	<i>Pan troglodytes</i>
All Monkeys	
Pholidota:	
All pangolins	<i>Manis gigantea</i>
(iv) Sirenia:	
West African Manatee .	<i>Trichechus senegalensis</i>
Carnivora:	
Leopard..	<i>Panthera pardus</i>
Golden cat	<i>Felis aurata</i>
Liberian Mongoose	<i>(Liberiictis kuhni)</i>
Proboscidea	
Forest Elephant	<i>Loxodonta Africana</i>
Artiodactyla:	
Pygmy hippopotamus	<i>Choeropsis liberiensis</i>
Forest Buffalo	<i>Syncerus caffer nanus</i>
Red River Hog	<i>Potamochoerus porcus</i>
Giant Forest Hog	<i>Hylochoerus meinertzhageni</i>
Water chevrotain	<i>Hyamoschus aquaticus</i>
Bongo	<i>Boocercus enryceros</i>
Royal antelope	<i>Neotragus pygmaeus</i>
Entink's Duiker	<i>Cephalopus jentinki</i>
Zebra Duiker	<i>Cephalopus zebra</i>
Uglyby's Duiker	<i>Cephalopus ogilbyi</i>
Yellow Backed Duiker	<i>Cephalopus silvicultor</i>

REPTILES

Crocodylia:	Scientific Name
All Crocodiles	
Squamata:	
All Pythons	
Chelonia:	
All marine turtles—	
Selachimorpha	
All Sharks	
Batoidea	
All Rays	

BIRDS

All Birds of Prey	
including—	
Falcons, kites, hawks, eagles, buzzards, kestrels, etc	<i>Falconidae</i>

Owls	<i>Tytonidae and Strigidae</i>
Bucerotiformes	
All Hornbills	
Musophagiformes	
All Turacos	
Galliformes	
White-breasted Guineafowl	<i>Gelastes meleagrides</i>
Passeriformes	
White-necked Rockfowl	<i>Picathartes gymnocephalus</i>
Psittaciformes	
All Parrots	

FLORA

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

- 1) The results of assessments, including:
 - i. Natural resources and *environmental values**, as identified in *Principle** 6 and *Principle** 9;
 - ii. Social, economic and cultural resources and condition, as identified in *Principle** 6, *Principle** 2 to *Principle** 5 and *Principle** 9;
 - iii. Intact Forest Landscapes* and core areas*, as identified in *Principle** 9;
 - iv. *Indigenous cultural landscapes**, as identified with *affected rights holders** in *Principle** 3 & *Principle** 9; NOT APPLICABLE
 - v. Major social and environmental risks in the area, as identified in *Principle* 6, *Principle** 2 to *Principle** 5 and *Principle** 9; and
 - vi. The maintenance and/or enhancement of *ecosystem services** for which promotional claims are made as identified in *Criterion** 5.1.
- 2) Programs and activities regarding:
 - i. *Workers*'* rights, occupational health and safety, *gender equality**, as identified in *Principle** 2;
 - ii. *Indigenous Peoples**, Community relations, local economic and social development, as identified in *Principle** 3, *Principle** 4 and *Principle** 5;
 - iii. *Stakeholder engagement** and the resolution of disputes* and grievances, as identified in *Principle** 1, *Principle** 2 and *Principle** 7;
 - iv. Planned management activities and timelines, *silvicultural** systems used, typical harvesting methods and equipment, as identified in *Principle** 10;
 - v. The rationale for harvesting rates of timber and other natural resources, as identified in *Principle** 5.
- 3) Measures to *conserve** and/or *restore**:
 - i. Rare and *threatened species** and *habitats**;
 - ii. *Water bodies** and *riparian zones**;
 - iii. *Landscape** *connectivity**, including wildlife corridors;
 - iv. *Ecosystem services** when FSC ecosystem services claims are used as identified in *Criterion** 5.1; NOT APPLICABLE
 - v. *Representative Sample Areas**, as identified in *Principle** 6; and
 - vi. *High Conservation Values**, as identified in *Principle** 9.
- 4) Measures to assess, prevent, and mitigate negative impacts of management activities on:
 - i. *Environmental values**, as identified in *Principle** 6 and *Principle** 9;
 - ii. *Ecosystem services** when FSC ecosystem services claims are used as identified in *Criterion** 5.1; NOTE APPLICABLE
 - iii. Social Values and *Indigenous cultural landscapes**, as identified in *Principle** 2 to *Principle** 5 and *Principle** 9; and
 - iv. *Intact Forest Landscapes** and *core areas**, as identified in *Principle** 9.
- 5) A description of the monitoring program, as identified in *Principle** 8, including:
 - i. Growth and yield, as identified in *Principle** 5;

- ii. *Ecosystem services** when FSC ecosystem services claims are used as identified in *Criterion* 5.1*; NOTE APPLICABLE
- iii. *Environmental values**, as identified in *Principle* 6*;
- iv. Operational impacts, as identified in *Principle* 10*;
- v. *High Conservation Values**, as identified in *Principle* 9*;
- vi. Monitoring systems based on stakeholder *engagement** planned or in place, as identified in *Principle* 2 to Principle* 5* and *Principle* 7*;
- vii. Maps describing the natural resources and land use zoning on the *Management Unit**;
- viii. 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**;
- ix. 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**; NOTE APPLICABLE and
- x. 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 Plan* Document	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 *
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
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 <i>Engagement * Plan</i>	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 management plan*	10 years	Age class distribution Size class distribution	Ten years	Ministry of Environment	P6
		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

(here to insert content if needed)

Annex G Monitoring requirements (*Principle* 8*)

- 1) Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - i. The results of regeneration activities (*Criterion* 10.1*);
 - ii. The use of ecologically well adapted species for regeneration (*Criterion* 10.2*);
 - iii. Invasiveness or other adverse impacts associated with any *alien species** within and outside the *Management Unit** (*Criterion* 10.3*);
 - iv. The use of *genetically modified organisms** to confirm that they are not being used (*Criterion* 10.4*);
 - v. The results of *silvicultural** activities (*Criterion* 10.5*);
 - vi. Adverse impacts to *environmental values** from *fertilizers** (*Criterion* 10.6*);
 - vii. Adverse impacts from the use of *pesticides** (*Criterion* 10.7*);
 - viii. Adverse impacts from the use of *biological control agents** (*Criterion* 10.8*);
 - ix. The impacts from *natural hazards** (*Criterion* 10.9*);
 - x. The impacts of infrastructural development, transport activities and *silviculture** to *rare and threatened species**, *habitats**, *ecosystems**, *landscape values**, water and soils (*Criterion* 10.10*);
 - xi. 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
 - xii. Environmentally appropriate disposal of *waste materials** (*Criterion* 10.12*).
- 2) Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
 - i. Evidence of illegal or unauthorized activities (*Criterion* 1.4*);
 - ii. Compliance with *applicable laws**, *local laws**, *ratified** international conventions and obligatory *codes of practice** (*Criterion* 1.5*);
 - iii. Resolution of *disputes** and grievances (*Criterion* 1.6*, *Criterion* 2.6*, *Criterion* 4.6*);
 - iv. Programs and activities regarding *workers** rights (*Criterion* 2.1*);
 - v. *Gender equality**, sexual harassment and gender *discrimination** (*Criterion* 2.2*);
 - vi. Programs and activities regarding occupational health and safety (*Criterion* 2.3*);
 - vii. Payment of wages (*Criterion* 2.4*);
 - viii. *Workers** training (*Criterion* 2.5*);
 - ix. Where *pesticides** are used, the health of *workers** exposed to *pesticides** (*Criterion* 2.5* and *Criterion* 10.7*);
 - x. The identification of *Indigenous Peoples** and *local communities** and their *legal** and *customary rights** (*Criterion* 3.1* and *Criterion* 4.1*);
 - xi. Full implementation of the terms in *binding agreements** (*Criterion* 3.2* and *Criterion* 4.2*);
 - xii. *Indigenous Peoples** and Community relations (*Criterion* 3.2*, *Criterion* 3.3* and *Criterion* 4.2*);
 - xiii. *Protection** of sites of special cultural, ecological, economic, religious or spiritual significance to *Indigenous Peoples** and *local communities** (*Criterion* 3.5* and *Criterion* 4.7*);

- xiv. The persistence of *Indigenous cultural landscapes** and associated values of significance to *Indigenous Peoples** (*Criterion** 3.1, *Criterion** 3.5); NOT APPLICABLE
 - xv. The use of *traditional knowledge** and *intellectual property** (*Criterion** 3.6 and *Criterion** 4.8);
 - xvi. Local economic and social development (*Criterion** 4.2, *Criterion** 4.3, *Criterion** 4.4, *Criterion** 4.5);
 - xvii. The production of diversified benefits and/or products (*Criterion** 5.1);
 - xviii. The maintenance and/or enhancement of *ecosystem services** (*Criterion** 5.1);
 - xix. Activities to maintain or enhance *ecosystem services** (*Criterion** 5.1);
 - xx. Actual compared to projected annual harvests of timber and *non-timber forest products** (*Criterion** 5.2);
 - xxi. The use of local processing, local services and local value added manufacturing (*Criterion** 5.4);
 - xxii. *Long term* economic viability** (*Criterion** 5.5); and
 - xxiii. *High Conservation Values** 5 and 6 identified in *Criterion** 9.1.
- 3) Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions including where applicable:
- i. The maintenance and/or enhancement of *ecosystem services** (*Criterion** 5.2) (when *The Organization** uses FSC ecosystem services claims);
 - ii. *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);
 - iii. *Rare and threatened species**, and the effectiveness of actions implemented to protect them and their *habitats** (*Criterion** 6.4);
 - iv. *Representative Sample Areas** and the effectiveness of actions implemented to *conserve** and/or *restore** them (*Criterion** 6.5);
 - v. Naturally occurring *native species** and *biological diversity** and the effectiveness of actions implemented to *conserve** and/or *restore** them (*Criterion** 6.6);
 - vi. *Water courses**, *water bodies**, water quantity and water quality and the effectiveness of actions implemented to *conserve** and/or *restore** them (*Criterion** 6.7);
 - vii. *Landscape values** and the effectiveness of actions implemented to maintain and/or *restore** them (*Criterion** 6.8);
 - viii. Conversion of *natural forest** to *plantations** or conversion to non-forest* (*Criterion** 6.9);
 - ix. The status of *plantations** established after 1994 (*Criterion** 6.10); and
 - x. *High Conservation Values** 1 to 4 identified in *Criterion** 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

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)

Best Available Information* for Identifying and Assessing National or Regional HCV Interpretations		SLIMF
All HCV Categories, All Elements	<p>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*.</p> <p>High Conservation Value* surveys of the Management Unit*; relevant databases and maps; culturally appropriate* engagement*with Indigenous Peoples, affected rights holders*, affected* and interested stakeholders*, and relevant local and regional experts; FSC Guidelines for the Implementation of Free, Prior and Informed Consent (2021); review of the results by knowledgeable expert(s) independent of The Organization*.</p>	X
HCV 2, Element 1, IFLs	Global Forest Watch Intact Forest Landscapes* maps (2017) www.globalforestwatch.org , or other maps based on a more recent and accurate Intact Forest Landscapes* inventory using a refined methodology.	X
HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities	Culturally appropriate engagement with local communities is the primary BAI for these elements.	X
HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples	Culturally appropriate engagement with Indigenous Peoples is the primary BAI for these elements.	X
Best Available Information* for Developing Management Strategies for National or Regional HCV Interpretations		SLIMF
All HCV Categories, All Elements	<p>Identification of threats, using: 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*.</p> <p>Engagement*with Indigenous Peoples, affected rights holders*, affected* and interested stakeholders*, and experts.</p>	X

HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities	Culturally appropriate engagement with local communities is the primary BAI for these elements. The “fundamentality” and “critical... importance” of the resources should also be determined through engagement.	X
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HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples	Culturally appropriate engagement with Indigenous Peoples is the primary BAI for these elements. The “fundamentality” and “critical... importance” of the resources should also be determined through engagement.	X
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Best Available Information* for Monitoring National or Regional HCV Interpretations SLIMF

All HCV Categories, All Elements	BAI includes: Engagement with rights-holders, consistent with Criteria 3.5, 4.5 and 4.7; culturally appropriate engagement with Indigenous Peoples and affected and interested stakeholders; information on engaging with representatives of the Indigenous Peoples and/or local communities; monitoring conducted by the Indigenous Peoples and/or local communities; and engagement with experts.	X
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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.**

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 1, for HCV Identification

National or Regional Interpretations of HCV 1:	Best Available Information* (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Concentrations of <i>biological diversity</i>* that are <i>significant</i>* at global, regional, or national levels:		
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Element 2: Concentrations of endemic species that are *significant at global, regional, or national levels:**

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Element 3: Concentrations of rare,* threatened,* or endangered species that are *significant at global, regional, or national levels:**

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B. Assessments for HCV 1

National or Regional methodologies for assessing occurrences of the HCV 1 Interpretations:

***Best Available Information** (BAI) for assessing occurrences:**

BAI also applies to SLIMF?

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C. Strategies for Maintaining and Enhancing HCV 1

National or Regional strategies for maintaining and/or enhancing the HCV 1 Interpretations:

***Best Available Information** (BAI) for management strategies:**

BAI also applies to SLIMF?

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D. Monitoring for HCV 1

National or Regional methodologies for monitoring occurrences of the HCV 1 Interpretations:

***Best Available Information** (BAI) for monitoring occurrences:**

BAI also applies to SLIMF?

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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.**

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 2, for HCV Identification

National or Regional Interpretations of HCV 2:	<i>Best Available Information</i> * (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Intact forest landscapes*:		
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Element 2: <i>Large landscape</i>*-level <i>ecosystems</i>* that are <i>significant</i>* 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:		
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Element 3: <i>Ecosystem</i>* mosaics that are <i>significant</i>* 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:		
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B. Assessments for HCV 2

National or Regional methodologies for assessing occurrences of the HCV 2 Interpretations:

***Best Available Information** (BAI) for assessing occurrences:**

BAI also applies to SLIMF?

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C. Strategies for Maintaining and Enhancing HCV 2

National or Regional strategies for maintaining and/or enhancing the HCV 2 Interpretations:

***Best Available Information** (BAI) for management strategies:**

BAI also applies to SLIMF?

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D. Monitoring for HCV 2

National or Regional methodologies for monitoring occurrences of the HCV 2 Interpretations:	<i>Best Available Information*</i> (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
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HCV 3 – Ecosystems* and habitats*. Rare*, threatened*, or endangered ecosystems*, habitats* or refugia*.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 3, for HCV Identification

National or Regional Interpretations of HCV 3:	<i>Best Available Information*</i> (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
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Element 1: Rare*, threatened*, or endangered ecosystems*:

Element 2: Rare*, threatened*, or endangered habitats*:

Element 3: Refugia*:

B. Assessments for HCV 3

National or Regional methodologies for assessing occurrences of the HCV 3 Interpretations:	<i>Best Available Information*</i> (BAI) for assessing occurrences:	BAI also applies to SLIMF?
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C. Strategies for Maintaining and Enhancing HCV 3

National or Regional strategies for maintaining and/or enhancing the HCV 3 Interpretations:	<i>Best Available Information*</i> (BAI) for management strategies:	BAI also applies to SLIMF?
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D. Monitoring for HCV 3

National or Regional methodologies for monitoring occurrences of the HCV 3 Interpretations:	<i>Best Available Information*</i> (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
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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.**

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 4, for HCV Identification

National or Regional Interpretations of HCV 4:	<i>Best Available Information*</i> (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
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Element 1: Water catchments in *critical situations:**

Element 2: Control of erosion of vulnerable soils and slopes in *critical situations:**

Element 3: Other ecosystem services* in *critical situations:**

B. Assessments for HCV 4

National or Regional methodologies for assessing occurrences of the HCV 4 Interpretations:	<i>Best Available Information*</i> (BAI) for assessing occurrences:	BAI also applies to SLIMF?
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C. Strategies for Maintaining and Enhancing HCV 4

National or Regional strategies for maintaining and/or enhancing the HCV 4 Interpretations:	<i>Best Available Information*</i> (BAI) for management strategies:	BAI also applies to SLIMF?
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D. Monitoring for HCV 4

National or Regional methodologies for monitoring occurrences of the HCV 4 Interpretations:	<i>Best Available Information*</i> (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
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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.**

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 5, for HCV Identification

National or Regional Interpretations of HCV 5:	<i>Best Available Information*</i> (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
------------------------------------------------	----------------------------------------------------------------------------------------------	----------------------------

Element 1: Sites and resources fundamental for satisfying the basic necessities of *local communities (for livelihoods, health, nutrition, water, etc.):**

Element 2: Sites and resources fundamental for satisfying the basic necessities of *Indigenous Peoples (for livelihoods, health, nutrition, water, etc.):**

B. Assessments for HCV 5

National or Regional methodologies for assessing occurrences of the HCV 5 Interpretations:	<i>Best Available Information*</i> (BAI) for assessing occurrences:	BAI also applies to SLIMF?
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C. Strategies for Maintaining and Enhancing HCV 5

National or Regional strategies for maintaining and/or enhancing the HCV 5 Interpretations:

*Best Available Information** (BAI) for management strategies:

BAI also applies to SLIMF?

D. Monitoring for HCV 5

National or Regional methodologies for monitoring occurrences of the HCV 5 Interpretations:

*Best Available Information** (BAI) for monitoring occurrences:

BAI also applies to SLIMF?

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.**

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 6, for HCV Identification

National or Regional Interpretations of HCV 6:	<i>Best Available Information</i> * for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
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Element 1: Sites, resources, *habitats and *landscapes** of global or national cultural, archaeological or historical significance:**

Element 2: Sites, resources, *habitats and *landscapes** of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of *local communities**:**

Element 3: Sites, resources, *habitats and *landscapes** of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of Indigenous Peoples:**

B. Assessments for HCV 6

National or Regional methodologies for assessing occurrences of the HCV 6 Interpretations:	<i>Best Available Information*</i> for assessing occurrences:	BAI also applies to SLIMF?
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C. Strategies for Maintaining and Enhancing HCV 6

National or Regional strategies for maintaining and/or enhancing the HCV 6 Interpretations:	<i>Best Available Information*</i> for management strategies:	BAI also applies to SLIMF?
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D. Monitoring for HCV 6

National or Regional methodologies for monitoring occurrences of the HCV 6 Interpretations:	<i>Best Available Information*</i> for monitoring occurrences:	BAI also applies to SLIMF?
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Examples of Relevant Stakeholders and Experts

(This is a list of stakeholder and expert organizations likely to be relevant to HCV assessments, strategies, and/or monitoring, either in general, or for particular HCV categories or elements. The list is not exhaustive, may need to change over time, and can be updated by standards developers. Where additional stakeholders and experts are relevant to specific management units, they should also be identified and considered by managers.)

Environmental Stakeholders:

- XXX. – including re. XXX.

Social Stakeholders and Community Development Organizations:

- XXX

Indigenous Peoples Organizations:

- XXX

Other Expert Organizations – Environmental:

- XXX

Other Expert Organizations – Social:

- XXX

Government Agencies:

- XXX

References

(Relevant references may include weblinks or full references for BAI listed above, as well as supporting references for HCV Interpretations.)

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Annex K International Generic Indicators for the use and risk management of highly hazardous pesticides*

Table. Reference Documents of HHP:

Reference Document	HC 1	HC 2	HC 3	HC 4	HC 5	HC 6	HC 7	HC 8	HC 9	HC 10
FSC POL-30-001a FSC Lists of highly hazardous pesticides (FSC)	All	All	All	All	All	All	All	All	All	All
Global Harmonized System of Classification and Labelling of Chemicals (UN)	Pt. 3 Ch 3.1, 3.5, 3.9 & Pt. 4 Ch. 4.2	Pt. 3, Ch. 3.1	Pt. 3, Ch. 3.6	Pt. 3, Ch. 3.5	Pt. 3, Ch. 3.7	Pt. 3, Ch. 3.9			Pt. 3, Ch. 3.8	Pt. 3, Pt. 4
The WHO Recommended Classification of Pesticides by Hazard and Guidelines to Classification (WHO, IPCS & IOMC)	Tbl. 1, 6, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 4, 7				
International tools for preventing local pesticide problems: A consolidated guide to chemical codes and conventions (ECSPHR)	Sec. 3, Sec. 5.2.1		Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6	Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6						
International Code of Conduct on Pesticide Management. Guidelines for personal protection when handling and applying pesticides (FAO & WHO)	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6				
International Code of Conduct on Pesticide Management. Guidelines on Highly Hazardous Pesticides (FAO & WHO)		Ch. 2,3 & 6			Ch. 2,3 & 6	Ch. 2,3 & 6				
Considerations of assessing the risks of combined exposure to multiple chemicals. Series on testing and assessment. No 296. 2018 (OECD)							Ch. 7			
WHO IPCS Integrated Risk Assessment (WHO)							All	Ch. 7		
Metabolites impact on non – target arthropods and pollinators								All		
International Code of Practice for use of pesticides (WHO)									All	All
Strategic Approach to International Chemicals management (UNEP)									All	All

Pt = Part, Ch = Chapter, Tbl = Table, Sec = Section, UN = United Nation, WHO = World Health Organization, IPCS = International Programme on Chemical Safety, IOMC = Inter-organization Programme for the Sound Management of Chemicals, ECSPHR = European Centre on Sustainable Policies for Human and Environmental Rights, FAO = Food and Agriculture Organization, OECD = Organisation for Economic Co-operation and Development and UNEP = United Nations Environment Program

Annex L 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.

Active ingredient: Part of the product that provides the pesticidal action (Source: FAO International Code of Conduct on Pesticide Management).

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).

Additionality:

- Additionality outside the Management Unit: Conservation and/or restoration outcomes over and above those already achieved or planned to be achieved, and that would not have been achieved without the support and/or intervention of the organization.

Projects must either be new (i.e., not already being implemented or planned), amended or extended so that conservation and/or restoration outcomes are enhanced beyond what would have been achieved, or planned or funded to be achieved without The Organization planning to remedy for historical conversion.

- Additionality inside the Management Unit: Conservation and/or restoration outcomes above and beyond those required by the applicable FSC standards.

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.

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 neighbourhood of the Management Unit. The following are examples of affected stakeholders:

- Local communities
- Indigenous Peoples
- Workers
- Forest dwellers
- Neighbours
- Downstream landowners
- Local processors
- 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, labour unions, etc.

(Source: FSC-STD-01-001 V5-2).

Affirmative action: A policy or a program that seeks to redress past discrimination through active measures to ensure equal opportunity, as in education and employment (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

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: 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).

Aquifer: A formation, group of formations, or part of a formation that contains sufficient saturated permeable material to yield significant quantities of water to wells and springs for that unit to have economic value as a source of water in that region. (Source: Gratzfeld, J. 2003. Extractive Industries in Arid and Semi-Arid Zones. World Conservation Union (IUCN)).

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.

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.

Biological control agents: Organisms used to eliminate or regulate the population of other organisms (Source: Based on FSC-STD-01-001 V4-0 and World Conservation Union (IUCN). Glossary definitions as provided on IUCN website).

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: Convention on Biological Diversity 1992, Article 2).

Chemical pesticide: Synthetically produced pesticide (Source: FSC-POL-30-001 V3-0).

Child: any person under the age of 18 (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 (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.

Conflicts between the Principles and Criteria and laws: Situations where it is not possible to comply with the Principles and Criteria and a law at the same time (Source: FSC-STD-01-001 V5-2).

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. 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: Based on R.T.T. Forman. 1995. Land Mosaics. The Ecology of Landscapes and Regions. Cambridge University Press, 632pp).

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.

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 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).

Conversion: A lasting change of natural forest cover or High Conservation Value areas, induced by human activity. This may be characterized by significant loss of species diversity, habitat diversity, structural complexity, ecosystem functionality or livelihoods and cultural values. The definition of conversion covers gradual forest degradation as well as rapid forest transformation (Source: FSC-POL-01-007 V1-0).

- **Induced by human activity:** In contrast to drastic changes caused by natural calamities like hurricanes or volcanic eruptions. It also applies in cases of naturally ignited fires where human activities (e.g. draining of peatlands) have significantly increased the risk of fire.
- **Lasting change of natural forest cover:** Permanent or long-term change of natural forest cover. Temporary changes of forest cover or structure (e.g. harvesting followed by regeneration in accordance with the FSC normative framework) is not considered conversion.
- **Lasting change of High Conservation Value (HCV) areas:** Permanent or long-term change of any of the High Conservation Values. Temporary changes of HCV areas that do not negatively and permanently impact the values (e.g. harvesting followed by regeneration in accordance with Principle 9) is not considered a lasting change.
- **Significant loss of species diversity:** Loss of species is considered significant where rare species and threatened species or other locally important, keystone and/or flagship species are lost, whether in terms of numbers of individuals or in terms of number of species. This refers to both displacement and extinction.

NOTE: The establishment of ancillary infrastructure necessary to implement the objectives of responsible forest management (e.g. forest roads, skid trails, log landings, fire protection, etc.) is not considered conversion.

Conversion Threshold: The point at which degradation and/or clearing has occurred to an extent where recovery to natural forest conditions and/or High Conservation Value Areas is unlikely to be achieved without direct intervention (Source: FSC-POL-01-007 V1-0).

NOTE: Examples of direct intervention include but are not limited to removal of exotic species, physical protection of existing remnant native vegetation, re-wetting of drained soils, reintroduction of appropriate native species, and reintroduction of High Conservation Value species where suitable habitat remains or is re-established.

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.

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).

Critical: The concept of criticality or fundamentality in Principle 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).

Critical population density: Maximum acceptable number or density of individuals in a pest population, beyond which the pest threatens the achievement of management objectives. Assessment of the critical population density should take into account historical records from the affected area, the type of pest (insects, weeds, pathogens, etc.), and how the pest population is likely to change in relation to its density, including situations in which small populations show a positive relationship between population density and growth rate (the Allee effect). (Based on: International Code of Conduct on the Distribution and use of Pesticides 2006).

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.

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: 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).

Degradation: Changes within a natural forest or High Conservation Value area that significantly and negatively affect its species composition, structure and/or function, and reduces the ecosystem's capacity to supply products, support biodiversity and/or deliver ecosystem services (Source: FSC-POL-01-007 V1-0).

Direct involvement: Situations in which the associated organization or individual is first-hand responsible for the unacceptable activities (Source: FSC-POL-01-004 V2-0).

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 (adapted from 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: based on FSC-PRO-01-005 V3-0 Processing Appeals).

Dispute of substantial duration: Dispute that continues for more than twice as long as the predefined timelines in the FSC System (this is, for more than 6 months after receiving the complaint, based on FSC-STD-20-001).

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.

This list should be adapted or expanded by Standard Developers.

Due consideration: To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (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: 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: 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: Convention on Biological Diversity 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: 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:

- 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.

(Source: 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).

Emergency: A situation that requires immediate action to control the sudden invasion or infestation of a pest, which threatens either long-term stability of the ecosystem, human well-being or economic viability.

Events that happen cyclically and scenarios which are predicted through planning, monitoring or the application of an integrated pest management system cannot be considered an emergency.

For the purpose of the FSC Pesticides Policy, emergency situations require immediate action and cannot feasibly be controlled by a less hazardous alternative. (Source: FSC-POL-30-001 V3-0).

Employment and Occupation: includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (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 and social risk assessment (ESRA): A process to predict, assess and review the likely or actual environmental and social effects of a well-defined action, evaluate alternatives, and design appropriate mitigation, management and monitoring measures.

In the context of the FSC Pesticides Policy, it relates to chemical pesticide use (Source: FSC-POL-30-001 V3-0).

Environmental biomonitoring: Act of observing and assessing the state and ongoing changes in ecosystems, components of biodiversity and landscape, including the types of natural habitats, populations and species. (Source: Encyclopaedia of Toxicology (Third Edition, 2014)).

Environmental harm: Any impact on the environment values as a result of human activity that has the effect of degrading the environment, whether temporarily or permanently (Source: FSC-POL-01-007 V1-0).

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: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome, -STD-01-001 V5-2).

Environmental values: The following set of elements of the biophysical and human environment:

- ecosystem functions (including carbon sequestration and storage);
- biological diversity;
- water resources;
- soils;
- atmosphere;
- 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).

Equal remuneration for men and women workers for work of equal value: refers to rates of remuneration established without discrimination based on sex (ILO Convention 100, Article 1b).

Equivalent: For ecological equivalence, the same specific type of natural forest or High Conservation Value is restored or conserved as was destroyed.

For social remedy, equivalence shall be based on an independent assessment and agreement on remedy through Free, Prior, Informed Consent (FPIC) with the affected rights holders of the nature, quality, and quantity of all social harms as well as the on-going future benefits these would have provided. Equivalence shall entail provision of the best means possible to ensure future community wellbeing. (Source: FSC-POL-01-007 V1-0)

Exclusion zone: Area in which chemical pesticides are used, and which people are prevented from entering during and after pesticide application in order to avoid unacceptable risk of exposure. The exclusion zone remains in force until the risk of exposure has reduced to an acceptable level (the period of re-entry).

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.

Fertilizer: Mineral or organic substances, most commonly N, P₂O₅ and K₂O, which are applied to soil for the purpose of enhancing plant growth.

Fibre Testing: a suite of wood identification technologies used to identify the family, genus, species and origin of solid wood and fibre based products.

Focal species: Species whose requirements for persistence define the attributes that must be present if that landscape is to meet the requirements of the species that occur there (Source: Lambeck, R., J. 1997. Focal Species: A multi-species Umbrella for Nature Conservation. Conservation Biology Vol 11 (4): 849-856.).

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 (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.

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: 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: 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: ADV-40-004-14).

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: 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: 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 (adapted from Motion 40:2017).

Good Faith in negotiation: The Organization (employer) and workers' organizations make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid unjustified delays in negotiations, respect agreements concluded and give sufficient time to discuss and settle collective disputes (Gerning B, Odero A, Guido H (2000), Collective Bargaining: ILO Standards and the Principles of the Supervisory Bodies. International Labour Office, Geneva).

Governmental order: The use of a specific chemical pesticide is ordered or carried out by governmental authorities independent of the Organization (Source: FSC-POL-30-001 V3-0).

Grassland: Land covered with herbaceous plants with less than 10% tree and shrub cover (Source: UNEP, cited in FAO. 2002. Second Expert Meeting on Harmonizing Forest-Related Definitions for use by various stakeholders).

Habitat: The place or type of site where an organism or population occurs (Source: Based on the Convention on Biological Diversity, 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;
- Ponds;
- Areas for procreation;
- Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation.

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 (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 report on generic criteria and indicators based on 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).

NOTE: The HCV concept applies to all ecosystems, including HCV areas in savannahs, grasslands, peatlands and wetlands - not only to natural forests and forest plantations.

High Conservation Value Areas: Zones and physical spaces which possess and/or are needed for the existence and maintenance of identified High Conservation Values.

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: based on Glossary of Forest Management Terms. North Carolina Division of Forest Resources. March 2009).

Highly hazardous pesticide (HHP): chemical pesticides that are acknowledged to present particularly high levels of acute or chronic hazards to health and environment according to internationally accepted classification systems or are listed in relevant binding international agreements or conventions, or contain dioxins, or heavy metals. In addition, pesticides that appear to cause severe or irreversible harm to health or the environment under conditions of use in a country may be considered to be and treated as highly hazardous.

FSC distinguishes between FSC prohibited HHPs, FSC highly restricted HHPs and FSC restricted HHPs:

- **FSC prohibited HHPs:** chemical pesticides that: a) are listed or recommended for listing under Annex A (elimination) of the Stockholm Convention on Persistent Organic Pollutants or Annex III of the Rotterdam Convention on the Prior Informed Consent Procedure or listed under the Montreal Protocol on Substances that Deplete the Ozone Layer, or b) are acutely toxic and that can induce cancer (carcinogenic and likely to be carcinogenic), or c) contain dioxins or d) contain heavy metals).
- **FSC highly restricted HHPs:** chemical pesticide presenting two or three out of the following hazards: acute toxicity, chronic toxicity and environmental toxicity.
- **FSC restricted HHPs:** chemical pesticide presenting one out of three of the following hazards: acute toxicity, chronic toxicity and environmental toxicity.

(Source: FSC-POL-30-001 V3-0).

ILO Committee on Freedom of Association: a Governing Body Committee set up in 1951, for the purpose of examining complaints about violations of freedom of association, whether or not the country concerned had ratified the relevant conventions. Is composed of an independent chairperson and three representatives each of governments, employers, and workers. If it decides to receive the case, it establishes the facts in dialogue with the government concerned. If it finds that there has been a violation of freedom of association standards or principles, it issues a report through the Governing Body and makes recommendations on how the situation could be remedied. Governments are subsequently requested to report on the implementation of its recommendations (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

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 report on generic criteria and indicators based on ILO Core Conventions principles, 2017.

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 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 report on generic criteria and indicators based on 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-01-002 V1-0 FSC Glossary of Terms (2009)).

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.

NOTE: The adoption of the term Indigenous cultural landscapes is voluntary by Standard Development Groups. Standard Development Groups may choose not to use it. Through Free Prior and Informed Consent Indigenous Peoples may choose to use different terminology

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: 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).

Indirect involvement: Situations in which the associated organization or individual, with a minimum ownership or voting power of 51%, is involved as a parent or sister company, subsidiary, shareholder or Board of Directors to an organization directly involved in unacceptable activities. Indirect involvement also includes activities performed by subcontractors when acting on behalf of the associated organization or individual (Source: FSC-POL-01-004 V2-0).

Industrial activity: Industrial forest and resource management activities such as road building, mining, dams, urban development and timber harvesting.

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.

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: Intact Forests / Global Forest Watch. Glossary definition as provided on Intact Forest website. 2006-2014).

Integrated pest management (IPM): Careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations, encourage beneficial populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimize risks to human and animal health and/or the environment. IPM emphasizes the growth of a healthy forest with the least possible disruption to ecosystems and encourages natural pest control mechanisms (Source: Based on *FAO International Code of Conduct on Pesticide Management*).

Intellectual property: Practices as well as knowledge, innovations and other creations of the mind (Source: Based on the Convention on Biological Diversity, 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).

Intervention threshold: Population density level where the controlling measures of the targeted pest should start. It is determined in the IPM system and it is usually lower than the critical population density level.

Invasive species: Species that are rapidly expanding outside of their native range. Invasive species can alter ecological relationships among native species and can affect ecosystem function and human health (Source: Based on World Conservation Union (IUCN). Glossary definitions as provided on IUCN website).

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: 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: Based on World Conservation Union (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: 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).

Legal status: The way in which the Management Unit is classified according to law. In terms of tenure, it means the category of tenure, such as communal land or leasehold or freehold or State land or government land, etc. If the Management Unit is being converted from one category to another (for example, from State land to communal indigenous land) the status includes the current position in the transition process. In terms of administration, legal status could mean that the land is owned by the nation as a whole, is administered on behalf of the nation by a government department, and is leased by a government Ministry to a private sector operator through a concession (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 (ILO Convention 138, Article 7).

Living wage: The remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events (Source: A Shared Approach to a Living Wage. ISEAL Living Wage Group. November 2013).

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 FSC Glossary of Terms (2009)).

Management objective: Specific management goals, practices, outcomes, and approaches established to achieve the requirements of this standard.

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 plan monitoring: Follow up and oversight procedures for the purpose of evaluating the achievement of the management objectives. The results of the monitoring activities are utilized in the implementation of adaptive management.

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).

Managerial control: Responsibility of the kind defined for corporate directors of commercial enterprises in national commercial law, and treated by FSC as applicable also to public sector organizations (Source: FSC-STD-01-001 V5-2).

Medical Biomonitoring: Analysis of a chemical pesticide or one of its metabolites in the human body, using samples of substances such as blood, urine or breastmilk (Source: Based on FAO and WHO (2016). International Code of Conduct on Pesticide Management: Guidelines on Highly Hazardous Pesticides. FAO & WHO, Rome).

Minimum age (of employment): is not less than the age of finishing compulsory education, and which in any case, should not be less than 15 years. However, a country, whose economy and educational facilities are insufficiently developed, may initially specify a minimum age of 14 years. National laws may also permit the employment of 13-15 year olds in light work which is neither prejudicial to school attendance, nor harmful to a child's health or development. The ages 12-13 can apply for light work in countries that specify a minimum age of 14 (ILO Convention 138, Article 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: 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:

- 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.

Non-forest land-use: Land-use system, where the land is not dominated by trees.

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: 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: 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: 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: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Organism: Any biological entity capable of replication or of transferring genetic material (Source: Council Directive 90/220/EEC).

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: Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

Pest: Any species, strain or biotype of plant, animal or pathogenic agent injurious to plants and plant products, materials or environments and includes vectors of parasites or pathogens of human and animal disease and animals causing public health nuisance (Source: FSC-POL-30-001 V3-0).

Pesticide: Any substance or mixture of substances of chemical or biological ingredients intended for repelling, destroying or controlling any pest, or regulating plant growth. This definition includes insecticides, rodenticides, acaricides, molluscicides, larvaecides, nematocides, fungicides and herbicides (Source: FSC-POL-30-001).

Pesticide Buffer zone: Area established around environmental and/or social values to protect them from damage, within which pesticides are not used or are used only with additional risk mitigation measures.

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.
- 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: 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.

Principle: An essential rule or element; in FSC's case, of forest stewardship (Source: FSC-STD-01-001 V5-2).

Priority social harms: see the definition for social harm (Source: FSC-POL-01-007 V1-0).

Protection: See definition of Conservation.

Protection Area: See definition of Conservation Zone.

Proportionate: A 1:1 ratio: The area to be restored or conserved is the same as the area of natural forest and/or High Conservation Value destroyed (Source: FSC-POL-01-007 V1-0).

Publicly available: In a manner accessible to or observable by people generally (Source: 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: Based on 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: Shorter Oxford English Dictionary).

Reduced impact harvesting: Harvesting (or logging) using techniques to reduce the impact on the residual stand (Source: Based on Guidelines for the Conservation and Sustainable Use of Biodiversity in Tropical Timber Production Forests, IUCN 2006).

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: Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

Remedy: To correct or return something as near as possible to its original state or condition (Source: Guiding Principles on Business and Human Rights. UN. 2011).

- For environmental harms this includes actions taken to remedy deforestation, conversion degradation, or other harms to natural forest and High Conservation Value areas. Environmental remedy actions may include but are not limited to: conservation of standing forests, habitats, ecosystems and species; restoration and protection of degraded ecosystems.
- For social harms this includes providing redress for identified social harms through agreements made during an FPIC-based process with the affected rights holders, and facilitating a transition to the position before such harms occurred; or developing alternative measures to ameliorate harms by providing gains recognized by the affected stakeholders as equivalent to the harms, through consultation and agreement. Remedy may be achieved through a combination of apologies, restitution, rehabilitation, financial or non-financial compensation, satisfaction, punitive sanctions, injunctions, and guarantees of non-repetition (Source: FSC-POL-01-007 V1-0).

Remuneration: includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the workers employment (ILO Convention 100, Article1a).

Repair: Process of assisting the recovery of environmental values and human health (Source: FSC-POL-30-001).

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.

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: 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.).

Restitution: Measures agreed with affected stakeholders to restore lands, properties or damaged natural resources to their original owners in their original condition. Where such lands, properties or natural resources cannot be returned or restored, measures are agreed on to provide alternatives of equivalent quality and extent. Restitution to affected rights holders is agreed on through an FPIC-based process (Source: FSC-POL-01-007 V1-0).

Restoration /Ecological Restoration: Process of assisting the recovery of an ecosystem, and its associated conservation values, that have been degraded, damaged, or destroyed (Source: adapted from 'International principles and standards for the practice of ecological restoration'. Gann et al 2019. Second edition. Society for Ecological Restoration) (shortened version – refer to the FSC Remedy Framework for full definition).

Note: 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.

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 – with the exception of those values negatively affected through instances of conversion and whose restoration form part of a Remedy Plan which The Organization is required to follow. In all instances, 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.

Riparian zone: Interface between land and a water body, and the vegetation associated with it.

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'.

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 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: Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

Small-scale smallholder: Any person that is depending on the land for most of their livelihood; and/or employs labor mostly from family or neighboring communities and has land-use rights on a Management Unit of less than 50 hectares. Standard developers may define this to less than 50 hectares (Source: FSC-POL-01-007 V1-0).

Social harms: Negative impacts on persons or communities, perpetrated by individuals, corporations or states, which include, but may go beyond, criminal acts by legal persons. Such harms include negative impacts on persons' or groups' rights, livelihoods and well-being, such as property (including forests, lands, waters), health, food security, healthy environment, cultural repertoire and happiness, as well as physical injury, detention, dispossession and expulsion (Source: FSC-POL-01-007 V1-0).

- **Ongoing social harms:** social harms which have not been remedied.
- **Priority social harms:** social harms prioritized by an FPIC-based process with affected rights-holders or identified in consultation with affected stakeholders (Source: FSC-PRO-01-007 V1-0. Shortened version - refer to the FSC Remedy Framework for full definition).

Stakeholder: See definitions for 'affected stakeholder' and 'interested stakeholder'.

Statutory law or statute law: The body of law contained in Acts of Parliament (national legislature) (Source: Oxford Dictionary of Law).

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: World Conservation Union (IUCN). Glossary definitions provided on IUCN 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).

Threat: An indication or warning of impending or likely damage or negative impacts (Source: 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: Based on 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.

Timely manner: As promptly as circumstances reasonably allow; not intentionally postponed by The Organization; in compliance with applicable laws, contracts, licenses or invoices.

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: 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: 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).

Trigger Value: Trigger values are expressed as the value of toxicity exposure ratio (TER) above which exposure is considered to be an unacceptable risk. The TER is calculated based on the acute toxicity value and exposure for each pesticide. Its value will be local and will be based on exposure parameters.

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.

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.

Very limited portion: The affected area shall not exceed 5% of the Management Unit, irrespective of whether the conversion activities have taken place prior to or after The Organization is awarded with FSC Forest Management certification (Source: FSC-POL-01-007 V1-0).

Very limited portion of core area: The area affected shall not exceed 0.5% of the area of the core area in any one year, nor affect a total of more than 5% of the area of the core area.

Waste materials: unusable or unwanted substances or by-products, such as:

- Hazardous waste, including chemical waste and batteries;
- Containers;
- Motor and other fuels and oils;
- Rubbish including metals, plastics and paper; and
- Abandoned buildings, machinery and equipment.

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.

Water scarcity: A water supply that limits food production, human health, and economic development. Severe scarcity is taken to be equivalent to 1,000 cubic meters per year per person or greater than 40% use relative to supply (Source: Millennium Ecosystem Assessment. 2005. Ecosystems and Human Well-

Being: Policy Responses. Findings of the Responses Working Group. Washington DC: Island Press, Pages 599-605).

Water stress: Occurs when the demand for water exceeds the available amount during a certain period or when poor quality restricts its use. Water stress causes deterioration of freshwater resources in terms of quantity (aquifer over-exploitation, dry rivers, etc.) and quality (eutrophication, organic matter pollution, saline intrusion, etc.) (Source: UNEP, 2003, cited in Gold Standard Foundation. 2014. Water Benefits Standard).

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: Cowardin, 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: 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: 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 report on generic criteria and indicators based on 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 (ILO Convention 182, Article 3)



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