



FSC INTERIM FOREST STEWARDSHIP STANDARD FOR GHANA

FSC-STD-GHA-02-2024 EN



**FORESTS
FOR ALL
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Forest workers in Mamiri Forest Reserve observing COVID-19 field protocols © Joseph William Osei

NOTE ON THIS ENGLISH VERSION:

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V1.0	Initial version, FSC-STD-GHA-01-2012 Ghana Forest Stewardship Standard, based on P&C V4.	01/07/2012
V2.0	Second version, FSC-STD-GHA-02-2024 FSC Interim Forest Stewardship Standard for Ghana, based on P&C V5.2, approved by the Policy and Standards Committee (PSC) on 02/04/2024.	01/08/2024

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.

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A FOREWORD

(Informative section)

A.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.

A.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 International Generic Indicators (IGI) provide the basis for the development of locally adapted Forest Stewardship Standards (FSS).

B PREAMBLE

B.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, maintaining or renewing forest management certification.

B.2 Scope

(Normative section)

This standard shall be applied in the following scope:

Geographic region	Republic of Ghana
Forest types	All forest types
Ownership types	Public and private
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) <i>(See section B.4 for the applicable SLIMF eligibility criteria)</i>
Forest products (According to FSC-STD-40-004a)	W1 Rough wood, W2 Wood Charcoal NTFPs: N1.x Barks; N4.1 Rattan cane (rough form); N5.1 Bamboo; N5.2 Edible bamboo; N5.3 Fuel bamboo; N6.1 Flowers; N6.2 Grasses, ferns, mosses and lichens; N6.3 Whole trees or plants; N6.4 Pine cones; N7.1 Rubber/ Latex; N7.2 Gum resin; N8.2 Medicinal plants; N9.1 Nuts; N9.2 Tea; N9.3 Palmhearts; N9.4 Mushrooms, truffles; N9.5 Fruits; N9.7 Game; N9.8 Honey;

B.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.

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

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

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

B.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, unless indicated otherwise).

In order to further specify the respective requirements, 40 sub-indicators were added to the indicators in this standard. Those sub-indicators have four digits in their number (e.g. 2.5.1.1). As they connect to the respective main indicator, they are also normative in nature.

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

Verifiers, guidance notes and examples which are included to support the implementation of this standard.

Auditors may use other means for verification where appropriate. Forest managers may also use verifiers as a guide to what may be required to demonstrate conformity.

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	Natural forests of not more than 1000 ha; plantation forest of not more than 200 ha
Low intensity Management Units	<p>The rate of harvesting is less than 20% of the mean annual increment (MAI)² 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 metres,</p> <p>OR the average 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>

Organizations including non-timber forest products (NTFPs) in their certification scope shall conform with all indicators in this 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 re-quired. 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 mate-rial, 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*.

B.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's Dispute Resolution Procedure (see: <[FSC-PRO-01-008-Processing Complaints in the FSC Certification Scheme Procedure](#)>).

C CONTEXT

C.1 General description of the forestry sector

(Informative section)

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

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

Forest management in Ghana is governed by local legislation and internationally ratified agreements. These include: The Constitution of the Republic of Ghana, 1992, Article 267 *stool and skin lands**and properties vests *stool lands** in the appropriate *stools** for the subjects of the stool. The *Stool or Skin land** refers to land claimed by traditional owners in Ghana. They range from (land belonging to chiefs with *stools**, as the term is normally used), *skin lands** of the Northern and Upper Regions of Ghana, certain lands of certain families in the south of Ghana, but it excludes land in the north of Ghana already vested in the Government by earlier enactments. The Forest Act 1927 section 17 (1) (CAP 157) clarified that ownership of land with forest reserve is unchanged by its establishment as a forest reserve. Forestry Commission Act 1999 (Act 571) defines legal authority for forest management. Timber Resources Management Act 1997 (Act 547) and related Amendment Act 2002 (Act 617) defines requirements and procedures for the award of timber rights in Ghana. The Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254) provides for the regulation of the grant of small and large-scale timber rights, other sources of timber and provide a licensing scheme for the production and sale of timber for both the international and the domestic markets.

There are also private forest plantation organizations and individuals who manage their own forest outside the forest reserves. While the Forestry Commission is legally mandated to managed forest reserves, in practice however, the Forestry Commission awards legal concessions in the form of Timber Utilisation Contracts (TUCs) to legal forest entities for the utilization of timber resources within such concessions. The use of NTFPs by concession holders require additional permits. Forest management planning is therefore done both by the Forestry Commission and TUC holders of natural forest in the forest reserves. The strategic management plan which is done for each forest reserve or Management Unit (MU) basically involves defining the area under planning into its management zones to include: areas suitable for timber production, those areas requiring permanent protection either on the basis of condition (slope, swamps,

etc.). Biological value or susceptibility to fire are excluded from the potential timber production areas along with those areas that are currently too understocked to be considered for production. TUCs are therefore allocated only in timber production zones. It is within the allocated concessions which the TUC carry out TUC area planning into 5-year harvesting coupes and the detail planning at the compartment level. There are also agreements between the Forestry Commission and several private plantation developers within forest reserves who have responsibility for planning their plantation areas under the terms of the agreement with the Forestry Commission.

Harvesting of timber in forest reserves and transport of timber from all sources are controlled within a nationally established Wood Tracking and Decision Support System (WT-DSS) developed under the Ghana Legality Assurance System (GhLAS) of the Voluntary Partnership Agreement between Ghana and the European Commission. The WT-DSS aims to ensure that harvesting and trade timber products are legal. This robust system is however yet to be fully implemented. Unfortunately, NTFPs are currently not tracked within the WT-DSS.

C.2 Background information on the standard development

(Informative section)

This standard was developed according to rules and regulations laid out in <FSC-PRO-60-007 V1-2-Structure, Content and Development of Interim National Standards> in the period from April 2020 to the 13.03.2023. Two stakeholder consultations were conducted from 15.02.2022 to the 15.04.2022. The second consultation was conducted from the 15.05.2022 to the 17.07.2022.

Note: Further information is available from PSU upon request.

D 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	<i>FSC Policy on the Excision of Areas from the Scope of Certification</i>
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FSC-POL-30-001	<i>FSC Pesticides Policy</i>
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FSC-POL-30-602	<i>FSC Interpretation on GMOs: Genetically Modified Organisms</i>
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FSC-STD-20-007	<i>Forest Management Evaluations</i>
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FSC-STD-30-005	<i>FSC Standard for Group Entities in Forest Management Groups</i>
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FSC-GUI-30-009	<i>HCV Guidance for Managers.</i>
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FSC-PRO-01-008	<i>Processing Complaints in the FSC Certification Scheme</i>
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FSC-PRO-30-006	<i>Ecosystem Services Procedure: Impact Demonstration and Market Tools</i>
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FSC-DIR-20-007	<i>FSC Directive on FSC Forest Management Evaluations</i>
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FSC-GUI-30-003	<i>FSC Guidelines for the implementation of the right to Free, Prior and Informed Consent (FPIC)</i>
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FSC-GUI-60-005	<i>Promoting Gender Equality in National Forest Stewardship Standards</i>
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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>).

E LIST OF ABBREVIATIONS

(Informative section)

AAC	Annual Allowable Cut
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EPA	Environmental Protection Agency
FC	Forestry Commission
FDA	Food and Drugs Authority
FORIC	Forest Research institute of Ghana
FPIC	Free, Prior and Informed Consent
FSC	Forest Stewardship Council
FSD	Forest Services Division
GAWU	General Agriculture Workers Union
GRA	Ghana Revenue Authority
GSBAs	Globally Significant Biodiversity Areas
H&S	Health and Safety
HCV	High Conservation Value
IUCN	International Union for Conservation of Nature
LIF	Log Information Form
LMCC	Log Measurement and Conveyance Certificate
MMDAs	Metropolitan Municipal and District Assemblies
MoPs	Manual of Procedures
MU	Management Unit
NTFPs	Non-timber Forest Products
PAYE	Pay As You Earn
PPE	Personal Protective Equipment
RGD	Registrar General Department
RMSC	Resource Management Support Centre
SLIMF	Small and low intensity managed forests
SRA	Social Responsibility Agreement
TIDD	Timber Industry Development Division
TIF	Tree Information Form
TUC	Timber Utilisation Contract
TWU	Timber and Wood Workers Union
WTS	Wood Tracking System

F PRINCIPLES*, CRITERIA* AND INDICATORS*

(Normative section)

PRINCIPLE* 1: COMPLIANCE WITH LAWS

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

1.1 The Organization* shall be a legally defined entity with clear, documented and unchallenged *legal registration**, with written authorization from the *legally competent** authority for specific activities.

1.1.1 Legal registration to carry out all activities within the scope of the certificate is documented and unchallenged.

Verifiers: Certificate of Incorporation with Tax Identification Number (TIN); Social Security and National Insurance Trust (SSNIT) Registration Certificate.

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

Verifiers: Certificate of Incorporation is issued by the Registrar General Department (RGD); Tax Identification Number issued by the Ghana Revenue Authority (GRA).

1.2 The Organization* shall demonstrate that the *legal** status of the *Management Unit**, including *tenure** and *use rights**, and its boundaries, are clearly defined.

1.2.1 Legal tenure to manage and use resources within the scope of the certificate is documented.

Verifiers: Title Deeds; Timber Utilization Contract (TUC) /Concession Lease; Valid Certificate of Registration of Property Mark (Form C); Approved yield or yield list in the case of TUC or Concession lease holders; Management Agreement for private plantations in Forest Reserves; Registration with the Timber Industry Development Division (TIDD) when processing in scope.

NTFP 1.2.1.1 Legal or customary tenure to manage and use resources including harvesting and processing of non-timber forest products within the scope of the certificate is documented.

Verifiers: Title Deeds; Documentation of NTFP management and use; Management plans; Certificate of Registration with appropriate authorities when processing is in the scope: e.g., Cane and Rattan etc. with Timber Industry Development Division (TIDD), and food related NTFPs such as Thaumatin, Mushroom etc. with Food and Drugs Authority (FDA) etc. For TUC/Forest Concession Lease holders and private plantations within Forest Reserves document legal tenure to manage and/or use NTFPs resources including harvesting and processing within the scope of the certificate to include clear indication of unrestricted access to NTFPs by local communities for their non-commercial use. For TUC/Concession Lease holders have the knowledge of and document any use of NTFPs in the concession granted to third parties by the Forestry Commission.

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

Verifiers: TUC or Concession Lease signed by the sector minister and ratified by the Parliament of Ghana; TUC/Concession Lease or Land title Deeds registration by the Lands Commission; Management agreement signed with the Forestry Commission for plantations in forest reserves.

1.2.3 The boundaries of all Management Units within the scope of the certificate are clearly marked or documented and clearly shown on maps.

Verifiers: TUC/Concession Lease Map with boundary schedule; Lease or land title registration; Official maps; Boundary pillars on the ground consistent with boundary schedule (Site verification); Forest management plan.

1.3 *The Organization* shall have legal* rights to operate in the Management Unit*, which fit the legal* status of The Organization* and of the Management Unit*, and shall comply with the associated legal* obligations in applicable national and local laws* and regulations and administrative requirements. The legal* rights shall provide for harvest of products and/or supply of ecosystem services* from within the Management Unit*. The Organization* shall pay the legally prescribed charges associated with such rights and obligations.*

1.3.1. All activities undertaken in the Management Unit are carried out in compliance with:

- 1) Applicable laws and regulations and administrative requirements,
- 2) Legal and customary rights; and
- 3) Obligatory codes of practice.

Verifiers: Harvesting permit/License issued by the FC; Evidence of fringe communities have unrestricted access to NFTP for subsistence use (interviews, document review); Conveyance Certificate for NTFPs issued by the FC; When applicable: Hunting permit issued by the FC, Evidence of observation of closed hunting season (i.e., August 1- December 1) every year, Evidence of no use of poisonous chemicals for fishing. In addition, TUC/Concession lease holders and private plantation within Forest Reserves: Evidence of no hunting camps in the reserve; Evidence of no traps and snares for hunting; Evidence of no distillation of local gin; Evidence of no snare and game hunting in the nights.

NFTP 1.3.1.1 All activities including harvesting and processing of non-timber forest products undertaken in the Management Unit are carried out in compliance with:

- 1) Applicable laws and regulations and administrative requirements,
- 2) Legal and customary rights; and
- 3) within the provisions in the Logging Manual and Wild Animal Preservation requirements .

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

- Hunting permit issued by the FC;
- Evidence of observation of closed hunting season (i.e., August 1- December 1) every year.
- Evidence of no use of poisonous chemicals for fishing.

In addition, TUC/Concession lease holders and private plantation within Forest Reserves:

- Evidence of no hunting camps in the reserve
- Evidence of no traps and snares for hunting
- Evidence of no distillation of local gin
- Evidence of no snare and game hunting in the nights.

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

Verifiers: Stumpage fee payment receipt issued by FC; Land rent payment receipt issued by the FC; Social Responsibility Agreement payment (i.e., 5% of total stumpage) receipt; Environmental Permit fees; Cooperate Tax; Value Added Tax; Pay as you Earn (PAYE); Relevant Local Council fees

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

Verifiers: For TUCs/Concession Leases: Strategic Forest Management Plan prepared by the FC; TUC Area plan including harvesting schedule endorsed by FC; Compartment Logging Plan; Forestry Commission approved Management Plan for Commercial plantation in Forest Reserves as agreed with the FC; Environmental management plan approved by the EPA

1.4 The Organization* shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the Management Unit* from unauthorized or illegal resource use, settlement and other illegal activities.

1.4.1. Measures are implemented to provide protection from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.

Verifiers: Forest Protection procedures; Forest protection responsibilities in Social Responsibility Agreements (SRAs); Records of resources assigned for forest protection; forest protection monitoring and evaluation records/reports

1.4.2. Where protection is the legal responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.

Verifiers: Procedures for forest protection; Evidence of implemented collaborative forest protection system with the FC; Forest protection responsibilities in SRAs; Records of resources assigned to forest protection.

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

Verifiers: Records of detected illegal activities; Records of measures to address detected illegal activities; For TUC/Concession Lease holders: records of engagement with the FC to address detected activities and offence records held with the FC

1.5 The Organization* shall comply with the applicable national laws*, local laws, ratified* international conventions and obligatory codes of practice*, relating to the transportation and trade of forest products within and from the Management Unit*, and/or up to the point of first sale.

1.5.1. Compliance with applicable national laws, local laws, ratified international conventions and obligatory codes of practice relating to the transportation and trade of forest products up to the point of first sale is demonstrated.

Verifiers: Form C (certificate of registration of a property mark); Log Measurement and Conveyance Certificate (LMCC); Weekend and Public holiday working permits; Driving licenses of drivers; No transportation between 6pm and 6am; Evidence of registration of transporting vehicle with the FC.

NTPF 1.5.1.1 Compliance with applicable national laws, local laws, ratified international conventions and the Logging Manual relating to the transportation and trade of NTPF up to the point of first sale is demonstrated.

Verifiers: NTFP Conveyance certificate; weekend and public holiday working permit; For TUC/Concession lease holders/private plantation in Forest Reserves: (a) NTFP permit/Licence, (b) Evidence of Registration of Vehicle with the Forestry Commission.

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

Verifiers: For TUC/Concession Lease holders: (a) Form C, (b) Restricted species permit, (c) LMCC, (d) Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) certificate for CITES species. For and Private Plantations in Forest Reserves and others: (a) Form C, (b) LMCC, (c) CITES Certificate issued by Forestry Commission.

NTFP 1.5.2.1 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any NTFP species to include FDA certificate of registration for trading in NTFPs processed for food or medicine.

Verifiers: CITES Certificate issued by Forestry Commission; LMCC; Additional For TUC/Concession lease holders: Restricted species permit; FDA certificate of registration for trading in NTFPs processed for food or medicine.

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: Dispute resolution procedures includes issues relating to legal or customary law on tenure; Records of development of dispute resolution procedures with affected stakeholders (appropriate representation, agreed communication channels, involve all actors, recorded agreements, meeting records approved, meeting records shared); Forest management plan; Records of complaints.

1.6.2 Disputes related to issues of applicable laws or customary law that can be settled out of court are responded to in a timely manner, and are either resolved or are in the dispute resolution process.

Verifiers: Dispute resolution procedures; Records on dispute resolution.

1.6.3. Up-to-date records of disputes related to issues of applicable laws or customary law, are held including:

- 1) Steps taken to resolve disputes;
- 2) Outcomes of all dispute resolution processes; and
- 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.

Verifiers: Complaint register; List of disputes and resolution status of each; Reasons for unresolved disputes and actions to resolve them; Records of dispute resolution decisions and actions taken.

1.6.4. Operations cease in areas where disputes exist:

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

Verifiers: Records of disputes include the list of disputes, the start date of dispute, number of interested parties and any court decision on dispute); Dispute Resolution procedures; Records of notification for suspension of operations to stakeholders; Records of notification for resumption of operations to stakeholders; Evidence of cessation of operations; Direct field observations; Interview with stakeholders.

1.7 ***The Organization**** shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, ***The Organization**** shall implement other anti-corruption measures proportionate to the *scale** and *intensity** of management activities and the *risk** of corruption.

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

Verifiers: Anti-bribery/anti-corruption policy; Anti bribery /anti-corruption procedures; Evidence of implementation of anti-bribery procedures

SLIMF 1.7.1.1 A written declaration not to give or receive bribes (money) or to engage in other forms of corruption is communicated to fringe communities and customers.

Verifiers: Anti-bribery / Anti-corruption written declaration; Evidence of dissemination to fringe communities and customers.

1.7.2 The policy meets or exceeds related legislation.

Verifiers: Written policy discourages active and passive bribery and corruption.

1.7.3 The policy is publicly available at no cost.

Verifiers: Evidence of public availability of the policy at no cost.

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

Verifiers: Records of implementation of anti-bribery / anti-corruption procedures; Evidence of effectiveness of anti bribery and corruption measures; Interview with stakeholders including customers.

1.7.5 Corrective measures are implemented if corruption does occur.

Verifiers: Procedures include means to detect corruption; Records of corrupt incidence; Records of corrupt incidence investigation and corrective actions.

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.

Verifier: Written policy endorsed by management representative.

1.8.2. The policy is publicly available at no cost.

Verifier: Evidence of public availability of policy.

PRINCIPLE* 2: WORKERS* RIGHTS AND EMPLOYMENT CONDITIONS

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

2.1 *The Organization** shall *uphold** the principles and rights at work as defined in the *ILO Declaration on Fundamental Principles and Rights at Work** (1998) based on the eight *ILO Core Labour Conventions**.

2.1.1 The Organization shall not use child labour.

2.1.1.1 The Organization shall not employ workers below the age of 15, or below the age of 13 years for lighter work as stated under the Children's Act 1998 (Act 560), or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2.

Verifiers: Employment policy commits not to employ workers below the age of 15; Forest management plan; Employment procedures includes determination of the age of prospective workers; Worker personal file; Workers' Ghana Card

2.1.1.2 Employment of persons between the ages of 13 to 15 years in light work shall not interfere with schooling nor be harmful to their health or development. They shall work only outside of school hours during normal day-time working hours.

Verifiers: Register of children employed including their dates of birth or their apparent ages; Worker Ghana Identity Card or National Health Insurance Card; Evidence that worker is engaged in light work; Evidence that work does not affect schooling of the worker; Evidence that the child is not engaged in night work; Stakeholder interviews

2.1.1.3 No person under the age of 18 is employed in hazardous or heavy work as defined by the Labour Regulation LI 1833 of 2007 except for the purpose of training within approved national laws and regulation

Guidance note: Hazardous work is defined in the Labour Regulation to include: (a) manual lifting of loads the weight of which exceeds twenty-five kilograms, (b) work on scaffold and other structures at a height exceeding two and a half metres, (c) the use of substances and materials that emit radiation, or poisonous gases or fumes, (d) the use of dangerous chemicals, (e) excessive noise, (f) the felling of timber, (g) night work exceeding eight continuous hours, or (h) other situations considered by the Chief Labour Officer as hazardous.

Verifiers: Register of young persons employed including their dates of birth; Young persons' Ghana Identity Card; Contract and or job schedule of young worker; Medical Officers' certified report of medical fitness of young worker for assigned job.

2.1.1.4 The Organization shall prohibit worst forms of child labour.

Verifiers: Policy for employment of young workers; Forest management plan; Evidence of implementation of policy; Recruitment procedures; Register of children employed including their dates of birth or their apparent ages; Worker Ghana Identity Cards or National Health Insurance Card

2.1.2 The Organization shall eliminate all forms of forced and compulsory labour.

2.1.2.1 Employment relationships are voluntary and based on mutual consent, without threat of a penalty.

Verifiers: Recruitment policy; Recruitment procedures; Employment contracts; Wage records; Payslips – including any deductions; Dispute, complaint and grievance records; Records of licensed recruitment agencies if any; Stakeholder interviews.

2.1.2.2 There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- 1) Physical and sexual violence
- 2) Bonded labour
- 3) Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- 4) Restriction of mobility/movement
- 5) Retention of passport and identity documents
- 6) Threats of denunciation to the authorities.

Verifiers: Recruitment policy; Recruitment procedures; Employment contracts; Wage records; Payslips – including any deductions; Dispute, complaint and grievance records; Records of licensed recruitment agencies if any; Stakeholder interviews

2.1.3 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: Recruitment policy; Forest management plan; Recruitment procedures; Implementation of recruitment procedures, e.g., publication of job offers; Job application records; Employment contracts; Wage records; Payslips – including any deductions; Dispute, complaint and grievance records; Records of licensed recruitment agencies if any; Stakeholder interviews; Job evaluation (appraisals) records; Records of distribution of workers (by gender, origin, etc.) in the register of employees.

2.1.4 The Organization shall respect freedom of association and the right to collective bargaining.

2.1.4.1 Workers are able to establish or join worker organizations of their own choosing.

Verifiers: Policies and procedures on worker rights; Forest management plan; Evidence of no restrictions to join worker organizations; Any agreement between the organization and workers or trade unions as which workers cannot join the Union; Written constitution and rules of any existing Worker organizations especially on how executives are selected; Existence of trade-union representatives; Stakeholder interviews.

2.1.4.2 The Organization respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.

Verifiers: Policies and procedures; Forest management plan; Evidence of no restrictions to join worker organizations; Any agreement between the organization and workers or trade unions as which workers cannot join the Union; Written constitution and rules of any existing Worker organizations especially on how executives are selected; Existence of trade-union representatives; Stakeholder interviews.

2.1.4.3 The Organization negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

Verifiers: Existence of Collective Bargaining Agreement; Records of meeting between management and workers' organizations; Meeting with workers organization executives.

2.1.4.4 Collective bargaining agreements are implemented where they exist.

Verifiers: Evidence of implementation of collective bargaining agreement; Meeting with workers organization executives; Stakeholder interviews.

2.2 The Organization* shall promote gender equality* in employment practices, training opportunities, awarding of contracts, processes of engagement* and management activities.

2.2.1 Systems are implemented that promote gender equality and prevent gender discrimination in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.

Verifiers: Organization policy on gender equality and discrimination; Evidence of implementation of policy; Training records (confirm equal opportunity for women); Employment and contract records (confirm equal opportunity for women); Wage records (confirms no discrimination against women); Forest management plan; Interviews with women.

2.2.2 Job opportunities are open to both women and men under the same conditions, and women are encouraged to participate actively in all levels of employment.

Verifiers: Recruitment policy; Content of job advertisements; Organogram; List of workers; Job grades; Contract documents; Forest management plan; Interviews with women.

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

Verifiers: Training plan (include typical female jobs and health and safety); Training content or modules; Training records.

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

Verifiers: Organogram, wage bands and Pay roll are consistent; Worker's contract; Pay Slips; Forest management plan; Interview with women.

2.2.5 Women are paid directly and using mutually agreed methods (e.g., direct bank transfer, direct payments for school fees, etc.) to ensure they safely receive and retain their wages.

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: Organization'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: Organization Employment Policy; Human Resources Procedures; Collective Bargaining Agreement; Workers are aware of availability of paternity leave; Paternity leave records; Interview with men confirm no penalty for paternity leave.

2.2.8 Meetings, management committees and decision-making forums are organized to include women and men, and to facilitate the active participation of both.

Verifiers: Existing management committees' records (confirms equal opportunity for women); Meeting minutes and forums confirm participation of women; Signed attendance list of meetings and forums.

2.2.9 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.

Verifiers: Organization's mechanism for confidential reporting and elimination of gender harassment and discrimination; Evidence of implementation of mechanism; Records of complaints of harassment or discrimination; Investigation reports; Corrective actions on reported cases; Interview with stakeholders.

2.3 *The Organization shall implement health and safety practices to protect *workers** from occupational safety and health hazards. These practices shall, proportionate to *scale, intensity and risk** of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.**

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

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

SLIMF 2.3.1.1 Each worker is informed about the health and safety measures corresponding to his/her activity and these meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.

Verifiers: Evidence of each worker informed of H&S measures relating to her/his activities; Interview with workers confirm content H&S measures related to their work.

NTPF 2.3.1.1 Health and safety practices are developed and implemented for all workers including workers harvesting and processing non-timber forest products that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work. When NTPF is processed for food or medicinal products, the Organization shall demonstrate compliance with the Public Health Act, 2012 Act 851, and the related FDA regulation and guidelines.

Verifiers: Organization's H&S policy and procedures meet or exceed ILO code (assigned H&S responsibility, risk assessment for each job, identified hazardous substances, risk mitigation, assigned resources, H&S training, machine maintenance schedule, emergency response etc); First aid kits available and accessible; Machine maintenance records; Emergency rescue records; Occupational health and medical care policy or standards based on ILO Code; Complaint boxes and feedback forms available; H&S training records; H&S signages; Risk assessments for different jobs; Personal Protective Equipment (PPE); Forest management plan; Food or drug registration certificate; Food or drug export registration (if applicable); Direct observations and interview with stakeholders.

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

NTFP 2.3.2.1 Workers, including workers harvesting and processing non-timber forest products, have Personal Protective Equipment (PPE) appropriate to their assigned tasks including food or medicinal product safety whenever applicable.

Verifiers: PPE distribution records confirm PPEs are appropriate to assigned task; Interview with workers confirm receipt of PPE at no cost.

2.3.3 Use of personal protective equipment is enforced.

Verifiers: Organization's PPE use enforcement measure; Evidence of implementation of PPE use enforcement measures; Direct observation of workers use of PPEs; Interview with workers.

2.3.4 Records are kept on health and safety practices including accident rates and lost time to accidents.

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

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

Verifiers: Evidence of Organization 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: Organization 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 reports; Training plan.

2.3.6 The health and safety practices are reviewed and revised as required after major incidents or accidents.

Verifiers: Accident records; Accident analysis reports; Evidence of changes made in health and safety practices as results of major incidents; Interview with stakeholders.

2.4 *The Organization shall pay wages that meet or exceed minimum *forest** industry standards or other recognized *forest** industry wage agreements or *living wages**, where these are higher than the *legal** minimum wages. When none of these exist, *The Organization** shall through *engagement** with *workers** develop mechanisms for determining *living wages**.**

2.4.1 Wages paid by The Organization in all circumstances meet or exceed legal minimum wage rates in Ghana.

Verifiers: Pay roll; Legal minimum wage rates; Collective bargaining agreement; Pay slips; Workers contracts.

2.4.2 Wages paid meet or exceed:

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

Verifiers: Pay roll, Legal minimum wage rates, Collective bargaining agreements, Workers Pay slips, Workers contracts, Meeting with local trade union executives, Interview with workers

2.4.3 [Not applicable in Ghana] When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.

2.4.4 Wages, salaries and contracts are paid on time.

Verifiers: Wage payment records, Collective bargaining agreements, Interview with workers

2.5 The Organization* shall demonstrate that workers* have job-specific training and supervision to safely and effectively implement the Management Plan* and all management activities.

2.5.1. Workers have job specific training consistent with Annex B and supervision to safely and effectively contribute to the implementation of the management plan and all management activities.

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.

NTPF 2.5.1.1 Workers harvesting and processing non-timber forest products, have job specific training and supervision to safely and effectively contribute to the implementation of the management activities in compliance with the management plan and the NTFP permit requirements.

Verifiers: Management plan and /or permit conditions (for TUC/Concession Lease holders and Private plantations in Forest Reserves); Management plan (for all other forest Organizations); 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.

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.

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

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

Verifiers: Disputes resolution procedures; Records of workers grievances and resolution status.

2.6.3 Up-to-date records of workers grievances related to workers loss or damage of property, occupational diseases or injuries are maintained including:

- 1) Steps taken to resolve grievances;
- 2) Outcomes of all dispute resolution processes including fair compensation; and
- 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.

Verifiers: Records of action to resolve workers grievances; Records of dispute include status of their resolution, fair compensation if applicable, reasons and how they will be resolved; Accident and injury records to include accidents reported to appropriate national institutions; Compensation records.

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

Verifiers: Dispute records; Accident records; Workman Compensation records; Evidence of payment compensation.

PRINCIPLE* 3: INDIGENOUS PEOPLES'* RIGHTS

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

Note: According to the 7 criteria for identification of Indigenous Peoples (adapted by FSC 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), there are no Indigenous Peoples in Ghana. Existent ethnic minority groups do not meet the definition and are thus covered by other FSC Principles. Therefore, this Principle is not applicable in its present form.

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 [Not applicable to Ghana] Indigenous Peoples that may be affected by management activities are identified.

3.1.2 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] The legal and customary rights of Indigenous Peoples are not violated by The Organization.

- 3.2.3 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] Where the process of Free Prior and Informed Consent (FPIC) has not yet resulted in an FPIC agreement, the Organization 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] 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 [Not applicable to Ghana] Indigenous Peoples are compensated according to the binding agreement reached through Free, Prior and Informed Consent for the use of traditional knowledge and intellectual property.

PRINCIPLE* 4: COMMUNITY RELATIONS

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

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

4.1.1 Local communities that exist in the Management Unit and those that may be affected by management activities are identified.

Verifiers: Socio-economic survey report; Map of Management Unit showing communities affected by management activities; Participatory maps; Social objectives in the forest management plan; Identified communities include fringe communities eligible for Social Responsibility Agreement (SRA) by TUC/Concession Lease holders and private plantations in Forest Reserves per FC SRA Guidelines.

4.1.2 Through culturally appropriate engagement with the local communities identified in 4.1.1, the following are documented and/or mapped:

- 1) Their legal and customary rights of tenure;
- 2) Their legal and customary access to, and use rights, of the forest resources and ecosystem services;
- 3) Their legal and customary rights and obligations that apply;
- 4) The evidence supporting these rights and obligations;
- 5) Areas where rights are contested between local communities, governments and/or others;
- 6) Summary of the means by which the legal and customary rights, and contested rights are addressed by The Organization; and
- 7) The aspirations and goals of local communities related to management activities.

Verifiers : Documentation and /or map of items 1-7; Socio-economic survey report; Records on engagement with local communities; Organization forest management plan; Interview with local communities; Additional verifiers for TUC/Concession Lease holders and private plantations in Forest Reserves to include: Strategic Forest Management plan for the Forest Reserve, Reserve Settlement Commission's Report for the Forest Reserve, Social Responsibility Agreement per FC SRA guidelines, Interview with local communities.

4.2 **The Organization*** shall recognize and **uphold*** the **legal*** and **customary rights*** of **local communities*** to maintain control over management activities within or related to the **Management Unit*** to the extent necessary to protect their rights, resources, **lands and territories***. Delegation by **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: Organization's Policies; Community Engagement Procedures; Records of community engagement; Evidence of receipt of local community request and Organization's response; Interview with local communities.

4.2.2 The legal and customary rights of local communities to maintain control over management activities are not violated by The Organization.

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

Guidance note: Management Restrictions include but are not limited to: the use of permit system and payment of appropriate fees to District Forest Manager prior to collection of any NTFP (for commercial use), prohibition of use of poisonous chemicals for fishing, prohibition of hunting during close seasons (i.e., August 1- December 1) every year, prohibition of setting up hunting camps in the reserve, prohibition of setting traps and snares for hunting, prohibition of distillation of local gin, prohibition of snare and game hunting in the nights.

4.2.3 Where evidence exists that legal and customary rights of local communities related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process in Criteria 1.6 or 4.6.

Verifiers: Organization's community rights procedures; Grievance and dispute resolution procedures; Grievance and complaint records; Dispute resolution records; Root cause analysis and Corrective action for reported community rights violations; Interview with local communities. For TUC/Concession lease holders and private plantations in Forest Reserves: The Timber Utilization Contract; Social Responsibility Agreement per FC SRA guidelines; Grievance and complaint records; Procedures for monitoring company activities; Monitoring reports

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

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

Verifiers: For organizations operating outside forest reserves: Organization's Free, Prior and Informed Consent (FPIC) procedures; Records of traditional peoples engagement related to FPIC; Forest Management plans; Interview with traditional peoples. For TUC/Concession lease holders and private plantations in Forest Reserves: Timber Utilization Contract includes letter of consent; Reserve Settlement Commission's Report for the Forest Reserve Strategic Forest reserve management plan Timber Utilization Contract area plan; Social Responsibility Agreement per FC SRA guidelines.

4.2.5 Where the process of Free Prior and Informed Consent has not yet resulted in an FPIC agreement, The Organization 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.

Verifiers: Minutes of FPIC related meetings; Interview with traditional peoples and other stakeholders

4.3 The Organization* shall provide reasonable* opportunities for employment, training and other services to local communities*, contractors and suppliers proportionate to scale* and intensity* of its management activities.

4.3.1. Reasonable opportunities are communicated and provided to local communities, local contractors and local suppliers for:

- 1) Employment,
- 2) Training, and
- 3) Other services.

Verifiers: Evidence of communication of job offers, training and other services to local communities; Evidence of provision of employment, training and other services opportunities to local communities; Forest management plan, Interview with local communities and other stakeholders.

SLIMF 4.3.1.1 Preference is given to forest fringe community members and services.

Verifiers: Evidence of preference given to forest fringe community members and services.

4.4 The Organization* shall implement additional activities, through engagement* with local communities*, that contribute to their social and economic development, proportionate to the scale*, intensity* and 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; Organization's Corporate Social Responsibility project records; Socio-economic survey reports; Forest management plan; Interview with local communities and other stakeholders; Additional verifiers for TUC/Concession lease holders and private plantation in Forest Reserves; Social Responsibility Agreements per FC SRA guidelines.

SLIMF 4.4.1.1 Forest Organization or manager understands the interest and concerns of *forest fringe communities** social and economic development and action to address them are implemented.

Verifiers: Evidence of understanding the interest and concerns of *forest fringe communities** social and economic development; Evidence of implementation of identified opportunities; Direct observation of *forest fringe communities** development projects; Interview with local communities.

4.4.2 Projects and additional activities are implemented and/or supported that contribute to local social and economic benefit and are proportionate to the socio-economic impact of management activities.

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

SLIMF 4.4.2.1 Forest fringe community products and services are used as the preferred option.

Verifiers: Evidence of use of forest fringe community product and services; Forest management plan; Direct observation of use of local products and services; Interview with local communities.

4.5 *The Organization, through *engagement** with *local communities**, shall take action to identify, avoid and mitigate *significant** negative social, environmental and economic impacts of its management activities on affected communities. The action taken shall be proportionate to the *scale, intensity and risk** of those activities and negative impacts.**

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

Verifiers: Social, economic and environmental impact assessment report; High Conservation Value Assessment report; Social economic, and environment management plan; Evidence of implementation the social, economic and environmental management plan; Forest management plan; Environmental Permit; Quarterly Environmental Management monitoring reports to EPA; Direct observation in the field; Interview with local communities and other stakeholders.

NTPF 4.5.1.1 Through culturally appropriate engagement with local communities, measures are implemented to identify, avoid and mitigate significant negative social, environmental and economic impacts of management activities including impacts on non-timber forest products.

Verifiers: Social, economic and environmental impact assessment report; High Conservation Value Assessment report; Social economic, and environment management plan; Evidence of implementation the social, economic and environmental management plan; Forest management plan; Environmental Permit; Quarterly Environmental Management monitoring reports to EPA; Direct observation in the field; Interview with local communities and other stakeholders.

SLIMF 4.5.1.1 Measures are implemented to avoid and mitigate negative social, environmental and economic impacts of management activities on affected communities.

Verifiers: Evidence of implementation of measures.

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

Verifiers: Evidence of request for social, environmental and economic mitigation measures by stakeholder; Evidence of communication to request; Interview with *forest fringe communities** and other stakeholders.

4.6 *The Organization, through *engagement** with *local communities**, shall have mechanisms for resolving grievances and providing *fair compensation** to *local communities** and individuals with regard to the impacts of management activities of *The Organization**.**

4.6.1 A publicly available dispute resolution process is in place, developed through culturally appropriate engagement with local communities.

Verifiers: Records of development of dispute resolution with local communities; Dispute resolution procedures are publicly available.

4.6.2 Grievances related to the impacts of management activities are responded to in a timely manner, and are either resolved or are in the dispute resolution process.

Verifiers: Records of grievances include; Grievances received; Evidence of response; Interview with local communities and other stakeholders.

4.6.3 An up-to-date record of grievances related to the impacts of management activities is held including:

- 1) Steps taken to resolve grievances;
- 2) Outcomes of all dispute resolution processes including fair compensation to local communities and individuals; and
- 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.

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

4.6.4 Operations cease in areas while disputes exist of:

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

Verifiers: Records of disputes include a list including the start date of dispute, number of interested parties and any court decision on dispute; Dispute Resolution procedures; Records of notification for suspension of operations to stakeholders; Records of notification for resumption of operations to stakeholders; Evidence of cessation of operations; Direct field observations; Interview with stakeholders.

4.7 *The Organization, through *engagement** with *local communities**, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance, and for which these *local communities** hold *legal** or *customary rights**. These sites shall be recognized by *The Organization**, and their management and/or *protection** shall be agreed through *engagement** with these *local communities**.**

4.7.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which local communities hold legal or customary rights are identified through culturally appropriate engagement and are recognized by The Organization.

Verifiers: Forest management plans/Strategic Forest Reserve Management plan; High Conservation Value (HCV) Assessment report; Social and Environmental Impact assessment reports; Interview with stakeholders.

4.7.2 Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with local communities. When local communities determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.

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

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

Verifiers: Organization's procedures; Records of notification for suspension of operations to stakeholders; Records of notification for resumption of operations to stakeholders; Evidence of cessation of operations; Direct field observations; Interview with stakeholders.

4.8 ***The Organization* shall uphold* the right of 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: Organization's 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 traditional peoples and other terms and conditions; Evidence of implementation of agreement; Interview with traditional peoples 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; Interview with traditional peoples and other stakeholders.

PRINCIPLE* 5: BENEFITS FROM THE FOREST*

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

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

5.1.1 The range of resources and ecosystem services that could strengthen and diversify the local economy are identified.

Verifiers: Forest management plans/Strategic Forest Reserve management plan; Timber Utilization Contract (TUC) area plan (for TUC holders); 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 forest fringe community economy.

Verifiers: Evidence of awareness of range of resources and ecosystem services; Forest management plan; Direct field observations; Interview with *forest fringe communities** and other stakeholders.

NTPF 5.1.1.1 The range of resources, non-timber forest products and ecosystem services that could strengthen and diversify the local economy are identified.

Verifiers: Forest management plans/Strategic Forest Reserve management plan; Minutes of consultation meetings with local communities including participative maps; Timber Utilization Contract area plan (for TUC holders); Any other report identifying NTFP resources and ecosystem services of benefit to the local economy.

5.1.2 Consistent with management objectives and within the terms of any binding contract, 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; Forest management plans/Strategic Forest Reserve Management plan. Note: TUC / Concession lease holders have only permission to timber utilization rights.

SLIMF 5.1.2.1 Consistent with management objectives and within the terms of any binding contract, the identified benefits and products are produced by The Organization and/or made available for others to produce, to strengthen and diversify the forest fringe community economy.

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

Guidance Note: TUC / Concession lease holders have only permission to timber utilization rights.

5.1.3 When The Organization uses FSC Ecosystem Services Claims, The Organization shall conform with applicable requirements in <FSC-PRO-30-006-Ecosystem Services Procedure: Impact Demonstration and Market Tools>.

Verifiers: Evidence of conformity with FSC PRO 30-006.

5.2 The Organization* shall normally harvest products and services from the Management Unit* at or below a level which can be permanently sustained.

5.2.1 Timber harvesting levels are based on an analysis of current Best Available Information on growth and yield; inventory of the forest; mortality rates; and maintenance of ecosystem functions and for concession holders in forest reserve on the approved yields.

Verifiers: For TUC/Concession lease holders: Yield or list of harvestable trees issued by the Forestry Commission and any approved amendments; Evidence of yield allocation followed the Forestry Commission's Manual of Procedures (MoP) Section D – Regional Manager yield verification and validation reports and RMSC yield endorsement report. Evidence of timber harvest level analysis based on: Up-to-date growth and yield information; Up-to-date inventory data; Volume and area reductions caused by mortality as well as natural disturbances such as fire, insects and disease; and Volume and area reductions to account for adherence to all other requirements in this standard.

5.2.2 Based on the timber harvesting level analysis, a maximum allowable annual cut for timber is determined that does not exceed the harvest level that can be permanently sustained including by ensuring that harvest rates do not exceed growth.

Verifiers: For TUC/Concession lease holders: MoP Section D – Stock Survey and Yield Allocation; Yield or list of harvestable trees issued by the Forestry Commission with Resource Management Support Centre (RMSC) report; Compartment stock maps.

Other forest management Organizations: Maximum Annual Allowable Cut (AAC) based on timber harvest level analysis; Records of timber harvest level analysis.

5.2.3 Actual annual harvest levels for timber are recorded and the harvest over a defined period does not exceed the allowable cut determined in 5.2.2 for the same defined period.

Verifiers: For TUC/Concession lease holders; Yield or list of harvestable trees issued by the Forestry Commission; Yield and stock maps; Harvesting schedules endorsed by Forestry Commission; Harvesting registers; Annual production report; Tree Information Forms; Log Measurement and Conveyance Certificates; Direct observations in the field. Other Forest organizations: Annual Allowable Cut records; Records of harvested timber of over defined period; Log Measurement and Conveyance Certificate issued by Forestry Commission; Direct observation in the field; Interview with stakeholders.

5.2.4 For extraction of commercially harvested services and non-timber forest products legally permitted or under The Organization's control a sustainable harvest level is calculated in consultation with local communities and adhered to. Sustainable harvest levels are based on Best Available Information.

Verifiers: For TUC/Concession lease holders: Harvest permit issued by Forestry Commission. For forest management organizations/operations: Evidence of calculated sustainable harvest levels; Bases of the calculation.

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

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

Verifiers: Social and Environmental Impact Assessment report; Social and Environmental Management Plan; Evidence of documented social and environmental compensation and mitigation cost in forest management plan/ Strategic Forest management plan/TUC Area plan.

5.3.2 Benefits related to positive social and environment impacts of management activities are identified and included in the management plan.

Verifiers: Social and Environmental Impact Assessment report; Social and Environmental Management Plan; Evidence of documented social and environmental benefits in forest management plan/Strategic Forest management plan/TUC Area plan.

5.4 *The Organization shall use local processing, local services, and local value adding to meet the requirements of *The Organization** where these are available, proportionate to scale, intensity and risk*. If these are not locally available, *The Organization** shall make reasonable* attempts to help establish these services.**

5.4.1 Where cost, quality and capacity of non-local and local options are at least equivalent, local goods, services, processing and value-added facilities are used.

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

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

SLIMF 5.4.1.1 Where cost, quality and capacity of non forest fringe community and forest fringe community options are at least equivalent, forest fringe community goods, services, processing and value-added facilities are used.

Verifiers: Evidence of use of local goods and services; Justification for use of non-local goods and services; Interview with relevant forest fringe community stakeholders.

5.4.2 Reasonable attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.

Verifiers: Any evidence of attempts made; Training and assistance records; Minutes of community meetings; Business plan; Investment plan; Report on studies conducted; Direct observations through field visit; Interview with local communities.

SLIMF 5.4.2.1 Reasonable attempts are made to encourage capacity where local goods, services, processing and value-added facilities are not available.

Verifiers: Evidence of attempts made; Interview with MMDA stakeholders.

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

5.5 *The Organization shall demonstrate through its planning and expenditures proportionate to scale, intensity and risk*, its commitment to long-term* economic viability*.**

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

Verifiers: Management Plan/TUC Area Plan; Business Plan; Annual Budgets; Investment plan; Receipts for sales and expenditures.

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

PRINCIPLE* 6: ENVIRONMENTAL VALUES* AND IMPACTS

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

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

6.1.1 Best Available Information including culturally appropriate engagement with affected stakeholders and interested stakeholders is used to identify environmental values within, and, where potentially affected by management activities, outside of the Management Unit.

Verifiers: Identified environmental values; Evidence of use of current best available flora, fauna and ecological studies; Management plans; Environmental Impact Assessment (EIA) survey results; Current inventory reports; HCV assessment report; HCV monitoring reports; Consultation with experts; Consultation with local communities and other stakeholders.

SLIMF 6.1.1.1 Best Available Information as determined with *forest fringe communities** is used to identify environmental values within, and, where potentially affected by management activities, outside of the Management Unit.

Verifiers: Identified environmental values; Evidence of use of current best available flora, fauna and ecological studies; EIA survey results; Current inventory reports; HCV assessment report; HCV monitoring reports; Management plans/TUC Area Plan; Consultation with experts; Consultation with *forest fringe communities** and other stakeholders.

NTFP 6.1.1.1 Best Available Information including local community knowledge is used to identify environmental values within, and, where potentially affected by NTFP management activities, outside of the Management Unit.

Verifiers: Identified environmental values; Evidence of use of current best available flora, fauna and ecological studies; Management plan; EIA survey results; Current NTFP inventory reports; HCV assessment report; HCV monitoring reports; Consultation with experts; Consultation with local communities and other stakeholders.

6.1.2 Assessments of environmental values are conducted with a level of detail and frequency so that:

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

Verifiers: Identified environmental values; Procedures for assessing environmental values includes level of detail and frequency of assessment; Identified risk, conservation measures and monitoring of impact of to environmental values; Forest management plan/Strategic Forest Reserve Management Plan; Interview with experts.

SLIMF 6.1.2.1 Assessments of environmental values are conducted with a level of detail and frequency as determined with *forest fringe communities**

Verifiers: Identified environmental values/Assessment report; Procedures for assessing environmental values includes level of detail and frequency of assessment; Interviews with experts and *Forest fringe communities**

6.2 Prior to the start of site-disturbing activities, *The Organization shall identify and assess the scale, intensity and risk* of potential impacts of management activities on the identified environmental values*.**

6.2.1 An environmental impact assessment identifies potential present and future impacts of management activities on environmental values, from the stand level to the landscape level.

Verifiers: Environmental Permit issued by the Environmental Protection Authority; Environment impact assessment report approved by the EPA; Interview with stakeholders.

SLIMF 6.2.1.1 Prior to implementing site-disturbing activities, an assessment (that respects EPA prescriptions for plantations of more 40ha) is conducted to identify possible adverse impacts from planned management activities.

Verifiers: Environmental permit issued by the EPA; Approved screening report by the EPA; Interview with experts and other stakeholders.

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 activities; Environment impact assessments report; Interview with experts, local communities and other stakeholders; Direct site observations.

6.3 *The Organization shall identify and implement effective actions to prevent negative impacts of management activities on the environmental values*, and to mitigate and repair those that occur, proportionate to the scale, intensity and risk* of these impacts.**

6.3.1 Management activities are planned and implemented to prevent negative impacts and to protect environmental values.

Verifiers: Evidence of addressing EMP in operational plans; Forest management plan; Operational Plan; For TUC/Concession lease holders: TUC Area Operational plans endorsed by the Forestry Commission, harvesting schedule endorsed by the Forestry Commission, Compartment logging plan endorsed by the Forestry Commission.

NTFP 6.3.1.1 Management activities are planned and implemented to prevent negative impacts and to protect environmental values and non-timber forest products.

Verifiers: Evidence of addressing EMP in operational plans; Forest management plan; Operational Plan for NTFP of interest or plan includes NTFP; Monitoring records; For TUC/Concession lease holders: (a) NTFP Permit conditions, TUC Area plan/Operational plans, (b) NTFP harvesting plan, (c) Forestry Commission Monitoring reports, Post Harvest reports; Direct field observations.

6.3.2 Management activities prevent negative impacts to environmental values.

Verifiers: Procedures; Monitoring reports; Complaint and grievance reports; For TUC/Concession lease holders; Forestry Commission monitoring reports; Post harvest certificate/report; Direct field observations; Interview with stakeholders.

NTPF 6.3.2.1 Management activities prevent negative impacts to environmental values and non-timber forest products.

Verifiers: Procedures; Monitoring reports; Complaint and grievance reports; For TUC/Concession lease holders; Forestry Commission monitoring reports; Offense register; Post harvest certificate/report; Direct field observations; Interview with stakeholders.

6.3.3 Where negative impacts to environmental values occur, measures are adopted to prevent further damage, and negative impacts are mitigated and/or repaired.

Verifiers: Monitoring procedures; Monitoring records; Corrective and preventive action (including root-cause analysis) records; Complaint and grievance records; Dispute resolution records; For TUC/Concession lease holders: (a) Forestry Commission monitoring reports, (b) Offense register; Interview with stakeholders.

NTPF 6.3.3.1 Where negative impacts to environmental values and non-timber forest products occur, measures are adopted to prevent further damage, and negative impacts are mitigated and/or repaired.

Verifiers: Monitoring procedures; For TUC/Concession lease holders: (a) Forestry Commission monitoring reports, (b) Offense register; Interview with stakeholders.

6.4 *The Organization* shall protect rare species* and threatened species* and their habitats* in the Management Unit* through conservation zones*, Protection Areas*, connectivity* and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the scale, intensity and risk* of management activities and to the conservation* status and ecological requirements of the rare and threatened species*. The Organization* shall take into account the geographic range and ecological requirements of rare and threatened species* beyond the boundary of the Management Unit*, when determining the measures to be taken inside the Management Unit*.*

6.4.1 Best Available Information is used to identify rare and threatened species, and their habitats, including CITES and Black star species (where applicable) and those listed in schedule one and two of the Wild Animals Preservation Act, 1961 Act 43 and regional lists of rare and threatened species that are present or likely to be present within and adjacent to the Management Unit.

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

Note Guidance: Best Available Information includes but not limited to: International Union for Conservation of Nature (IUCN) Red list, CITES list, and protected species in Ghana, Field surveys, Publications in major wild flora and fauna of Ghana, Stock survey reports, Consultation with local communities and experts.

SLIMF 6.4.1.1 Existing Best Available Information is used to identify rare and threatened species, and their habitats, including CITES and Black star species (where applicable) and those listed in schedule one and two of the Wild Animals Preservation Act, 1961 Act 43 and regional lists of rare and threatened species that are present or likely to be present within and adjacent to the Management Unit through consultation with experts and *forest fringe communities**.

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

Guidance Note: Existing Best Available Information includes but not limited to: IUCN Red list, CITES list, and protected species in Ghana, Field surveys., Publications in major wild flora and fauna of Ghana, Stock survey reports, Consultation with representatives of local communities and experts.

6.4.2 Potential impacts of management activities on rare and threatened species and their conservation status and habitats are identified and management activities are modified to avoid negative impacts.

Verifiers: Environment and social impact assessment reports; Environmental Impact Management Plan (EMP); EMP Monitoring records; Forest Management Plans; Forest operations procedures; For TUC/Concession lease holders; TUC Area Plan; Compartment logging plans; Interview with stakeholders.

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

Verifiers: Environment and social impact assessment reports; Monitoring records; Forest Management Plans; Forest operations procedures; For TUC/Concession lease holders; TUC Area Plan; Compartment logging plans; Interview with stakeholders.

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

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

SLIMF 6.4.3.1 The rare and threatened species and their habitats are protected, including through the provision of conservation zones, protection areas, connectivity, and other direct means for their survival and viability, such as species' recovery programs.

Verifiers: Environmental Management Plan (EMP); EMP monitoring records; HCV management and monitoring records; For TUC/Concession lease holders: (a) Stock and yield maps, (b) Compartment logging plans; Direct observations in the field.

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

Verifiers: Policies; Procedures; Monitoring records; Direct observations in the field.

SLIMF 6.4.4.1 A system developed and implemented with *Forest fringe communities** is in place to prevent hunting, fishing, trapping and collection of rare or threatened species.

Verifiers: Evidence of conformity; Direct observations in the field.

NTPF 6.4.4.1 Hunting, fishing, trapping and collection of rare or threatened species including non-timber forest products is prevented.

Verifiers: Policies; Procedures; Monitoring records; Direct observations in the field; Interview with stakeholders.

6.5 *The Organization* shall identify and protect* Representative Sample Areas* of native ecosystems* and/or restore* them to more natural conditions*. Where Representative Sample Areas* do not exist or are insufficient, The Organization* shall restore* a proportion of the Management Unit* to more natural conditions*. The size of the areas and the measures taken for their protection* or restoration*, including within plantations, shall be proportionate to the conservation* status and value of the ecosystems* at the landscape* level, and the scale, intensity and risk* of management activities.*

6.5.1 Best Available Information is used to identify native ecosystems that exist, or would exist under natural conditions including provenance and swamp areas, within the Management Unit.

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

Guidance Note: Best Available Information includes but not limited to: Forestry Commission, FORIG, EPA, Government Ministries, Research and Academia reports, Field surveys, Publications in major ecological reports of Ghana, Stock survey reports, Consultation with local communities and experts.

SLIMF 6.5.1.1 Best Available Information as determined with experts and *forest fringe communities** is used to identify native ecosystems that exist, or would exist under natural conditions, within the Management Unit.

Verifiers: Records of identified native ecosystems in the management unit; HCV reports; Forestry Commission and other survey reports; EIA/Scoping reports; Maps of native ecosystems within the Management Unit; Forest management plan.

Guidance Note: Best Available Information includes but not limited to: Forestry Commission, Forest Research Institute of Ghana (FORIG), EPA, Government Ministries, Research and Academia reports, Field surveys, Publications in major ecological reports of Ghana, Stock survey reports, Consultation with local communities and experts.

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 assessment report; HCV management and monitoring recommendations; Monitoring records; Forest management plan; For TUC/Concession Lease holders: Records of protected areas such as sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc; Direct observations in the field.

6.5.3 Where Representative Sample Areas do not exist, or where existing sample areas inadequately represent native ecosystems, or are otherwise insufficient, a proportion of the Management Unit is restored to more natural conditions.

Verifiers: Records of protected native ecosystems to include vegetation map of the management unit; Evidence of restored areas.

6.5.4 The size of the Representative Sample Areas and/or restoration areas is proportionate to the conservation status and value of the ecosystems at the landscape level, the size of the Management Unit and the intensity of forest management.

Verifiers: Records of protected native ecosystems (including Forestry Commission protected areas such as Globally Significant Biodiversity Areas GSBAs) or restored area including map of the management unit within the landscape; For TUC/Concession lease holders: (a) Records of coarse grain (GSBAs etc) and fine-grained protected areas (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc) of the vegetation zone of the management unit, (b) Strategic Forest Reserve Management Plan.

SLIMF 6.5.4.1 The size of the Representative Sample Areas and/or restoration areas is proportionate to the conservation status and value of the ecosystems at the landscape level, the size of the Management Unit and the intensity of forest management.

Verifiers: Records of protected native ecosystem and restored area and the protected areas within the landscape to include vegetation maps; Similar coarse-grained protected areas within the landscape or the Management Unit.

6.5.5 Representative Sample Areas in combination with other components of the conservation areas network comprise a minimum 10% area of the Management Unit.

Verifiers: Records of protected native ecosystem and other conservation areas (e.g., riparian buffers, HCV management areas etc.) to include maps; For TUC/Concession lease holders: (a) Records of coarse grain (GSBAs, etc.) and fine grained (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc.) protected areas of the vegetation zone of the forest management unit, (b) Strategic Forest Reserve Management Plan; Direct observation in the field.

6.6 *The Organization shall effectively maintain the continued existence of naturally occurring native species* and genotypes*, and prevent losses of biological diversity*, especially through habitat* management in the Management Unit*. The Organization* shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting.**

6.6.1 Management activities maintain the plant communities and habitat features found within native ecosystems in which the Management Unit is located.

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

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

Verifiers: Records of damage from past activities including maps; Records of reestablishment activities including maps; Management plans; For TUC/Concession lease holders: (a) Strategic and TUC Area management plans, (b) Consideration of Convalescence areas within the MU; For private plantations in Forest Reserves: (a) Plantation development contract with Forestry Commission, (b) Plantation management plan, (c) Plantation report, (d) Maps; Direct observations in the field.

6.6.3 Management maintains, enhances, or restores habitat features associated with native ecosystems, to support the diversity of naturally occurring species and their genetic diversity.

Verifiers: Conservation and Regeneration strategy; Silvicultural treatment records; Conservation activities records including maps; HCV assessment report; HCV monitoring records; Forest management plan; For TUC/Concession lease holders: Protected areas records (sacred groves, hill sanctuaries, provenance protection areas, convalescent areas, swamps etc., Strategic /TUC Area plans, compartment closure report/certificate form.

6.6.4 Effective measures including the obligations of SRA beneficiaries 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: Naturally occurring native species (including Wildlife and NTFPs) management policy; Naturally occurring native species (including Wildlife and NTFPs) protection plan; Records of implementation of policy including monitoring; HCV assessment report; HCV monitoring report; SRAs; Direct observations in the field.

NTFP 6.6.4.1 Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring native species including non-timber forest products, their diversity within species and their natural distribution are maintained.

Verifiers: Naturally occurring native species (including Wildlife and NTFPs) management policy; Naturally occurring native species (including Wildlife and NTFPs) protection plan; Records of implementation of policy including monitoring; HCV assessment report; HCV monitoring report; Direct observations in the field.

6.6.5 Mechanisms for wildlife protection are in place: Applicable national and/or international regulations on protection, hunting and trade in animal species or parts (trophies) shall be known and complied with.

Verifiers: Evidence of organizational knowledge of applicable Wildlife legislation; Evidence of compliance with applicable Wildlife legislation including monitoring records; Interview with local communities and other stakeholders; Direct observations in the field.

6.6.6 An internal regulation banning and punishing the transportation of and trade in bush meat and firearms in the facilities and vehicles of The Organization.

Verifiers: Evidence of Internal regulation; Workers are aware of internal regulation; Evidence of implementation of internal regulation; Interview with workers.

6.6.7 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 polities.

6.6.8 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 of that hunting, trapping and collection of bush meat or wild fish is not increasing.

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: Environmental Management Plan; Water management policy to include commitment to implementation of applicable sections of the Ghana Riparian Buffer zone policy; Procedures /Work instructions on road alignment, building and maintenance, chemicals and fertilizer use etc. including relevant topographic and hydrologic maps; Evidence of Implementation of Water management policy; EMP quarterly and annual reports; Forest management plan; For TUC/Concession lease holders: (a) Strategic and TUC Area plans, (b) Stock and Yield maps, (c) Forest reserve management plan; EMP quarterly and annual reports; Consultation with local communities; Direct observations in the field.

6.7.2 Where implemented protection measures do not protect water courses, water bodies, riparian zones and their connectivity, water quantity or water quality from impacts of forest management, the underlying causes of failure are determined, and efforts made to work with relevant actors including the Government to implement restoration activities.

Verifiers: Evidence of causes of failure determined; Evidence of efforts at working with relevant actors to implement restoration activities.

6.7.3 Where natural water courses, water bodies, riparian zones and their connectivity, water quantity or water quality have been damaged by past activities on land and water by The Organization, restoration activities are implemented.

Verifiers: Environmental permit; EMP quarterly and annual reports; Restoration plan (including relevant maps); Evidence of implementation of restoration plan to include monitoring records; Direct observation in the field.

6.7.4 Where continued degradation exists to water courses, water bodies, water quantity and water quality caused by previous managers and the activities of third parties, measures are implemented that prevent or mitigate this degradation.

Verifiers: Environmental permit; EMP quarterly and annual reports; Evidence of degradation by past management or third party; Evidence of implementation of degradation prevention and mitigation measures.

6.8 *The Organization* shall manage the **landscape*** in the **Management Unit*** to maintain and/or restore* a varying mosaic of species, sizes, ages, spatial scales* and regeneration cycles appropriate for the **landscape values*** in that region, and for enhancing environmental and economic resilience*.*

6.8.1 A varying mosaic of species, sizes, ages, spatial scales, and regeneration cycles is maintained appropriate to the landscape.

Verifiers: Forest management plan with appropriate maps; Plantation design and area statement (for plantations) with appropriate maps; Environmental Management Plan; For TUC/Concession lease holders: (a) Strategic management and TUC Area Plan with appropriate maps, (b) Environmental Management Plan, (c) Harvesting schedule; Direct observation in the field.

6.8.2 The mosaic of species, sizes, ages, spatial scales, and regeneration cycles is restored where it has not been maintained appropriate to the landscape.

Verifiers: Forest management plan with appropriate maps; Plantation design and area statement (for plantations) with appropriate maps; Environmental Management Plan; For TUC/Concession lease holders: (a) Strategic management and TUC Area Plan with appropriate maps, (b) Environmental Management Plan, (c) Harvesting schedule; 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, or to non-forest land-use, nor transformation of plantations on sites directly converted from natural forest to non-forest land-use, except when it:

- 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; Evidence that plantation has not threatened or damaged HCVs (e.g., pre-conversion HCV assessment report); Forestry Commission plantation report; Forest Management plan; TUC/Concession lease and Private plantations within Forest Reserves: (a) Strategic Management plan of the MU, (b) Stock and Yield map, (c) Harvesting schedule; Direct observation in the field; Interview with stakeholders.

6.10 *Management Units* containing plantations* that were established on areas converted from natural forest* 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: Historical reports on the Management Unit to include area statements; Forest management plan; For private plantations in Forest Reserves: Strategic management plans for the MU between 1 December 1994 and 31 December 2020.

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: Historical reports on the Management Unit to include area statements; Forest management plan; For private plantations in Forest Reserves: (a) Strategic management plans for the MU between 1 December 1994 and 31 December 2020, (b) Justification that organization is not directly or indirectly involved in the conversion or Justification of long-term benefits, and (c) Justification that plantation is less than 5% of the MU; Direct observations in the field; Interview with stakeholders.

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.

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.

PRINCIPLE* 7: MANAGEMENT PLANNING

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

7.1 The Organization* shall, proportionate to **scale, intensity and risk*** of its management activities, set policies (visions and values) and **objectives*** for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and **objectives*** shall be incorporated into the **management plan***, and publicized.

7.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization policies related to timber; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan approved by FC; For private plantations in Forest Reserves: Management plan approved by FC.

SLIMF 7.1.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization policies related to timber and NTFP; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan; For private plantations in Forest Reserves: Management plan approved by FC.

NTFP 7.1.1.1 Policies (vision and values related to NTFPs) that contribute to meeting the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization policies related to NTFP of interest and other NTFPs; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan approved by FC; For private plantations in Forest Reserves: Management plan approved by FC.

7.1.2 Specific, operational management objectives that address the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization operational management objectives related to timber; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan; For private plantations in Forest Reserves: Management plan approved by FC.

SLIMF 7.1.2.1 Specific, operational management objectives that address the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization operational management objectives related to NTFP of interest and other NTFPs; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan; For private plantations in Forest Reserves: Management plan approved by FC.

NTFP 7.1.2.1 Specific, operational management objectives for NTFPs that address the requirements of this standard are defined.

Verifiers: Forest Management Plan; Organization operational management objectives related to NTFP of interest and other NTFPs; For TUC/Concession lease: (a) Strategic Forest Management plan, (b) TUC Area plan; For private plantations in Forest Reserves: Management plan approved by FC.

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

Verifiers: Summaries of defined policies and management objectives included in the management plan; Evidence of publicizing the summaries.

NTFP 7.1.3.1 Summaries of the defined policies and management objectives for NTFPs are included in the management plan and publicized.

Verifiers: Summaries of defined policies and management objectives for NTFP of interest and other NTFPs in the management plan; Evidence of publicizing the summaries.

7.2 ***The Organization* shall have and implement a management plan* for the Management Unit* which is fully consistent with the policies and management objectives* as established according to Criterion* 7.1. The management plan* shall describe the natural resources that exist in the Management Unit* and explain how the plan will meet the FSC certification requirements. The management plan* shall cover forest* management planning and social management planning proportionate to scale, intensity and risk* of the planned activities.***

7.2.1 The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.

Verifiers: Evidence of strategies, measures, procedures and actions to achieve management objectives; For TUC/Concession lease holders: (a) Strategic Forest Management plan / TUC Area plan, (b) Use of Manual of Procedures (MoPs) and the Logging Manual, and (c) Actions, procedures, strategies, and measures to work with other rights holders sharing common activities in the same forest.

SLIMF 7.2.1.1 The management plan includes at least maps describing the natural resources and land use zoning on the Management Unit and actions to achieve management objectives.

Verifiers: Evidence of actions to achieve management objectives; Land use zoning maps; For TUC/Concession lease holders: (a) Strategic Forest Management plan / TUC Area plan, (b) Use of MoPs and the Logging Manual, and (c) Actions to work with other rights holders sharing common activities in the same forest.

NTFP 7.2.1.1 The management plan includes management actions, procedures, strategies and measures to achieve the NTFP management objectives.

Verifiers: Management plan; For TUC/Concession lease holders: (a) Strategic Forest Management plan, (b) TUC Area plan.

7.2.2 The management plan addresses the elements listed in Annex E, and is implemented.

Verifiers: Evidence of elements in Annex E addressed in Forest Management Plan; For TUC/Concession lease holders: (a) Evidence of elements in annex E addressed in Strategic Forest Management plan, (b) TUC Area Plans, (c) Compartment Logging Plan, and (d) Annual Logging plan.

SLIMF 7.2.2.1 The management system to achieve the objectives of this standard are described and implemented.

Verifiers: Evidence of description of the management system addressed in Forest Management Plan; Evidence of implementation of the management system; For TUC/Concession lease holders: (a) Evidence of elements in annex E addressed in Strategic Forest Management plan, (b) TUC Area Plans, (c) Compartment Logging Plan, and (d) Annual Logging plan.

NTFP 7.2.2.1 The management plan of NTFPs addresses the elements listed in Annex E and is implemented.

Verifiers: Evidence of elements in Annex E addressed in Forest Management Plan; For TUC/Concession lease holders: (a) Evidence of elements in annex E addressed in Strategic Forest Management plan, (b) TUC Area Plans, (c) Compartment Logging/harvesting Plan, and (d) Annual Logging plan.

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; Monitoring and evaluation procedures and plan for assessing targets including frequency of assessment; Monitoring and evaluation records; For TUC/Concession lease holders: Relevant MoPs.

NTFP 7.3.1.1 Verifiable targets for NTFPs and the frequency that they are assessed, are established for monitoring the progress towards each management objective.

Verifiers: Evidence of established target for NTFPs of interest and other NTFPs; management objectives; Monitoring and evaluation procedures and plan for assessing targets including frequency of assessment; Monitoring and evaluation Records; For TUC/Concession lease holders: Relevant MoPs.

7.4 The *Organization shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, stakeholder *engagement** or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.**

7.4.1 The management plan is revised and updated periodically consistent with Annex F to incorporate:

- 1) Monitoring results, including results of certification audits;
- 2) Evaluation results;
- 3) Stakeholder engagement results;
- 4) New scientific and technical information, and
- 5) Changing environmental, social, or economic circumstances.

Verifiers: Forest management plan; For TUC/Concession lease holders: Evidence of items 1-5 in Strategic Forest Management plan / TUC Area plans; Direct observations in the field.

7.5 The Organization* shall make *publicly available a summary of the *management plan** free of charge. Excluding *confidential information**, other relevant components of the *management plan** shall be made available to *affected stakeholders** on request, and at cost of reproduction and handling.**

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

Verifiers: Summary of forest management plan; Evidence that a summary of the management plan is publicly available at no cost; For TUC/Concession lease holders: Evidence of summary strategic forest management plan / TUC Area plans.

7.5.2 Relevant components of the management plan, excluding confidential information, are available to affected stakeholders on request at the actual costs of reproduction and handling.

Verifiers: Evidence that relevant components of the management plan have been made available to affected stakeholders on request at the actual cost of reproduction; Records of stakeholder requests for copies of management plan.

7.6 The Organization* shall, proportionate to *scale, intensity and risk of management activities, proactively and transparently engage *affected stakeholders** in its management planning and monitoring processes, and shall engage *interested stakeholders** on request.**

7.6.1 Culturally appropriate engagement is used to ensure that affected stakeholders are proactively and transparently engaged in the following processes:

- 1) Dispute resolution processes (Criterion 1.6, Criterion 2.6, Criterion 4.6);
- 2) Definition of living wages (Criterion 2.4);
- 3) Identification of rights (Criterion 4.1), (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 Responsibility Agreement/ Organization's cooperate social responsibility agreements; Collective Agreement or Collective Bargaining Agreement; Interview with stakeholder.

SLIMF 7.6.1.1 Culturally appropriate engagement is used to ensure that affected stakeholders are able to provide input into development of elements detailed in 1) to 5):

- 1) Dispute resolution processes (Criterion 1.6, Criterion 2.6, Criterion 4.6);
- 2) Definition of Living wages (Criterion 2.4);
- 3) Identification of rights (Criterion 4.1), sites (, Criterion 4.7) and impacts (Criterion 4.5);
- 4) *Forest fringe 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 Responsibility Agreement/ Organization's cooperate social responsibility agreements; Collective Agreement or Collective Bargaining Agreement; Interview with stakeholder.

7.6.2 Culturally appropriate engagement is used to:

- 1) Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities);
- 2) Determine mutually agreed communication channels allowing for information to flow in both directions;
- 3) Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably;
- 4) Ensure all meetings, all points discussed and all agreements reached are recorded;
- 5) Ensure the content of meeting records is approved; and
- 6) Ensure the results of all culturally appropriate engagement activities are shared with those involved.

Verifiers: Engagement procedures; Engagement records for items 1-6.

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

Verifiers: Organizations planning and monitoring procedures; Identified rights holders and stakeholders affected by operations; planning and monitoring records; Evidence of provided opportunities in monitoring and planning of relevant management activities; Interview with rights holders and affected stakeholders.

SLIMF 7.6.3.1 Culturally appropriate engagement is completed with affected stakeholders to ensure that their concerns are addressed in the development and implementation of management and monitoring activities.

Verifiers: Evidence of consultation with affected stakeholders in the development, implementation and monitoring; Consultation procedures; Grievance records; Evidence of addressed concerns of affected stakeholders in the development, implementation and monitoring of the Forest management plan; Interview with affected stakeholders.

7.6.4 On request, interested stakeholders are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests.

Verifiers: Records of interested stakeholder request and Organization's response; Records of follow-up of requests; Complaint or grievance records; Evidence of addressed request of interested stakeholders.

PRINCIPLE* 8: MONITORING AND ASSESSMENT

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

8.1 *The Organization** shall monitor the implementation of its *Management Plan**, including its policies and *management objectives**, its progress with the activities planned, and the achievement of its *verifiable targets**

8.1.1 Procedures are documented and executed for monitoring the implementation of the management plan including its policies and management objectives and achievement of verifiable targets.

Verifiers: Documented management plan implementation and monitoring procedures; Management plan implementation and monitoring records; Forest Management Plan; For TUC/Concession lease holders: (a) Strategic Forest Management plan, (b) TUC Area plan.

8.2 *The Organization** shall monitor and evaluate the environmental and social impacts of the activities carried out in the *Management Unit**, and changes in its environmental condition.

8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex G.

Verifiers: Social and environmental impact assessment report; Social and environmental impact monitoring plan; Social and environmental impact monitoring records; Direct observation in the field.

SLIMF 8.2.1.1 Management activities which can be observed to have social and environmental impacts or where information can be gathered from existing sources are monitored.

Verifiers: Social and environmental impact assessment report; Social and environmental impact monitoring plan; Social and environmental impact monitoring records; Direct observation in the field.

NTFP 8.2.1.1 The social and environmental impacts of NTFP management activities are monitored consistent with Annex G.

Verifiers: Social and environmental impact assessment report; Social and environmental impact monitoring plan; Social and environmental impact monitoring records; Direct observation in the field.

8.2.2 Changes in environmental conditions are monitored consistent with Annex G.

Verifiers: Environmental monitoring plan; Environmental monitoring records; Direct observations in the field.

SLIMF 8.2.2.1 Those changes in environmental conditions which can be observed or where information can be gathered from existing sources are monitored.

Verifiers: Environmental monitoring plan; Environmental monitoring reports.

8.3 The Organization* shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.

8.3.1 Adaptive management procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting management plan.

Verifiers: Organizations adaptive management procedures; Monitoring results records; Evidence that monitoring results are incorporated into management plan per procedures.

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

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 (e.g.: Notices, Website, Minute of Stakeholder meetings etc.).

8.5 The Organization* shall have and implement a tracking and tracing system proportionate to scale, intensity and risk* of its management activities, for demonstrating the source and volume in proportion to projected output for each year, of all products from the Management Unit* that are marketed as FSC certified.

8.5.1 A system is implemented to track and trace all products that are marketed as FSC certified. As part of that:

- 1) Transaction verification is supported by providing FSC transaction data, as requested by the certification body;
- 2) Fibre testing is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body.

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

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

Verifiers: Pollen analysis records and other best available information.

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

Verifiers: Evidence of best available information.

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

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

NTPF 8.5.2.1 Information about all NTFP products sold is compiled and documented, including:

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

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

8.5.3 Sales invoices or similar documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify at a minimum, the following information:

- 1) Name and address of purchaser;
- 2) The date of sale;
- 3) Common and scientific species name;
- 4) Product description;
- 5) The volume (or quantity) sold;
- 6) Certificate code; and
- 7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.

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

SLIMF 8.5.3.1 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; Sales documentation records; products description records; products tracking records; FSC Certificate code; FSC claim records.

PRINCIPLE* 9: HIGH CONSERVATION VALUES*

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

9.1 *The Organization**, through *engagement** with *affected stakeholders**, *interested stakeholders** and other means and sources, shall assess and record the presence and status of the following *High Conservation Values** in the *Management Unit**, proportionate to the *scale, intensity and risk** of impacts of management activities, and likelihood of the occurrence of the *High Conservation Values**:

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

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

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

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

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

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

9.1.1 An assessment is completed using Best Available Information that records the location and status of High Conservation Values Categories 1-6, as defined in Criterion 9.1; the High Conservation Value Areas they rely upon, and their condition.

Verifiers: HCV assessment report; Forest Management Plan; Maps; Direct observation in the field.

SLIMF 9.1.1.1 An assessment is completed using existing Best Available Information from experts and *forest fringe communities** to validate and record the location and status of High Conservation Values Categories 1-6, as defined in Criterion 9.1; the High Conservation Value Areas they rely upon, and their condition.

Verifiers: HCV assessment report; Forest Management Plan; Maps; Direct observation in the field; Interview with *forest fringe communities** and experts.

9.1.2 [Not applicable for Ghana] This assessment includes identification of Intact Forest Landscapes, as of January 1, 2017.

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

Verifiers: HCV report; Maps; Summary report of HCV assessment stakeholder consultation; Interview with rights holders, affected and interested Stakeholder.

SLIMF 9.1.3.1 The assessment uses results from culturally appropriate engagement with *forest fringe communities** and experts with an interest in the conservation of the High Conservation Values.

Verifiers: HCV report; Summary report of HCV assessment stakeholder consultation; Maps; Interview with *forest fringe communities** and experts.

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 report; Threat assessments in HCV report; Summary report of HCV assessment stakeholder consultation; Maps; Direct observation in the field.

9.2.2 Management strategies and actions are developed to maintain and/or enhance the identified High Conservation Values and to maintain associated High Conservation Value Areas prior to implementing potentially harmful management activities.

Verifiers: HCV report; HCV Management and monitoring strategies accounts for identified threats; Summary report of HCV assessment stakeholder consultation; Interview with stakeholders; Direct observation in the field.

9.2.3 Affected rights holders affected and interested stakeholders and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified High Conservation Values.

Verifiers: HCV report; Summary report of HCV assessment stakeholder consultation; Interview with stakeholders.

9.2.4 [Not applicable for Ghana] Management strategies are developed to protect core areas.

9.2.5 [Not applicable for Ghana] The vast majority of each Intact Forest Landscape is designated as core area.

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

Verifiers: HCV assessment report; HCV management and monitoring strategies; HCV Monitoring plan; Records of HCV monitoring.

9.2.7 [Not applicable for Ghana] 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.

9.3 The Organization* shall implement strategies and actions that maintain and/or enhance the identified High Conservation Values*. These strategies and actions shall implement the precautionary approach* and be proportionate to the scale, intensity and risk* of management activities.

9.3.1 The High Conservation Values and the High Conservation Value Areas on which they depend are maintained and/or enhanced, including by implementing the strategies developed.

Verifiers: HCV assessment report; HCV management and monitoring strategies; Defined HCV areas and HCV management areas including maps; HCV management and monitoring records; Interview with stakeholders; Direct observation in the field.

SLIMF 9.3.1.1 The High Conservation Values and the High Conservation Value Areas on which they depend are maintained and/or enhanced, including by implementing the strategies which take account of inputs from experts and *forest fringe communities**.

Verifiers: HCV assessment report; HCV management and monitoring strategies; Defined HCV areas and HCV management areas including maps; HCV management and monitoring records; Interview with *forest fringe communities** and experts; Direct observation in the field.

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

Verifiers: HCV assessment report; HCV threat assessment; HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Evidence of application of the Precautionary approach; Interview with stakeholders; Direct observation in the field.

SLIMF 9.3.2.1 The strategies and actions prevent damage and avoid risks to High Conservation Values, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of High Conservation Values are uncertain.

Verifiers: HCV assessment report; HCV threat assessment; HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Evidence of application of the Precautionary approach; Interview with stakeholders; Direct observation in the field.

9.3.3 [Not applicable for Ghana] Core areas are protected consistent with Criterion 9.2.

9.3.4 [Not applicable for Ghana] Limited industrial activity in core areas is consistent with Indicator 9.2.7.

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

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

SLIMF 9.3.5.1 Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.

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

9.4 *The Organization** shall demonstrate that periodic monitoring is carried out to assess changes in the status of *High Conservation Values**, and shall adapt its management strategies to ensure their effective *protection**. The monitoring shall be proportionate to the *scale, intensity and risk** of management activities, and shall include *engagement** with *affected stakeholders**, *interested stakeholders** and experts.

9.4.1 A program of periodic monitoring assesses:

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

Verifiers: HCV assessment report; HCV threat assessment HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Interview with stakeholders; Direct observation in the field.

SLIMF 9.4.1.1 A program of periodic monitoring assesses:

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

Verifiers: HCV assessment report; HCV threat assessment HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Interview with stakeholder; Direct observation in the field.

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

Verifiers: HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Evidence of engagement with *forest fringe communities** and experts in the monitoring.

SLIMF 9.4.2.1 The monitoring program includes engagement with *forest fringe communities** and experts.

Verifiers: HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Evidence of engagement with *forest fringe communities** and experts in the monitoring.

9.4.3 The monitoring program has sufficient scope, detail and frequency to detect changes in High Conservation Values, relative to the initial assessment and status identified for each High Conservation Value.

Verifiers: HCV assessment report; HCV management and monitoring strategies; HCV monitoring plan; HCV monitoring records; Evidence of evaluation of HCV status from monitoring results.

9.4.4 Management strategies and actions are adapted when monitoring or other new information show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of High Conservation Values.

Verifiers: HCV management and monitoring strategies; Evidence of adapted management strategies based on monitoring results; Evidence of application of the precautionary approach when applicable.

PRINCIPLE* 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

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

10.1 After harvest or in accordance with the *management plan**, *The Organization** shall, by natural or artificial regeneration methods, regenerate vegetation cover in a timely fashion to pre-harvesting or more *natural conditions**.

10.1.1 Harvested sites are regenerated in a timely manner that:

- 1) Protects affected environmental values; and
- 2) Is suitable to recover overall pre-harvest or natural forest composition and structure.

Verifiers: Harvesting and regeneration procedures; Harvest sites regeneration records to include species; Maps; Additional verifier for TUC /Concession lease holders; Compartment logging plans; Relevant MoPs; Logging manual; Direct observation in the field; Stakeholder consultation.

10.1.2 Regeneration activities are implemented in a manner that:

- 1) For harvest of existing plantations, regenerate to the vegetation cover that existed prior to the harvest or to more natural conditions using ecologically well-adapted species;
- 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: Regeneration strategies; Monitoring records; Maps; Harvesting and harvested sites planting records; For TUC /Concession lease holders: (a) Compartment logging plans, (b) Relevant MoPs, (c) Logging manual; Interview with stakeholders; Direct observation in the field.

10.2 *The Organization** shall use species for regeneration that are ecologically well adapted to the site and to the *management objectives**. *The Organization** shall use *native species** and *local genotypes** for regeneration, unless there is clear and convincing justification for using others.

10.2.1 Species chosen for regeneration are ecologically well adapted to the site, are native species and are of local provenance, unless clear and convincing justification is provided for using non-local genotypes or non-native species.

Verifiers: Forest management plan management plan; Forest regeneration/planting records including maps; Additional verifiers for TUC /Concession lease holders: (a) Strategic /TUC Area plans, (b) Compartment logging plans, (c) Relevant MoPs, (d) Logging manual; Justification for species choice and justification for any non-native species used; Interview with stakeholders; Direct observation in the field.

NTPF 10.2.1.1 Non-timber forest product 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 plan; Forest regeneration records including maps; Justification for species choice and justification for any non-native species used; Interview with Stakeholders; Direct observation in the field.

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

Verifiers: Forest management plan; Justification for species choice; Interview with stakeholder; Direct observation in the field.

10.3 *The Organization* shall only use alien species* when knowledge and/or experience have shown that any invasive impacts can be controlled and effective mitigation measures are in place.*

10.3.1 Alien species are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.

Verifiers: Forest management plan; Planted species records; Evidence that invasive impacts of alien species can be controlled; Interview with stakeholders; Direct observation in the field.

NTPF 10.3.1.1 Alien species, including non-timber forest products of interest and other NTFPs, are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.

Verifiers: Forest management plan; Evidence that invasive impacts of alien species or planted NTFP can be controlled; Interview with stakeholders; Direct observation in the field.

10.3.2 Alien species are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.

Verifiers: Forest management plan; Records of planted species; Evidence of measure implemented to control the spread of alien species; Interview with Stakeholders; Direct observation in the field.

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

Verifiers: Forest management plan; Organization policy and procedures; Monitoring records; Interview with stakeholders; Direct observation in the field.

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

Verifiers: Forest management plan; Policies and Procedures; Invasive species control records; Evidence of cooperation with regulatory bodies.

10.4 *The Organization* shall not use genetically modified organisms* in the Management Unit*.*

10.4.1 Genetically modified organisms are not used.

Verifiers: Forest management plan; Policies and Procedures; Consultation with experts/Forest Services Division (FSD); Direct observation in the field.

10.5 The Organization* shall use silvicultural* practices that are ecologically appropriate for the vegetation, species, sites and management objectives*.

10.5.1 Silvicultural practices are implemented that are ecologically appropriate for the vegetation, species, sites and management objectives.

Verifiers: Forest management plan; Silvicultural Procedures; Justification of silviculture practices with vegetation, species, site and management objectives; Consultation with experts/ Forest Services Division; Direct observation in the field.

10.6 The Organization* shall minimize or avoid the use of fertilizers*. When fertilizers* are used, The Organization* shall demonstrate that use is equally or more ecologically and economically beneficial than use of silvicultural* systems that do not require fertilizers, and prevent, mitigate, and/or repair damage to environmental values*, including soils.

10.6.1 The use of fertilizers is minimized or avoided.

Verifiers: Forest management plan; Policies; Procedures for fertilizer use; Records of fertilizer usage; Interview with workers; Inspection and review of fertilizer storage and management records.

10.6.2 When fertilizers are used, their ecological and economic benefits are equal to or higher than those of silvicultural systems that do not require fertilizers.

Verifiers: Records of analysis of records of “with or without fertilizer use”; Records of fertiliser use; Interview with workers; Direct observation in the field.

10.6.3 When fertilizers are used, their types, rates, frequencies and site of application are documented.

Verifiers: Fertilizer use records include: the types, rates, frequencies and site of application; Interview with workers; Inspection and review of fertilizer storage and management records.

10.6.4 When fertilizers are used, environmental values are protected, including through implementation of measures to prevent damage.

Verifiers: Forest management plan; Fertilizer use procedures; Buffer zone and riparia zone management procedures; Fertilizer use records; Monitoring records (including soil and/or water analysis); Interview with workers; Direct observation in the field; Evidence of measures implemented to protect environmental values.

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

Verifiers: Forest management plan; Procedures for fertilizer use; Fertilizer use records; Monitoring records (including soil and/or water analysis); Identifies environmental damage; Evidence of repair or mitigation measures implemented correct environmental damages; Direct observation in the field.

10.7 *The Organization** shall use integrated pest management and *silviculture** systems which avoid, or aim at eliminating, the use of chemical *pesticides**. *The Organization** shall not use any chemical *pesticides** prohibited by FSC policy. When *pesticides** are used, *The Organization** shall prevent, mitigate, and/or repair damage to *environmental values** and human health.

10.7.1 Integrated pest management, including selection of silviculture systems, is used to avoid, or aim to eliminate, the frequency, extent and amount of chemical pesticide applications, and result in non-use or overall reductions in applications.

Verifiers: Organization Integrated Pest Management (IPM); Evidence of implementation of IPM; Chemical Pesticide use records; Evidence of integrated pest management used to avoid or reduce the amount of chemical pesticide applications; Interview with workers interviews; Direct observation in the field.

10.7.2 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: Chemical pesticide use and storage records; Evidence of derogations received; EPA list of approved chemical pesticides; interview with workers; Direct field observation.

10.7.3 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.

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

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.

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

Verifiers: Pesticide use records.

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; Pesticide use records; Availability of material safety data sheets (MSDS); Availability and use of protective gear for pesticide handlers; Monitoring records (including health of chemical handlers); Availability of emergency showers at pesticide storage facilities/sprayers change room.

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

Verifiers: Pesticide use records; Application methods; interview with workers; Direct observation.

10.7.9 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; Monitoring records (including health of chemical handlers); Evidence of preventing, mitigating or repairing damage caused by chemical application; Interview with workers; Direct observation.

NTPF 10.7.9 Damage to environmental values, NTFPs of interest and other NTFPs and human health from pesticide use is prevented and mitigated or repaired where damage occurs.

Verifiers: Chemical handlers; Evidence of preventing, mitigating or repairing damage caused by chemical application; Interview with workers; Direct observation.

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; Procedures Guidelines of relevant authorities; Chemical use records; Evidence that selected pesticide and application (timing, method and pattern of use) offer least risk; Evidence that pesticide is the only effective, practical and cost-effective way to control the pest.

10.8 *The Organization* shall minimize, monitor and strictly control the use of biological control agents* in accordance with internationally accepted scientific protocols*. When biological control agents* are used, The Organization* shall prevent, mitigate, and/or repair damage to environmental values*.*

10.8.1 The use of biological control agents is minimized, monitored and controlled.

Verifiers: Biological control agent Policies and Procedures; Biological control agents' use records; Monitoring records; Interview with stakeholders.

10.8.2 Use of biological control agents complies with national guidelines and internationally accepted scientific protocols.

Verifiers: Biological control agent use Policies and Procedures; Evidence of compliance with internationally accepted protocols; Environmental Protection Agency guidance.

Guidance Note: Internationally accepted scientific protocols may include: 1) FSC Guide to integrated pest, disease and weed management in FSC certified forests and plantations (2009), 2) FAO Code of Conduct for the Import and Release of Exotic Biological Control.

10.8.3 The use of biological control agents is recorded including type, quantity, period, location and reason for use.

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 results; Interview with stakeholder consultation; Direct observation.

10.9 The Organization* shall assess risks* and implement activities that reduce potential negative impacts from Natural Hazards* proportionate to scale, intensity, and risk*.

10.9.1 Potential negative impacts of natural hazards on infrastructure, forest resources and communities in the Management Unit are assessed.

Verifiers: Risk assessment results; Interview with stakeholders; Direct observation.

SLIMF 10.9.1.1 Potential negative impacts of natural hazards on infrastructure, forest resources and communities in the Management Unit are known based on existing assessments, lessons from Organization or managers own observation, that of *forest fringe communities** and other stakeholders.

Verifiers: Organization's knowledge of potential natural hazards and influence of management activities; Interview with *forest fringe communities** and other stakeholders; Direct observation

10.9.2 Management activities mitigate these impacts.

Verifiers: Forest management plan; Environmental management and monitoring plan; Interview with stakeholders; Direct observations.

SLIMF 10.9.2.1 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 Forestry Commission about mitigation capacity and possibilities.

Verifiers: Forest management plan; Environmental management and monitoring plan; Evidence of communicating with Forestry Commission; Records of any mitigation measure implemented; Interview with stakeholders; Direct observations.

10.9.3 The risk for management activities to increase the frequency, distribution or severity of natural hazards is identified for those hazards that may be influenced by management.

Verifiers: Forest management plan; Identified management induced risk; Environmental management and monitoring plan; Interview with stakeholders; Direct observations.

SLIMF 10.9.3.1 The risk for management activities to increase the frequency, distribution or severity of natural hazards is known for those hazards that may be influenced by management.

Verifiers: Forest management plan; Known risk and those management induced operations; Environmental management and monitoring plan; Interview with stakeholders; Direct observations.

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

Verifiers: Identified management induced risk mitigation measures; Evidence of revised management activities consistent with mitigation measures; interview with worker; Direct observation.

SLIMF 10.9.4.1 Management activities are modified and/or measures are developed and implemented that reduce the identified risks.

Verifiers: Known management induced risk mitigation measures; Evidence of revised management activities consistent with mitigation measures; interview with worker; Direct observation.

Guidance Note: (to Auditors) Examples of application of any of the following measures as appropriate by the organization or the manager is acceptable: Creations and maintenance of fire breaks and reservoir ponds to prevent fire damage; application of silvicultural regimes that avoid unstable stand boundaries and prevent storm damage and windthrow; controlled burning for pest control; preservation of natural patterns of drainage and wetlands to prevent flood damage; etc.

10.10 The Organization* shall manage infrastructural development, transport activities and silviculture* so that water resources and soils are protected, and disturbance of and damage to rare and threatened species*, habitats*, ecosystems* and landscape values* are prevented, mitigated and/or repaired.

10.10.1 Development, maintenance and use of infrastructure, as well as transport activities, are managed to protect environmental values identified in Criterion 6.1.

Verifiers: Forest Management Plan; Management Maps; Environmental Monitoring Plan monitoring records; Quarterly and yearly environmental report to EPA; Interview with stakeholders.

NTPF 10.10.1.1 Development, maintenance and use of infrastructure, as well as transport activities, are managed to protect environmental values and non-timber forest products identified in Criterion 6.1.

Verifiers: Forest Management Plan; Management Maps; Environmental Monitoring Plan monitoring records; Quarterly and yearly environmental report to EPA; Interview with stakeholders.

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

Verifiers: Forest Management Plan; Records of Silviculture activities; Environmental Monitoring Plan monitoring records; Quarterly and yearly environmental report to EPA; Interview with stakeholders.

NTPF 10.10.2.1 Silviculture activities are managed to ensure protection of the environmental values and non-timber forest products identified in Criterion 6.1.

Verifiers: Forest Management Plan; Records of Silviculture activities; Environmental Monitoring Plan monitoring records; Quarterly and yearly environmental report to EPA; Interview with stakeholders; Direct observation in the field.

10.10.3 Disturbance or damages to water courses, water bodies, soils, rare and threatened species, habitats, ecosystems and landscape values are prevented, mitigated and repaired in a timely manner, and management activities modified to prevent further damage.

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

NTPF 10.10.3.1 Disturbance or damages to water courses, water bodies, soils, rare and threatened species, habitats, ecosystems, non-timber forest products and landscape values are prevented, mitigated and repaired in a timely manner, and management activities modified to prevent further damage.

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

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; Pre-harvest assessment records; Post-harvest assessment records; Reduced Impact Logging practices; For TUC/Concession lease holders: (a) Forestry Commission monitoring reports, (b) Offense records, (c) Compartment closure report/certificate; Interview with stakeholder; Direct observation in the field.

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

Verifiers: Inventory records; Harvesting plan; Production records; Harvesting procedures/work instruction; Reduced Impact Logging practices; Competence of harvesting team; For TUC/Concession lease holders: (a) Tree Information Form records, (b) Log Information Form records, (c) LMCC records; Interview with workers; Direct observation in the field.

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

Verifiers: Forest Management Plan; Conservation and fire management Policies and procedures; Implementation records.

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

Verifiers: Pre-harvest and post-harvesting assessment reports; Monitoring records; Reduced impact Logging Practices; Competence of harvesting teams; For TUC/Concession lease holders: (a) Forestry Commission monitoring reports, (b) Offense records, (c) Compartment closure report/certificate; Interview with workers; Direct observation in the field.

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

10.12.1 Collection, clean up, transportation and disposal of all waste materials is done in an environmentally appropriate way that conserves environmental values as identified in Criterion 6.1 and consistent with the Environmental Sanitation Policy

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

NTFP 10.12.1.1 Collection, clean up, transportation and disposal of all waste materials is done in an environmentally appropriate way that conserves environmental values and non-timber forest products as identified in Criterion 6.1.

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

G ANNEXES

(Normative section)

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.

Legislation:

- The Constitution of the Republic of Ghana, 1992
- Forest Act 1927 section 17 (1) (CAP 157).
- Forest Concession Act 1962 Act 124.
- Timber Resources Management Amendment Act 2002, (Act 617)
- Forestry Commission Act 1999 (Act 571)
- Companies Code 1963 (Act 179)
- Companies Act, 2019 (ACT 992)
- Incorporated Private Partnerships Act, 1962 (Act 152)
- Taxpayers Identification Numbering System, 2002 (Act 632)

Signed agreements/treaties/conventions:

- Convention on Biological Diversity

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

1.2 Concession licenses

Legislation regulating procedures for issuing 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.

Legislation on Concession Licenses:

- Timber Resources Management Act 1997 (Act 547)
- Timber Resources Management Amendment Act 2002 (Act 617)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254).
- Trees and Timber Act 1974 (NCRD 273)
- Trees and Timber Amendment Act 1994 (Act 493)
- Legislation on Corruption:
- Criminal Offences Act, 1960 (Act 29)
- Criminal Offences (Amendment) Bill 2020
- Government Contracts (Protection) Act, 1979 (AFRCD 58),

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

1.3 Management and harvesting planning

Any national or sub-national legal requirements for 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.

Legislation:

- Timber Resources Management Act 1997 (Act 547)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254).

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

1.4 Harvesting permits

National or sub-national laws and regulations regulating procedures for issuing harvesting permits, licenses or other legal documents required for specific harvesting operations. This includes the use of legal methods to obtain the permits. Corruption is a well-known issue that is connected with the issuing of harvesting permits.

Legislation:

- Timber Resources Management Act 1997 (Act 547)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

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

2. Taxes and fees

2.1 Payment of royalties 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.

Legislation:

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

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).

Legislation:

- Value Added Tax Act 2013 (Act 870) and Amendment Act 2012 Act 1072
 - Trees and Timber Amendment Act 1994 (Act 493) Part IIA
 - Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
 - Trees and Timber Act 1974 (Act 273)
-

2.3 Income and profit taxes

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

Legislation:

- Income Tax Act 2015 (Act 896) and Amendment Act 902 and Amendment (no.2) Act 2021 Act 1071
- Free Zone Act 1995 (Act 504)
 - Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

3. Timber harvesting activities

3.1 Timber harvesting regulations

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

Legislation:

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

Signed agreements/treaties/conventions:

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

3.2 Protected sites and species

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

Legislation:

- The Forest Protection (Amendment) Act 2002 (Act 624)
 - Forest Protection Decree, 1974 (N.R.C.D. 234)
 - Timber Resources Management Act 1997 (Act 547)
 - Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
 - Environmental Assessment Regulation, 1999
 - Control and Prevention of Bushfires Act, 1990. P.N.D.C.L. 229
 - Forest Plantation Development Fund Act, 2000 (Act 583)
 - Ghana Forest and Wildlife Policy (2012)
 - Trees and Timber Amendment Act 493
 - MoP Section A: Strategic Planning
 - MoP section D: Stock survey and Yield Allocation
-

-
- Logging Manual (Section 3.2: Environmental standards).

Signed agreements/treaties/conventions:

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

3.3 Environmental requirements

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

Legislation:

- The Environmental Assessment Regulation. 1999. (LI 1652)
- Environmental Assessment (Amendment) Regulations. 2002. (LI 1703)
- Logging manual (Section 3.2 Environmental Considerations).
- Riparian Buffer zone Policy for Managing Freshwater Bodies in Ghana (WRC, 2011).

Signed agreements/treaties/conventions:

- Convention on Biological Diversity

3.4 Health and safety

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

Legislation:

- Factory, offices, and shops Act, 1970 (Act 328)
- Factories, Shops and Offices Act (Amendment Act 275) 1991
- Labour Act, 2003 (Act 651)
- National Health Insurance Authority Act, 2012 (Act 852)
- Pesticides Control and Management Act, 1996 (Act 528)
- The workmen's compensation Law (PNDC law 187)
- Labour regulations, 2007 (LI 1833)
- Ghana National Fire Service Act (Act 537)
- The Public Health Act, 2012 Act 851
- The Nuclear Regulatory Authority Act, 2015 (Act 895).
- Motor Vehicles (Third Party Insurance) Act, 1958 (No. 42)
- Road Traffic Act 2004 (Act 683)
- Road Traffic Regulations, 2012 L.I. 2180
- The children's act, 1998 (act 560) 1998:
- Driver and vehicle licensing authority act, 1999 (act 569) 1999:
- National road safety commission act, 1999 (act 567) 1999:
- Environmental Sanitation Policy of May 1999.

Signed agreements/treaties/conventions:

- Ghana has ratified on 8 fundamental ILO conventions
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

3.5 Legal employment

Legal requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and minimum age for personnel involved in hazardous work, legislation against forced and compulsory labor, and discrimination and freedom of association.

Legislation:

- Labour Act, 2003 (Act 651).
- National Pension Act, 2008 (Act 766)
- Factories, offices and shops act 1970 (Act 328).
- Labour regulations (LI 1833). Regulates the Labour Act, 2003 (Act 651).
- National Health Insurance Authority Act, 2012 (Act 852)

Signed agreements/treaties/conventions:

- Ghana has ratified on 8 fundamental ILO conventions
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

4. Third parties' rights

4.1 Customary rights

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

Legislation:

- Timber Resources Management Act 1997 (Act 547)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
- Logging manual (section 3.3 makes customary right provision in relations to 1. SRA, 2. Use and Access Rights of forest resources by local communities, 3. dispute and conflict resolution in respect of forest or timber harvesting activities, and 4. consent of landowners regarding grant of timber harvesting rights).

Signed agreements/treaties/conventions:

- Convention on Biological Diversity

4.2 Free Prior and Informed Consent

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

Legislation

- Forest Act, 1927
- Timber Resources Management Act 1997 (Act 547)
- Timber Resources Management Amendment Act 2002 (Act 617)
- Timber Resources Management Amendment Act 2002 (Act 617)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)

4.3 Indigenous Peoples’ rights

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

Legislation:

- The Constitution of the Republic of Ghana, 1992, Article 267 *Stool and skin lands**and properties (provides for a formula on benefit sharing in relation to *stool and skin lands***skin lands**).
- The Forest Protection (Amendment) Act 2002 (Act 624)
- Timber Resources Management (TRM) Act, 1997 (Act 547)
- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
- Logging manual (section 3.3 makes customary right provision in relations to 1. SRA, 2. Use and Access Rights of forest resources by local communities, 3. dispute and conflict resolution in respect of forest or timber harvesting activities, and 4. consent of landowners regarding grant of timber harvesting rights).

Signed agreements/treaties/conventions:

- Convention on Biological Diversity

5. Trade and transport

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

5.1 Classification of species, quantities, qualities

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

Legislation:

- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
- Trees and Timber Amendment Act 493
- Manual of Procedures (MoP) (Section D, Sections 7.3 list of black star species-wholly protected, 7.4 list of scarlet star species for which the reduced yield formulae is used in allocation yield and Table D2.1 specified felling limit for FIP Class 1 species).

5.2 Trade and transport

All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from forest operations.

Legislation:

- Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
 - The Forestry Commission Act (Act 571) Logging manual (1998) (section 3 defines the regulations for marking and transport of logs).

5.3 Offshore trading and transfer pricing

Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and is considered to be an important source of funds that can be used for payment of bribery to the 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.

Legislation:

- Transfer Pricing regulation 2012 (LI 2188)
- Internal Revenue Act 2000 (Act 592)
- The Forestry Commission Act (Act 571)

5.4 Custom regulations

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

Legislation:

- The Forestry Commission Act (Act 571)
- Plants and Fertilizer Act 2010 (Act 803)
- Ghana Revenue Authority Act 2009, Act 791
- Customs, Excise and Preventive Service Management Law 1993 (P.N.D.C Law 330)

5.5 CITES

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

Legislation:

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

Signed agreements:

- CITES convention

6. Due diligence / due care

6.1 Due diligence / due care procedures

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

Legislation:

- No known legislation currently available

7. Ecosystem Services

Legislation covering ecosystem services rights, including customary rights as well as management rights that include the use of legal methods to make claims and obtain benefits and management rights related to ecosystem services. National and subnational laws and regulations related

to the identification, protection and payment for ecosystem services. Also includes legal business registration and tax registration, including relevant legal required licenses for the exploitation, payment, and claims related to ecosystem services (including tourism).

Legislation:

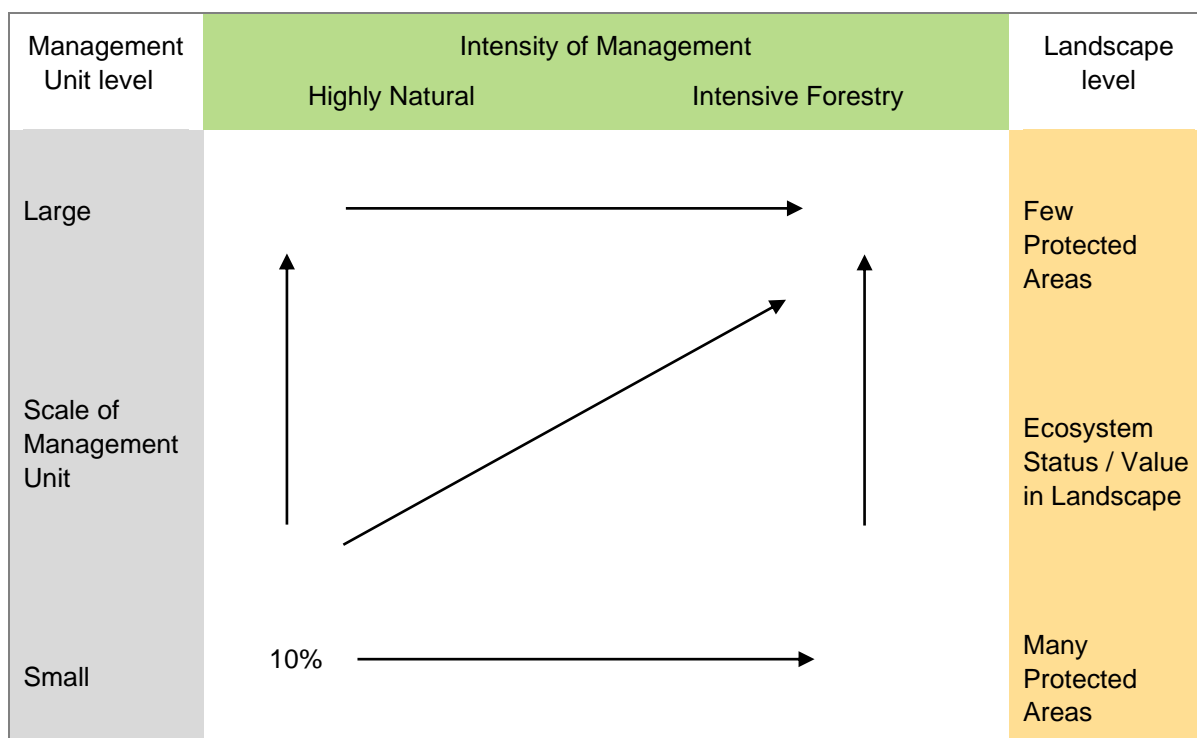
- Environmental Protection Agency ACT, 1994
 - Environmental Assessment Regulations, 1999
 - Timber Resources Management and Legality Licensing Regulations, 2017 (LI 2254)
 - The Forestry Commission Act (Act 571)
 - Logging manual (section 3.3 makes customary right provision in relations to 1. SRA, 2. Use and Access Rights of forest resources by local communities, 3. dispute and conflict resolution in respect of forest or timber harvesting activities, and 4. consent of landowners regarding grant of timber harvesting rights)
 - The Forest Protection (Amendment) Act 2002 (Act 624)
 - Timber Resources Management (TRM) Act, 1997 (Act 547)
-

Annex B Training requirements for workers (Principle 2)

Workers shall be able to:

- 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); (Deleted 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); (Deleted not applicable)
- 9) Identify where traditional people have legal and customary rights related to management activities (Criterion 4.2);
- 10) Recognise identified social, economic and environmental significant impacts of management activities on local communities and the necessary competence to implement mitigation measures (Criterion 4.5);
- 11) Implement activities related to the maintenance and/or enhancement of ecosystem services, when FSC Ecosystem Services Claims are used (Criterion 5.1); (Deleted, not applicable)
- 12) Handle, apply and store pesticides (Criterion 10.7); and
- 13) Implement procedures for cleaning up spills of waste materials (Criterion 10.12).

Annex C Conservation Area Network conceptual diagram (Principle 6)



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

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

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

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

FAUNA

FIRST SCHEDULE

Genera completely protected.

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

SERIES A: MAMMALS	
(i) Primata:	Scientific Name
(a) Chimpanzee	<i>Pan troglodytes</i>
(b) Black and white colobus	<i>Colobus polykomos</i>
(c) Olive colobus	<i>Colobus verus</i>
d) Red colobus	<i>Colobus badius</i>
(e) Diana monkey.	<i>Cercopithecus diana</i>
(f) Bosman's potto .	<i>Perodicticus potto;</i>
(g) Bush baby .	<i>Galago senegalensis; Galagoides demidovi</i>
(ii) Pholidota:	Scientific Name
(a) Giant pangolin	<i>Manis gigantea</i>
(b) Long tailed pangolin	<i>Manis longicaudata</i>
(c) Tree pangolin .	<i>Manis tricuspis</i>
(iii) Tubulidentata:	Scientific Name
(a) Aardvark ..	<i>Crycteropus afer</i>
(iv) Sirenia:	Scientific Name
(a) Manatee .	<i>Trichechus senegalensis</i>
(v) Carnivora:	Scientific Name
(a) Lion	<i>Panthera Leo</i>
(b) Leopard..	<i>Panthera pardus</i>
(c) Cheetah	<i>Acinonyx jubatus</i>
(d) Ratel or Honey Badger.	<i>Mellivora capensis</i>
(e) Clawless otter .	<i>Aonyx capensis</i>
(f) Golden cat	<i>Felis aurata</i>
(g) Lynx	<i>Felis caracal</i>
(h) Serval	<i>Felis serval</i>
(i) African civet	<i>Viverra civetta</i>

(j) Two-spotted palm civet	<i>Nandinia binotata</i>
(k) Forest genet	<i>Genette maculata</i>
(l) Wild cat	<i>Felics libyca</i>
(m) Side-striped jackal	<i>Canis adustus</i> ;
(vi) Proboscidea	Scientific Name
(a) Elephant	<i>Loxodonta Africana</i>
(vii) Rodentia	Scientific Name
(a) Palm squirrel	<i>Epixerus ebii</i>
(viii) Artiodactyla:	Scientific Name
(a) Hippopotamus	<i>Hippopotamus amphibius</i>
(b) Pygmy hippopotamus	<i>Choeropsis liberiensis</i>
(c) Senegal hartebeest	<i>Damaliscus lunatus</i>
(d) Sitatunga	<i>Tragelephas spekei</i>
(e) Eland	<i>Taurotragus derbianus</i>
(f) Water chevrotain	<i>Hyamoschus aquaticus</i>
(g) Bongo	<i>Boocercus enryceros</i>
(h) Roan antelope	<i>Hippotragus equinus</i>
g) Reedbuck	<i>Rduaca redunca</i>
(k) Red-fronted gazelle	<i>Gazella rufifrons</i>
(l) Yellow-backed duiker	<i>Cephalophus silvicultor.</i>
g) Reedbuck	<i>Rduaca redunca</i>
SERIES B: REPTILES	
(i) Crocodylia:	Scientific Name
(a) Nile crocodile	<i>Crocodylus niloticus</i>
(b) Long-snouted crocodile	<i>Crocodylus cataphractus</i>
(c) Broad-fronted crocodile	<i>Osteolaemus tetraspis</i>
(ii) Lacertilia:	Scientific Name
(a) Nile monitor	<i>Veranus niloticus</i>
(b) Bosc's monitor	<i>Vernaus exanthematicus</i>
(iii) Chelonia: All marine turtles	Scientific Name
(a) Hawksbill turtle	<i>Eretmochelys imbricata</i>
(b) Green or Edible turtle	<i>Chelonia mydas</i>
(c) Leathery turtle	<i>Dermochelys coriacea</i>

SERIES C: BIRDS:

(i) All Birds of Prey including:

(a) Falcons, kites, hawks, eagles, buzzards, kestrels, etc Falconidae

(b) Owls Tytonidae and Strigidae

SECOND SCHEDULE

Genera of which the Young are specifically Protected

- 1) All Bovoid Ungulates specifically mentioned in Schedule 1, and in addition Antelopes, Gazelles, Duikers, Buck and Buffalo;
- 2) All Pholidont Pangolins of the genus *Manis* (*Uromanis*, *Phatanginus*);
- 3) All Cercopithecoid Monkeys with the exception of the Baboon – *Papio sp.*

THIRD SCHEDULE

- 1) Genera of which females accompanied by young are protected
- 2) Elephant – *Loxodonta*;
- 3) All Bovoid Ungulates as in Schedule 2, subsection 1;
- 4) All Pangolins as in Schedule 2,
- 5) All Cercopithecoid Monkeys with the exception of the Baboon – PAPIO as in Second Schedule, subsection 3

FLORA

BLACK STAR SPECIES

Plants known to be on high international interest and now only occurring in Ghana in restricted areas.

<i>Afrostryax lepidophyllus</i>	Tree
<i>Albertisia cuneata</i>	Climber
<i>Alsodeiopsis chippii</i>	Shrub
<i>Asplenium schnellii</i>	Herb
<i>Aubregrinia taiensis</i>	Tree
<i>Bonamia vignei</i>	Climber
<i>Bowringia discolor</i>	Climber
<i>Ceropegia gemmifera</i>	Climber
<i>ysophyllum azaguieanum</i>	Tree
<i>Chytranthus verecundus</i>	Shrub
<i>Coffea togoensis</i>	Tree
<i>Cola umbratilis</i>	Tree
<i>Commiphora dalzielii</i>	Tree
<i>Croton aubrevillei</i>	Tree
<i>Cyphostemma ornatum</i>	Climber
<i>Dactyladenia hirsuta</i>	Tree
<i>Dalbergia setifera</i>	Tree

<i>Dasylepis assinensis</i>	Tree
<i>Deinbollia saligna</i>	Shrub
<i>Dissotis entii</i>	Tree
<i>Eugenia coronata</i>	Shrub
<i>Gibertiod bilineatum</i>	Tree
<i>Grewia megalocarpa</i>	Climber
<i>Hippocratea vignei</i>	Climber
<i>Hunteria ghanensis</i>	Tree
<i>Hymenostegia gracillipes</i>	Tree
<i>Leucaniodiscus punctatus</i>	Tree
<i>Leptoderris miegei</i>	Climber
<i>Monocyclanthus vignei</i>	Tree
<i>Neoleonneria clitana</i>	Tree
<i>Nephtytis swanei</i>	Herb
<i>Oleandra ejurana</i>	Herb
<i>Pierreodendron kerstingii</i>	Tree
<i>Placodiscus bancoensis</i>	Tree
<i>Pseudagrostistachys africana</i>	Tree
<i>Psychotria aff. Calceata</i>	Shrub
<i>Psychotria ankasensis</i>	Shrub
<i>P. brachyanthoides</i>	Shrub
<i>P. dorotheae</i>	Shrub
<i>P. longituba</i>	Shrub
<i>P. subglabra</i>	Shrub
<i>Pteleopsis habeensis</i>	Tree
<i>Sapium aubrevillei</i>	Tree
<i>Sclerosperma mannii</i>	Herb
<i>Synsepalum aubrevillei</i>	Tree
<i>Talbotiella gentii</i>	Tree
<i>Tapura ivorensis</i>	Tree
<i>Trichoscypha chevalieri</i>	Tree
<i>Turraea ghanensis</i>	Shrub
<i>Vernonia andohii</i>	Climber
<i>Elytraria ivorensis</i>	Shrub
<i>Ruellia togoensis</i>	Shrub

ENDANGERED CRITICALLY ENDANGERED SPECIES OF GHANA

CRITICALLY ENDANGERED

Phrynobatrachus intermedius

Conraua derooi

Talbotiella gentii

Arthroleptis krokosua

ENDANGERED

Enteromius subinensis

Monocyclanthus vignei

Hunteria ghanensis

Dalbergia setifera

Hymenostegia gracilipes

Irvineia voltae Butterfish

Terminalia habeensis

Apodiscus chevalieri

Epiplatys chaperi ssp. *schreiberi*

Chrysichthys walkeri

Limbochromis robertsi

Cola boxiana

<http://www.earthsendangered.com/searchregions3.asp?mp=&search=1&sgroup=allgroups&ID=483>

Annex E1 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. Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9; and
 - iv. 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. Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7;
 - iii. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10;
 - iv. 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;
 - 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;
 - iii. Social Values and Indigenous cultural landscapes, as identified in Principle 2 to Principle 5 and Principle 9; and
- 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;
 - 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. 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(Deleted)

Annex E2 Additional requirements for management of Non-Timber Forest Products

This Annex is applicable exclusively to the certification of non-timber forest products (NTFPs), providing specific and additional management requirements for these products.

- 1) In cases of management which includes cutting of individuals of the species, The Organization ensures that:
 - i. An inventory of the individuals of the species is available; and
 - ii. There are specific measures and practices to maintain the population of individuals of the species when there are no specific regulations; and
 - iii. If there are specific regulations for the exploitation of NTFPs that includes cutting of individuals, The Organization complies with the regulations.
- 2) In cases of management without cutting individuals, The Organization ensures that:
 - i. The collection cycle respects the replenishment capacity of the managed resource; and
 - ii. The collection practice does not compromise the individual's vitality or sanity.
- 3) In cases of management without cutting individuals, whose managed product is exudates (oils, resins, among others), based on the best available information, The Organization:
 - i. Determines the appropriate height and depth for cuts or perforations; and
 - ii. Determines the maximum number or size of cuts or perforations; and
 - iii. Ensures that cuts or perforations do not exceed specified parameters.
- 4) In cases of management without cutting individuals, whose managed product is leaves, branches and stems (tillering palms), based on the best available information, The Organization ensures:
 - i. The maintenance of the proportion of healthy remnants of leaves, branches and stems necessary for the survival of individuals;
 - ii. Reproductive structures (flowers, fruits and apex buds) remain intact and show no signs of postharvest damage; and
 - iii. The defined pruning techniques (percentage, season, quantity) are applied.
- 5) In cases of management without cutting individuals, whose managed product is roots, based on the best available information, The Organization ensures that:
 - i. Harvesting techniques are in accordance with the propagation capacity of the species either by root and/or by seed; and
 - ii. Only a portion of the root is harvested and a viable portion is left for regrowth and/or survival of the individual.
- 6) In cases of management without cutting individuals, whose managed products are reproductive structures (flowers, fruits and seeds), based on the best available information, The Organization ensures that:
 - i. The trees are not damaged to induce premature fruiting and flowering; and
 - ii. A certain portion of flowers, fruits and seeds remain in the forest for wildlife populations and species regeneration.
- 7) In cases of management without cutting individuals, whose managed product is bark, based on the best available information, The Organization ensures that:
 - i. The trees are not ringed; and
 - ii. The height, area and depth of cut defined in the bark harvesting practices are respected; and
 - iii. Bark exploitation is not performed during the plant's reproduction period.

- 8) In cases of management without cutting individuals, whose managed product is vine, based on the best available information, The Organization ensures that:
- i. The support tree is not felled for collection; and
 - ii. The supporting tree is not damaged during collection; and
 - iii. The vine is cut in a way that maximizes its use; and
 - iv. A minimum height is left above the soil surface in order to allow for its regeneration.

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 / and Forestry Commission for forest reserves	P6
		Annual harvest levels	Annually	Forest Manager / and Forestry Commission for forest reserves	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Forestry Commission for forest reserves	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
Engagement Plan	Annual	Employment statistics	Annually	General Manager	P3, P4
		Social Agreements	Annually, or as agreed in Engagement Plan	Social Coordinator	P3, P4

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
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
5-Year management plan	5 years	Wildlife populations	To be determined	Forestry Commission	P6
		Coarse Woody Debris	Annually	Forest Manager / and Forestry Commission for forest reserves	P10
		Free growing / regeneration	Annually, sample		
Sustainable Forestry management plan	10 years	Age class distribution Size class distribution	Ten years	Forest manager /and Forestry Commission for forest reserves	P6
		10 year Allowable Annual Cut	Annually, ten years	Forest Manager / Ministry of Lands and Natural Resources	C5.2

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); also applicable to SLIMF
 - iii. Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (Criterion 10.3); also applicable to SLIMF
 - 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); also applicable to SLIMF
 - ii. Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (Criterion 1.5); also applicable to SLIMF
 - iii. Resolution of disputes and grievances (Criterion 1.6, Criterion 2.6, Criterion 4.6); also applicable to SLIMF
 - iv. Programs and activities regarding workers' rights (Criterion 2.1); also applicable to SLIMF
 - v. Gender equality, sexual harassment and gender discrimination (Criterion 2.2); also applicable to SLIMF
 - vi. Programs and activities regarding occupational health and safety (Criterion 2.3); also applicable to SLIMF
 - vii. Payment of wages (Criterion 2.4); also applicable to SLIMF
 - 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); also applicable to SLIMF
 - x. The identification of 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 4.2); also applicable to SLIMF
 - xii. Community relations (Criterion 4.2);

- xiii. Protection of sites of special cultural, ecological, economic, religious or spiritual significance local communities (Criterion 4.7); also applicable to SLIMF
 - xiv. The use of traditional knowledge and intellectual property (Criterion 4.8);
 - xv. Local economic and social development (Criterion 4.2, Criterion 4.3, Criterion 4.4, Criterion 4.5);
 - xvi. The production of diversified benefits and/or products (Criterion 5.1);
 - xvii. The maintenance and/or enhancement of ecosystem services (Criterion 5.1);
 - xviii. Activities to maintain or enhance ecosystem services (Criterion 5.1);
 - xix. Actual compared to projected annual harvests of timber and non-timber forest products (Criterion 5.2);
 - xx. The use of local processing, local services and local value added manufacturing (Criterion 5.4);
 - xxi. Long term economic viability (Criterion 5.5); and
 - xxii. High Conservation Values 5 and 6 identified in Criterion 9.1. - also applicable to SLIMF
- 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); also applicable to SLIMF
 - 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); also applicable to SLIMF
 - 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. also applicable to SLIMF

Annex H High Conservation Values framework (Principle 9)

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

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

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

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

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

A. Interpretations and Best Available Information for HCV 1A.

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
Element 1: Concentrations of biological diversity that are significant at global, regional, or national levels:			
Biodiversity Hotspots, i.e., the Guinean Forests of West Africa Hotspot. Pending further assessment, priority areas in the Hotspot include all Forest Reserves, per the precautionary principle and deforestation and degradation patterns across the forest landscape. (Per: Proforest, 2017; others)	Biodiversity Hotspots (see References).	X	X
Key Biodiversity Areas (KBA) and Important Bird Areas (IBAs). (KBAs that do not appear to also be protected areas or GSBAs include: Wetlands: Amansuri wetland; Forest Reserves: Bobiri; Bosomtwe Range; Bura River; Damongo Scarp; Gambaga Scarp (East); Mamiri; Mount Afadjato - Agumatsa Range; Nsuensa; Pra-Sushien; Tankwidi; Tano-Anwia; Tano-Ehuro) (Note that all IBAs are also KBAs, but that some KBAs are not IBAs.)	For lists and maps, see Key Biodiversity Areas and Important Bird Areas (References)	X	X
Protected areas, including: National Parks, Resource Reserves, Hill Sanctuaries, Provenance Protection Areas, Strict Nature Reserves, Wildlife Sanctuaries, RAMSAR sites. (Per:	For lists and maps of many areas, see Protected Areas (References). For other areas (including Hill Sanctuaries and Provenance Production Areas), consult the RMSC and the Wildlife Division.	X	X

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
WWF WARPO, 2006; SGS, 2018; Form, 2013; Proforest, 2017)			
Proposed protected areas, e.g.: Ghana's Globally Significant Biodiversity Areas (GSBAs); Biosphere Reserves; Atewa mountain forests (proposed National Park). (Note one of the three existing Biosphere Reserves is already a National Park/Resource Reserve.) (Per: WGFC, 2012; WWF WARPO, 2006; SGS, 2016; CI, 2007; Mongabay, 2018a)	For lists of GSBAs and Biosphere Reserves, see Proposed Protected Areas (References) and also consult with the Forest Services Division of the Forestry Commission For the proposed Atewa National Park, consult A Rocha Ghana. For additional proposed Biosphere Reserves, consult MESTI and EPA.	X	
Sacred groves, pending further assessment, per the precautionary principle. (Per: NEPCon, 2017; Boadi et al, 2017; GCHM, 2018; MESTI, 2016)	For sacred groves, see HCV 6.	X	X
Critical temporal concentrations of biodiversity, e.g.: hills and mountains with special vegetation that are important migration and wintering sites for Palearctic migrant birds; watering holes in dry season; high elevation areas during floods; flowering and fruit bearing trees important to nectivorous birds and mammals and insects. (Per Proforest et al, 2012)			
Best Available Information for identifying multiple interpretations of HCV 1: Element 1:	BAI >SLIMF	BAI SLIMF	
Relevant databases and maps	X	X	
High Conservation Value surveys of the Management Unit	X	X	
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X	
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X	
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X		
Review of the results by knowledgeable expert(s) independent of The Organization	X		

Best Available Information for identifying multiple interpretations of HCV 1: Element 1:	BAI >SLIMF	BAI SLIMF
Habitat mapping and assessments	X	
HCV assessors with local expertise	X	
Government wildlife and parks agencies. See Annex for a list of agencies to consider.	X	
Biodiversity assessments, conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations	X	
For guidance in identifying other examples of HCV 1 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.1, Identification of HCV 1)	X	X

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
Element 2: Concentrations of endemic species that are significant at global, regional, or national levels:			
Endemic Bird Areas (EBAs), i.e., Upper Guinea Forests EBA. Pending further assessment, priority areas in the EBA include all Forest Reserves, per the precautionary principle. (Note the EBA is approximately the same area as the Biodiversity Hotspot.) (Per Proforest et al, 2012; others)	See Endemic Bird Areas (References)	X	X
Other known hotspots for endemic flora or fauna, e.g.: Ghana's Globally Significant Biodiversity Areas (GSBAs); Atewa mountains forests; Bia and Atewa Range Forest Reserves. (Per: WWF WARPO, 2006; SGS, 2016; Mongabay, 2011; GCHM, 2018; MESTI, 2016)			
Other significant concentrations of endemic plant or animal species, e.g.: populations of species endemic to Africa if listed as Vulnerable, Endangered, or Critically Endangered; populations of multiple endemic species; breeding pairs of nationally endemic species. (Per Proforest et al, 2012; others)	For lists of endemic animal species, see IUCN Red List and applicable national species lists.	X	X

Best Available Information for identifying multiple interpretations of HCV 1: Element 2:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps	X	X
High Conservation Value surveys of the Management Unit	X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X	
Review of the results by knowledgeable expert(s) independent of The Organization	X	
Habitat mapping and assessments	X	
HCV assessors with local expertise	X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.	X	
Biodiversity assessments, conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations	X	

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
Element 3: Concentrations of rare, threatened, or endangered species that are significant at global, regional, or national levels:			
Significant occurrences of terrestrial and freshwater plant or animal species listed by the IUCN Red List or national species lists as Vulnerable, Endangered, Critically Endangered, or Near Threatened. Including occurrences of: any black or gold-star rated species or other nationally protected species whose survival depends on the occurrence in question; any Critically Endangered species; more than 1% of a listed species' population; several or more listed species; and/or listed species in special ecological niches, e.g., wide-ranging carnivores, keystone species, umbrella species, species with very small populations or ranges, and other	IUCN Red List. National species lists, including but not limited to species listed per the National Wildlife Conservation Regulation. Consider also Hawthorne et al (2006). Contact MESTI regarding a pending database on RTE species.	X	X (IUCN and National Lists)

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
conservation priority species. (Per: WWF WARPO, 2006; Proforest et al, 2012; others)			
Sites with CITES listed animal or plant species.	CITES (see References)	X	X
(Note that many KBAs, IBAs, protected areas, and proposed protected areas contain important concentrations of RTE species.) (Per Proforest et al, 2012; others)			
Alliance for Zero Extinction sites, if any are listed in the future. (No AZE sites currently designated).	Alliance for Zero Extinction (References)		
Best Available Information for identifying multiple interpretations of HCV 1: Element 3:	BAI >SLIMF	BAI SLIMF	
Relevant databases and maps	X	X	
High Conservation Value surveys of the Management Unit	X	X	
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X	
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X	
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X		
Review of the results by knowledgeable expert(s) independent of The Organization	X		
Habitat mapping and assessments	X		
HCV assessors with local expertise	X		
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.	X		
Biodiversity assessments, conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations	X		

B. Assessments for HCV 1

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

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

National or regional methodologies for assessing occurrences of specific HCV 1 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
of Science & Technology; INS USTK (undated).			
For all potential HCV 1 occurrences, field surveys for biodiversity are conducted, where existing information is lacking or inconclusive. (Per: WWF WARPO, 2006)			
National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1		X	X
For additional guidance on assessing HCV 1, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.1, Identification of HCV 1).		X	X

C. Strategies for Maintaining and Enhancing HCV 1

Management strategies for HCV 1:

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

National or regional strategies for maintaining and/or enhancing specific HCV 1 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
Mongabay, 2015; Proforest et al, 2012; Proforest, 2017; FWG, 2016; MESTI, 2015; MESTI, 2016)			
For threatened or endangered tree species, including CITES, IUCN, or nationally listed species, mark and protect trees from harvest, and control for illegal harvest, except where recommended otherwise per national strategies. (Per: Mongabay, 2016b; NDF, 2018; FWG, 2017a)	For <i>Pericopsis elanta</i> , consider NDF et al (2017). For rosewood, consult Forest Watch Ghana and consider the recommendations of the conference on illegal rosewood trade held by the Economic Community of Western African States (ECOWAS).	X	
For all wildlife in HCV 1 areas: Commercial hunting is limited to sustainable levels and monitored, especially for large bodied and forest dependent species, e.g., bushbuck, black and white colobus, black duiker, Maxwell duiker, mona monkey. (Per: WWF WARPO, 2006)	For elephants and white-necked picathartes, see also the conservation plans and strategies recommended by the Wildlife Division.	X	X
For endemic and rare, threatened, or endangered (RTE) wildlife: Prohibit intensive logging, mining, oil and gas wells, grazing, agriculture, unsustainable fuelwood harvest, and other sources of habitat conversion, deforestation, and degradation. (Per: NDF, 2015; Mongabay, 2011, 2014, 2018a; Proforest et al, 2012)			
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
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.	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.1).	X	X
Where enhancement is identified as the objective*, measures to develop, expand, and/or restore* habitats* for such species.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 1. For additional considerations, see: FSC (20XXa) and HCVRN (2014).	X	X

National or regional strategies for maintaining and/or enhancing specific HCV 1 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
Where fuelwood harvest threatens to deforest or degrade HCV areas, adopt measures to prevent commercial harvest, to ensure local community harvest uses low impact practices, and to support use of more efficient stoves and energy sources. (Per: NDF, 2018; WWF, 2018)	For reduction of fuelwood/charcoal impacts, consider initiatives listed at NDF, 2018.		
Where non-traditional grazing or agricultural practices threaten to deforest or degrade HCV areas, work with authorities and local communities to enforce restrictions and/or provide alternate use sites.			
Where mining or oil/gas drilling threatens to deforest or degrade HCV areas, adopt measures to prevent intensive mining and drilling, and to ensure any artisanal mining is legal and uses low impact practices. (Per WWF, 2018; MESTI, 2016).			

D. Monitoring for HCV 1

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

National or regional methodologies for monitoring occurrences of specific HCV 1 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For monitoring of wildlife, including in relation to hunting	See the Wildlife Division.	X	X
National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C.	X	X
	Culturally appropriate engagement with Local Communities and affected and interested stakeholders.	X	X
	Engagement with experts.	X	

National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
For monitoring of potential impacts and of potential illegal or unauthorized activities in the forest, consider collaborative monitoring with local communities	For recommendations on working with local communities to monitor and address illegal logging, see Civic Response.	X	
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 1.	X	X

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

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

National or Regional Interpretations of HCV 2:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI >SLIMF	BAI SLIMF
Element 1: 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::			
Connectivity corridors that have been proposed between protected areas and/or other HCV 1 occurrences.	For potential elephant corridors, see Parren et al (2002). For other proposals, consult with stakeholders and experts, including E. Danquah of Kwame Nkrumah University, and MESTI.	X	
Other areas important as biological connectivity corridors, e.g.: riparian zones; fire buffers along edges of Forest Reserves; potential corridors between National Parks. (Per: WWF WARPO, 2006; Form, 2013; MESTI, 2016)	For considerations for corridors for elephants (and other species), see Parren et al (2002).	X	
Forest ecosystems forming a landscape-level mosaic with other vegetation types used by a diversity of species.			
Best Available Information for identifying multiple interpretations of this HCV 2: Element 1:	BAI >SLIMF	BAI SLIMF	
Relevant databases and maps	X	X	
High Conservation Value surveys of the Management Unit	X	X	
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X	
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X	
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X		
Review of the results by knowledgeable expert(s) independent of The Organization	X		

Best Available Information for identifying multiple interpretations of this HCV 2: Element 1:	BAI >SLIMF	BAI SLIMF
HCV assessors with local expertise	X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.	X	
Published reports by governments, research institutions, or conservation organizations	X	
For guidance in identifying other examples of HCV 2 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.2, Identification of HCV 2).	X	X

B. Assessments for HCV 2

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

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

National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 2	X	X
	For additional guidance on assessing HCV 2, see: FSC (20XXa), FSC (20XXb), and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.2, Identification of HCV 2).	X	X

C: Strategies for Maintaining and Enhancing HCV 2

Management strategies for HCV 2:

National or regional strategies for maintaining and/or enhancing specific HCV 2 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
<p>For RAMSAR sites</p> <hr/> <p>For riparian zones for connectivity, strategies include measures to: maintain and restore native tree and other vegetation cover, allow for free passage and sheltering of wildlife, and prevent mining that degrades habitats and water quality. (Per: NDF, 2015; CI, 2007; Form, 2013; Proforest, 2017)</p>	<p>Strategies should consider the information at RAMSAR (References)https://rsis.ramsar.org/sites/default/files/rsiswp_search/exports/Ramsar-Sites-annotated-summary-Belize.pdf?1500076181</p>	X	
National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
<p>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.</p>	<p>See the experts, stakeholders, and other resources listed as BAI for identifying HCV 2.</p> <p>For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.2).</p>	X	X
<p>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.</p>	<p>See the experts, stakeholders, and other resources listed as BAI for identifying HCV 2. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.2).</p>	X	X
<p>Where fuelwood harvest threatens to deforest or degrade HCV areas, adopt measures to prevent commercial harvest, to ensure local community harvest uses low impact practices, and to support use of</p>	<p>For reduction of fuelwood/charcoal impacts, consider initiatives listed at NDF, 2018.</p>		

National or regional strategies for maintaining and/or enhancing multiple interpretations:	Best Available Information for management strategies for multiple interpretations:	BAI >SLIMF	BAI SLIMF
more efficient stoves and energy sources. (Per; NDF, 2018; WWF, 2018)			
Where non-traditional grazing or agricultural practices threaten to deforest or degrade HCV areas, work with authorities and local communities to enforce restrictions and/or provide alternate use sites.			
Where mining or oil/gas drilling threatens to deforest or degrade HCV areas, adopt measures to prevent intensive mining and drilling, and to ensure any artisanal mining is legal and uses low impact practices. (Per WWF, 2018; MESTI, 2016).			

D. Monitoring for HCV 2

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

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

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

A. Interpretations and Best Available Information for HCV 3

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 1: Rare, threatened, or endangered ecosystems:			
<p>WWF Global 200 Ecoregions, i.e., the Guinea Moist Forest Ecoregion. Pending assessments, priority areas in the Ecoregion include all Forest Reserves, per the precautionary principle. (Note the Ecoregion is approximately the same area as the HCV 1 Biodiversity Hotspot.) (Per: Proforest et al, 2012; Proforest, 2017)</p>	<p>WWF Global 200 Ecoregions (see References)</p>	<p>X</p>	<p>X</p>
<p>Freshwater ecosystems, including rivers, wetlands, riparian and gallery forests, and seasonally inundated areas. (Per: Proforest et al, 2012; CUC, 2009)</p>			
<p>Other ecosystems that are threatened, greatly reduced in extent or function, or poorly protected at bioregional scales.</p>			
<p>Ecosystems on the IUCN Red List, if any are designated in the future. (Note none currently designated).</p>	<p>IUCN Red List Ecosystems</p>		

Best Available Information for identifying multiple interpretations of this HCV 3: Element 1:	BAI >SLIMF	BAI SLIMF
<p>Relevant databases and maps</p>	<p>X</p>	<p>X</p>
<p>High Conservation Value surveys of the Management Unit</p>	<p>X</p>	<p>X</p>
<p>Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C</p>	<p>X</p>	<p>X</p>
<p>Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.</p>	<p>X</p>	<p>X</p>
<p>Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.</p>	<p>X</p>	
<p>Review of the results by knowledgeable expert(s) independent of The Organization</p>	<p>X</p>	
<p>Habitat mapping and assessments</p>	<p>X</p>	

Best Available Information for identifying multiple interpretations of this HCV 3: Element 1:		BAI >SLIMF	BAI SLIMF
HCV assessors with local expertise		X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.		X	
Ecosystem assessments, conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations		X	
For guidance in identifying other examples of HCV 3 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.3, Identification of HCV 3).		X	X
National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 2: Rare, threatened, or endangered habitats:			
Forest types that are naturally rare, reduced in extent or quality, and/or threatened, e.g.: wet evergreen; Southern marginal; mangrove (especially langunculariaais); dry semi-deciduous; moist semi-deciduous. (Per: WWF WARPO, 2006; MESTI, 2016)			
Habitat types that are naturally rare, reduced in extent or quality, and/or threatened, e.g.: upland marshes and upland wetlands; savannah gallery forest; lowland swamps; coastal savannah; northern savannah forest; any remaining occurrences of natural forests that are relatively undisturbed (aside from traditional management practices) and contain most of their natural structure and composition (e.g. Bia National Park, and sacred groves, including but not limited to those outside of Forest Reserves). (Per: WWF WARPO, 2006; Proforest, 2017; Boadi et al, 2017; MESTI, 2016;)	For sacred groves, see HCV 6.	X	X
Habitats and habitat features that are important to HCV 1 biodiversity or species.			
(Note that RTE ecosystems listed above may also be RTE habitats.)			

Best Available Information for identifying multiple interpretations of this HCV 3: Element 2:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps	X	X
High Conservation Value surveys of the Management Unit	X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X	
Review of the results by knowledgeable expert(s) independent of The Organization	X	
Habitat mapping and assessments	X	
HCV assessors with local expertise	X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.	X	
Habitat assessments, conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations	X	
For guidance in identifying other examples of HCV 3 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.3, Identification of HCV 3).	X	X

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 3: Refugia:			
Sacred groves should be considered refugia, pending further assessment per the precautionary principle. (Per: Boadi et al, 2017; MESTI, 2016)	See HCV 6.	X	X
Mountainous areas that provide glacial refugia for lowland species. (Per: Proforest et al, 2012)			
Unlogged forest sites, including as seed sources and wildlife corridors. (Per: WGFC, 2012)			
Other isolated areas where extensive changes, typically due to changing climate or by			

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
<p>disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive.</p>			
<p>(Note that some protected areas listed at HCV 1 may also be refugia)</p>			

Best Available Information for identifying multiple interpretations of this HCV 3: Element 3:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps	X	X
High Conservation Value surveys of the Management Unit	X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X	
Review of the results by knowledgeable expert(s) independent of The Organization	X	
Habitat mapping and assessments	X	
HCV assessors with local expertise	X	
Government wildlife and parks agencies. See Annex I for a list of agencies to consider.	X	
Conservation plans, recovery plans, and other published reports by governments, research institutions, or conservation organizations	X	
For guidance in identifying other examples of HCV 3 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.3, Identification of HCV 3).	X	X

B. Assessments for HCV 3

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

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

C: Strategies for Maintaining and Enhancing HCV 3

Management strategies for HCV 3:

National or regional strategies for maintaining and/or enhancing specific HCV 3 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
For rare, reduced, or threatened forest types: consider providing convalescence areas and/or restoration with native species. (Per WWF WARPO, 2006)			
For rare, reduced, or threatened habitat types: protect the areas from further intervention; consider habitat restoration with native species. (Per WWF WARPO, 2006)			
For wetlands, rivers, riparian areas, and gallery forests: Establish buffers of 30 meters (wetlands) and 50 meters per side (rivers and riparian areas). Prohibit conversion to agriculture, mining, and other intensive activity within buffers. Where			

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

D. Monitoring for HCV 3

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

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

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

A. Interpretations and Best Available Information for HCV 4

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF	
Element 1: Water catchments in critical situations:				
<p>Areas that partially or wholly contain river headwaters, including in the dry semi-deciduous forest zone and in hilly areas dominated by upland evergreen forest (including but not limited to the Afram, Atewa, Bia, Birimso, Owabi, and Sekondi headwaters). (Per: WWF WARPO, 2006; CI, 2007)</p>				
<p>Seasonal and permanent streams, rivers, or other water bodies relied upon by one or more communities for drinking water, irrigation, and/or fishing, and the subcatchments of these water bodies. Including forest areas, wetlands, or other areas that help regulate water quality and quantity, including by providing shade or groundwater recharge. Including communities that rely on watercourses as backups for boreholes. (Per: WWF WARPO, 2006; Smartwood, 2017; Proforest et al, 2012; Proforest, 2017)</p>	<p>Local communities (see HCV 5). Water Resources Commission.</p>	<p>X</p>	<p>X</p>	
<p>RAMSAR sites and other wetlands important as fish habitat, flood buffers, and/or provisioning sources for local communities. (Per: MESTI, 2016)</p>	<p>RAMSAR (References). Wildlife Department and MLNR.</p>	<p>X</p>	<p>X</p>	
Best Available Information for identifying multiple interpretations of this HCV 4: Element 1:			BAI >SLIMF	BAI SLIMF
<p>Relevant databases and maps, e.g., listings of water catchments or downstream water uses, hydrological maps</p>			<p>X</p>	<p>X</p>
<p>High Conservation Value surveys of the Management Unit</p>			<p>X</p>	<p>X</p>
<p>Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C</p>			<p>X</p>	<p>X</p>
<p>Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.</p>			<p>X</p>	<p>X</p>

Best Available Information for identifying multiple interpretations of this HCV 4: Element 1:		BAI >SLIMF	BAI SLIMF
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.		X	
Review of the results by knowledgeable expert(s) independent of The Organization		X	
Consultation with local communities		X	
HCV assessors with local expertise		X	
Published reports by governments, research institutions, or conservation organizations		X	
For guidance in identifying other examples of HCV 4 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.4, Identification of HCV 4).		X	X
See also the FSC Ecosystem Services Procedure (FSC, 2017b).		X	X
National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 2: Control of erosion of vulnerable soils and slopes in critical situations:			
Communities in low lying areas susceptible to flooding, and upstream and upslope areas whose management affects flood risk. (Per: WWF WARPO, 2006)			
Erosion prone slopes and areas important to landslide prevention, e.g., slopes of 30% or greater, Hill Sanctuaries, and some Shelter Belt Forest Reserves. (Per: WWF WARPO, 2006; WGFC, 2012; SGS, 2016; NEPCon, 2017)	Resource Management Support Centre (RMSC).	X	X
Areas adjacent to reservoirs, water works, or hydropower systems. (Per: WWF WARPO, 2006)			
Shelter belts that protect local agriculture or settlements from wind erosion and dust. (Per: WWF WARPO, 2006; Proforest et al, 2012)			

Best Available Information for identifying multiple interpretations of this HCV 4: Element 2:	BAI >SLIMF	BAI SLIMF
Relevant databases and maps, e.g., soil and vegetation maps, including maps of steep, unstable, and/or erodible soils	X	X
High Conservation Value surveys of the Management Unit	X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.	X	
Review of the results by knowledgeable expert(s) independent of The Organization	X	
Consultation with local communities	X	
HCV assessors with local expertise	X	
Published reports by governments, research institutions, or conservation organizations	X	
For guidance in identifying other examples of HCV 4 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.4, Identification of HCV 4).	X	X
See also the FSC Ecosystem Services Procedure (FSC, 2017b).	X	X

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 3: Other ecosystem services in critical situations:			
In areas threatened by anthropogenic fire risk beyond natural levels, buffers that protect human life, property, or protected areas, GSBAs, or other HCVs, e.g.: Shelter Belt Forest Reserves (e.g., Bia); intact natural riparian/gallery forest in the savannah zone (e.g., Red Volta East Forest Reserve); buffers along roads. (Per: WWF WARPO, 2006; Form, 2013; NEPCon, 2017)	Resource Management Support Centre (RMSC).	X	X
In the transition zone between the high forest and dry savannah zones, Shelter Belt Forest Reserves (e.g., Bia, Tano, Asukese, Goa) and other vegetation that helps reduce			

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
extreme dry conditions and fire outbreaks by buffering local temperatures from NE trade winds or “Harmattan” dry winds. (Per: WWF WARPO, 2006)			
Provision of food, water, and shelter to local communities and traditional peoples (See HCV 5)	Engagement with local communities, and traditional peoples (see HCV 5)	X	X
Low-impact eco-tourism, including where communities have few opportunities for ecologically sustainable revenue generation. Areas with eco-tourism potential may include: Proposed Atewa National Park. (Per: CI, 2007)	For examples of types of potential eco-tourism, see page 11 of MESTI (2016).	X	
Best Available Information for identifying multiple interpretations of this HCV 4: Element 3:		BAI >SLIMF	BAI SLIMF
Relevant databases and maps, e.g., fire risk maps		X	X
High Conservation Value surveys of the Management Unit		X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C		X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.		X	X
Consultation with relevant local and regional experts. See Annex I for a partial list of experts to consider.		X	
Review of the results by knowledgeable expert(s) independent of The Organization		X	
Consultation with local communities		X	
HCV assessors with local expertise		X	
Published reports by governments, research institutions, or conservation organizations		X	
For guidance in identifying other examples of HCV 4 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.4, Identification of HCV 4).		X	X
See also the FSC Ecosystem Services Procedure (FSC, 2017b).		X	X

B. Assessments for HCV 4

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

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

C: Strategies for Maintaining and Enhancing HCV 4

Management strategies for HCV 4:

National or regional strategies for maintaining and/or enhancing specific HCV 4 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
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.	See the experts, stakeholders, and other resources listed as Best Available Information for identifying HCV 4. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.4).	X	X
Where enhancement is identified as the objective, measures to restore water quality and quantity are in place.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 4. For additional considerations, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 2, including section 2.3.4).	X	X
Where identified HCV 4 ecosystem services include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.	See the experts, stakeholders, and other resources listed as BAI for identifying HCV 4.	X	X
For streams, rivers, wetlands, permanent wet areas, riparian areas: Map the water			

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

D. Monitoring for HCV 4

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

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

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

A. Interpretations and Best Available Information for HCV 5

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 1: Sites and resources fundamental for satisfying the basic necessities of local communities (for livelihoods, health, nutrition, water, etc.):			
Watersheds, rivers, streams, and other sources of water for drinking, other daily use, or irrigation, including streams that provide backup sources for boreholes. (See also HCV 4 above.) (Per: Proforest, 2017; others)	See the BAI list below.	X	X
Hunting grounds and fisheries for subsistence in local communities, and areas important for harvest of other animals (e.g., snails) or honey. (Not inclusive of poaching, hunting of RTE wildlife for non-local trade, or unsustainable harvest levels.) (Per: WWF WARPO, 2006; Adom, 2017; MESTI, 2016; Mul et al, 2017; Proforest, 2017)	See the BAI list below.	X	X
Garden plots, other growing areas, and plants and fungi used for subsistence or traditional medicines by local communities, including where access to clinics is limited. Examples include shea fruit, sibusibi, baobab, gaa, dawadawa, baobab, honey, mushrooms, spices. (Per: WWF WARPO, 2006; SGS, 2018; Adom, 2017; Mul et al, 2017; Proforest, 2017)	See the BAI list below. For information on traditional medicinal plants, see also Forestry Research Institute, Centre for Traditional Medicine, and Aburi Botanic Gardens.	X	X (BAI list below)
Other sites and resources from which local communities satisfy basic needs, including but not limited to: sources for sustainable and legal harvest of building materials (e.g., wood poles, bamboo, thatch), fuelwood, or craft materials (e.g., pestles, tannins, dyes, resins, gums, cork). (Per: WWF WARPO, 2006; SGS, 2018; MESTI, 2016)	See the BAI list below.	X	X
Sites and resources for sustainable levels of NTFP cultivation, harvest, and related household revenue generation by local communities (e.g., rattan, shea nuts, thaumatin, novella). (Per: WWF WARPO, 2006; SGS, 2018; MESTI, 2016)	See the BAI list below.	X	X

Best Available Information for identifying multiple interpretations of this HCV 5: Element 1:	BAI >SLIMF	BAI SLIMF	
Primary BAI: Engagement with local communities, including through culturally appropriate methods. Note the “fundamentality” of the resource should also be determined in collaboration with affected stakeholders, i.e., local communities.	X	X	
Secondary BAI:			
Relevant databases, maps, and resource inventories, e.g., listings of communities located within or near forest areas, and listings of sites and resources, including water sources, or areas that provide traditional food or medicines	X	X	
High Conservation Value surveys of the Management Unit	X	X	
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X	
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X	
Consultation with relevant local and regional experts, e.g., community development organizations and experts. See Annex I for a partial list of examples.	X		
Review of the results by knowledgeable expert(s) independent of The Organization	X		
Participatory mapping with local communities	X		
Published reports by governments, research institutions, or other expert organizations, e.g., Protected Area Development Project (PADP) Phase I reports (available from Wildlife Division).	X		
For guidance in identifying other examples of HCV 5 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.5, Identification of HCV 5).	X	X	
National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 2: Sites and resources fundamental for satisfying the basic necessities of Local Communities (for livelihoods, health, nutrition, water, etc.):			
See the HCV 5 Interpretations for local communities; the same Interpretations are likely to be applicable for Traditional Peoples and Local Communities.	See the BAI for the Interpretations for local communities.	X	X
Additional types of sites and resources specifically relevant to Traditional Peoples and Local Communities.	See the BAI list below.	X	X

Best Available Information for identifying multiple interpretations of this HCV 5: Element 2:	BAI >SLIMF	BAI SLIMF
<p>Primary BAI: Engagement with Local Communities, including through culturally appropriate methods. Note the “fundamentality” of the resource should also be determined in collaboration with affected stakeholders, i.e., Local Communities. Local Communities in Ghana may include but not be limited to people who self-identify as Traditional Peoples, and may also include peoples who are nomadic.</p>	X	X
Secondary BAI:		
<p>Relevant databases, maps, e.g., information on Traditional or Local Communities that may be present in the area and/or that may use the forest</p>	X	X
<p>High Conservation Value surveys of the Management Unit</p>	X	X
<p>Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C</p>	X	X
<p>Culturally appropriate engagement with affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.</p>	X	X
<p>Consultation with relevant local and regional experts , e.g., organizations that represent or provide services for Local Communities. See Annex I for a partial list of examples.</p>	X	
<p>Review of the results by knowledgeable expert(s) independent of The Organization</p>	X	
<p>Participatory mapping with Traditional or Local Communities</p>	X	
<p>Published reports by governments, research institutions, or other expert organizations</p>	X	
<p>For guidance in identifying other examples of HCV 5 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.5, Identification of HCV 5).</p>	X	X

B. Assessments for HCV 5

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

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

C: Strategies for Maintaining and Enhancing HCV 5

Management strategies for HCV 5:

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

D. Monitoring for HCV 5

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

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

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

A. Interpretations and Best Available Information for HCV 6

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 1: Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance:			
World Heritage sites, especially proposed/tentatively listed sites.	World Heritage (References)	X	
Other internationally or nationally important cultural, archaeological, or historical sites, resources, habitats, or landscapes			
Best Available Information for identifying multiple interpretations of this HCV 6: Element 1:		BAI >SLIMF	BAI SLIMF
Databases, maps, and resource inventories, e.g., listings of archaeological, historical, religious, and cultural sites		X	X
Consultation with relevant local and regional experts, e.g., anthropologists, archaeologists, and historians. See Annex I for a partial list of examples.		X	
High Conservation Value surveys of the Management Unit		X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C		X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.		X	X
Review of the results by knowledgeable expert(s) independent of The Organization		X	
Published reports by governments, research institutions, or other expert organizations		X	
For guidance in identifying more specific examples of HCV 6 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of HCV 6).		X	X

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Element 2: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities:			
Sacred groves, including but not limited to those located outside of Forest Reserves. (Per: WWF WARPO, 2006; NEPCon, 2017)	See the BAI list below. See also: Anane (1997); CI (undated); Tufour et al (1992); experts at KNUST; Ministry of Tourism.	X	X (BAI list below)
Shrines and other sites, resources, habitats, or landscapes that define the cultural identity of the local people. (Per: WWF WARPO, 2006; Smartwood, 2017)	See the BAI list below.	X	X
Best Available Information for identifying multiple interpretations of this HCV 6: Element 2:			
Primary BAI: Engagement with local communities, including through culturally appropriate methods, including communities with traditional cultures. Note that “critical... importance” should be understood as an outcome of engagement with local communities.		X	X
Secondary BAI:			
Interactive mapping with local communities		X	X
Databases, maps, and resource inventories , e.g., listings of traditional communities located within forest areas or with other connections to forest areas, and listings of archaeological, historical, religious, and cultural sites		X	X
Consultation with relevant local and regional experts, e.g., anthropologists, archaeologists, and community development organizations and experts. See Annex I for a partial list of examples.		X	
High Conservation Value surveys of the Management Unit		X	X
Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C		X	X
Culturally appropriate engagement with Local Communities and affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.		X	X
Review of the results by knowledgeable expert(s) independent of The Organization		X	
Published reports by governments, research institutions, or other expert organizations		X	X

Best Available Information for identifying multiple interpretations of this HCV 6: Element 2:	BAI >SLIMF	BAI SLIMF
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For guidance in identifying more specific examples of HCV 6 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of HCV 6).

X X

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
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Element 3: Sites, resources, habitats* and landscapes* of critical* cultural, ecological, economic or religious/sacred importance for the traditional cultures of Local Communities:

See the HCV 5 Interpretations for local communities; the same Interpretations are likely to be applicable for Traditional Peoples and Local Communities.

See the BAI for the Interpretations for local communities.

X X

Additional types of sites and resources specifically relevant to Traditional Peoples and Local Communities.

See the BAI list below.

X X

Best Available Information for identifying multiple interpretations of this HCV 6 Element 3:	BAI >SLIMF	BAI SLIMF
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Primary BAI: Engagement with Local Communities, including through culturally appropriate methods. Note that “critical... importance” should be understood as an outcome of engagement with Local Communities. Local Communities in Ghana may include but not be limited to people who self-identify as Traditional Peoples, and may also include peoples who are nomadic.

X X

Secondary BAI:

Interactive mapping with Traditional and Local Communities

X X

Databases and maps, e.g., information on Local Communities located within forest areas or with other connections to forest areas, and listings of archaeological, historical, religious, and cultural sites

X X

Consultation with relevant local and regional experts, e.g., organizations that represent or provide services for Local Communities, archaeologists, and anthropologists. See Annex I for a partial list of examples.

X

High Conservation Value surveys of the Management Unit

X X

Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C

X X

Best Available Information for identifying multiple interpretations of this HCV 6 Element 3:	BAI >SLIMF	BAI SLIMF
Engagement with affected and interested stakeholders. See Annex I for a partial list of stakeholders to consider.	X	X
Review of the results by knowledgeable expert(s) independent of The Organization	X	
Published reports by governments, research institutions, or other expert organizations	X	X
For guidance in identifying more specific examples of HCV 6 that may exist in the management unit, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 3.6, Identification of HCV 6).	X	X

B. Assessments for HCV 6

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

National or regional methodologies for assessing occurrences of specific HCV 6 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For sacred groves, engagement with local communities notwithstanding, indicators of groves' potential presence may include: traditional burial grounds of chiefs; ritual grounds for traditional worship of shrines and fetish gods; taboo days for entry into forest areas; forest areas where entry is forbidden by traditional or religious leaders; hunting for traditional festivities or rites; sole habitats for cultural totems (e.g., crested porcupine); significance for stool or skin identity. (Per: WWF WARPO, 2006)	Primary BAI: Engagement with local communities Secondary BAI: Anane (1997); CI (undated); Tufour et al (1992); experts at KNUST; Ministry of Tourism.	X	X (Engagement with local communities)

National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Primary BAI: Engagement with local communities	X	X
	Secondary BAI:		
	See the Best Available Information for identifying HCV 6	X	X

National or regional methodologies for assessing occurrences of multiple interpretations:	Best Available Information for assessing occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	For additional guidance on assessing HCV 6, see: FSC (20XXa) and HCVRN (2013) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.6, Identification of HCV 6).	X	X

C: Strategies for Maintaining and Enhancing HCV 6

Management strategies for HCV 6:

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

D. Monitoring for HCV 6

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

National or regional methodologies for monitoring occurrences of specific HCV 6 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For HCV occurrences related to local communities, monitoring conducted by the local communities, or using methodologies otherwise developed in cooperation with the communities through culturally appropriate engagement.	Local traditional communities.	X	X
For HCV occurrences related to Local Communities, monitoring conducted by the Local Communities, or using methodologies otherwise developed in cooperation with the Local Communities through culturally appropriate engagement.	Local Communities	X	X

National or regional methodologies for monitoring occurrences of multiple interpretations:	Best Available Information for monitoring occurrences of multiple interpretations:	BAI >SLIMF	BAI SLIMF
	Engagement with rights-holders, per Criteria 3.5 and 4.7 of the P&C	X	X
	Culturally appropriate engagement with Local Communities and affected and interested stakeholders	X	X
	Engagement with experts	X	
	See the Best Available Information for identifying HCV 6, e.g., local community development and Local Communities' organizations, and anthropologists, archaeologists, and historians, and other experts.	X	X
	For additional considerations for HCV monitoring, see: FSC (20XXa) and HCVRN (2014) (e.g., Part 3)	X	X

Annex I Stakeholders and Experts

Environmental Stakeholders:

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

Social Stakeholders and Community Development Organizations:

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

Traditional Peoples / Local Communities Organizations:

- Traditional Councils

Other Expert Organizations:

- Aburi Botanic Gardens – *inc. re. traditional medicinal plants*
- Centre for Traditional Medicine at Mampong.
- Forest Research Institute of Ghana (FORIG) – *inc. re. medicinal plant management, ecosystem services*
- Ghana Museums & Monuments Board
- Kwame Nkrumah University of Science & Technology (KNUST) – *inc. re. biodiversity in GSBAs, Traditional communities, various other topics*
- National Museum, Accra
- Proforest Africa – *inc. re. HCV assessments*
- Resourcetrust Network – (RTN) – *inc. re. consultancy for sustainability, HCV assessment*

- Tropenbos International, Ghana – *inc. re. illegal logging, communities and forests*
- University of Ghana
 - Department of Archaeology and Heritage Studies

Government Agencies:

- Commission on Human Rights and Administrative Justice (CHRAJ)
- Forestry Commission (FC)
 - Forestry Services Division
 - Resource Management Support Centre (RMSC)
 - Wildlife Division – *inc. re. wildlife and biodiversity conservation, ecotourism*
- Ministry of Environment, Science, Technology and Innovation (MESTI) – *inc. re. information and data*
 - Environmental Protection Agency (EPA)
- Ministry of Lands and Natural Resources (MLNR)

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- Biosphere Reserves: <https://www.protectedplanet.net/search?designation=UNESCO-MAB+Biosphere+Reserve&q=ghana>; and <http://www.unesco.org/new/en/natural-sciences/environment/ecological-sciences/biosphere-reserves/africa/ghana/>
- GSBAs: <http://gh.chm-cbd.net/biodiversity/faunal-diversity-ghana/-situ-conservation-2/list-of-globally-significant-biodiversity-areas-gsba>

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

- <https://www.protectedplanet.net/search?designation=National+Park&q=ghana>
- <https://www.protectedplanet.net/search?designation=Strict+Nature+Reserve&q=ghana>
- <https://www.protectedplanet.net/search?designation=Wildlife+Sanctuary&q=ghana>
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RAMSAR sites. For an overview map, see: [https://rsis.ramsar.org/ris-search/?f\[0\]=regionCountry_en_ss%3AGhana](https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana). For a list of sites with links to information on each: [https://rsis.ramsar.org/ris-search/?f\[0\]=regionCountry_en_ss%3AGhana&pagetab=1](https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3AGhana&pagetab=1)

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Annex J Glossary of Terms

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

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

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

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

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

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

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

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
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- 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: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD), Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

Applicable law: Means applicable to The Organization as a legal person or business enterprise in or for the benefit of the Management Unit and those laws which affect the implementation of the FSC Principles and Criteria. This includes any combination of statutory law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes legal precedence over all other legal instruments (Source: FSC-STD-01-001 V5-2).

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 (Source: FSC-STD-60-004 V2-0).

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

Biological 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: FSC-STD-60-004 V2-0, based on Convention on Biological Diversity (CBD) 1992, Article 2).

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

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

Confidential information: Private facts, data and content that, if made publicly available, might put at risk The Organization, its business interests or its relationships with stakeholders, clients and competitors (Source: FSC-STD-60-004 V2-0).

Connectivity: A measure of how connected or spatially continuous a corridor, network, or matrix is. The fewer gaps, the higher the connectivity. Related to the structural connectivity concept; functional or behavioral connectivity refers to how connected an area is for a process, such as an animal moving through different types of landscape elements (Source: FSC-STD-60-004 V2-0, based on R.T.T. Forman. 1995. Land Mosaics. The Ecology of Landscapes and Regions. Cambridge University Press, 632pp). Aquatic connectivity deals with the accessibility and transport of materials and organisms, through groundwater and surface water, between different patches of aquatic ecosystems of all kinds (Source: FSC-STD-60-004 V2-0).

Conservation/Protection: These words are used interchangeably when referring to management activities designed to maintain the identified environmental or cultural values in existence long-term. Management activities may range from zero or minimal interventions to a specified range of appropriate interventions and activities designed to maintain, or compatible with maintaining, these identified values (Source: FSC-STD-01-001 V5-2).

Conservation Areas Network: Those portions of the Management Unit for which conservation is the primary and, in some circumstances, exclusive objective; such areas include Representative Sample Areas, conservation zones, Protection Areas, connectivity areas and High Conservation Value Areas (Source: FSC-STD-60-004 V2-0).

Conservation zones and Protection Areas: Defined areas that are designated and managed primarily to safeguard species, habitats, ecosystems, natural features or other site-specific values because of their natural environmental or cultural values, or for purposes of monitoring, evaluation or research, not necessarily excluding other management activities. For the purposes of the Principles and Criteria, these terms are used interchangeably, without implying that one always has a higher degree of conservation or protection than the other. The term 'protected area' is not used for these areas, because this term implies legal or official status, covered by national regulations in many countries. In the context of the Principles and Criteria, management of these areas should involve active conservation, not passive protection' (Source: FSC-STD-01-001 V5-2).

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 (Source: FSC-STD-60-004 V2-0).

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 Principal 9 and HCVs relates to irreplaceability and to cases where loss or major damage to this HCV would cause serious prejudice or suffering to affected stakeholders. An ecosystem service is considered to be critical (HCV 4) where a disruption of that service is likely to cause, or poses a threat of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on the functioning of significant infrastructure (roads, dams, buildings etc.). The notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values (Source: FSC-STD-01-001 V5-2).

Criterion (pl. Criteria): A means of judging whether or not a Principle (of forest stewardship) has been fulfilled (Source: FSC-STD-01-001 V4-0).

Culturally appropriate [mechanisms]: Means/approaches for outreach to target groups that are in harmony with the customs, values, sensitivities, and ways of life of the target audience (Source: FSC-STD-60-004 V2-0).

Customary law: Interrelated sets of customary rights may be recognized as customary law. In some jurisdictions, customary law is equivalent to statutory law, within its defined area of competence and may replace the statutory law for defined ethnic or other social groups. In some jurisdictions customary law complements statutory law and is applied in specified circumstances (Source: FSC-STD-01-001 V5-2, based on N.L. Peluso and P. Vandergeest. 2001. Genealogies of the political forest and customary rights in Indonesia, Malaysia and Thailand, *Journal of Asian Studies* 60(3):761–812).

Customary rights: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit (Source: FSC-STD-01-001 V5-2).

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 (Source: FSC-STD-60-004 V2-0, adapted from International Labour Organization (ILO) Convention 111, Article1). 'Sexual orientation' was added to the definition provided in Convention 111, as it has been identified as an additional type of discrimination which may occur.

Dispute: for the purpose of the IGI, this is an expression of dissatisfaction by any person or organization presented as a complaint to The Organization, relating to its management activities or its conformity with the FSC Principles and Criteria, where a response is expected (Source: FSC-STD-01-001 V5-2, based on FSC-PRO-01-005 V3-0 Processing Appeals).

Dispute of substantial magnitude: For the purpose of the International Generic Indicators, a dispute of substantial magnitude is a dispute that involves one or more of the following:

- Affects the legal or customary rights of Indigenous Peoples and local communities;
- Where the negative impact of management activities is of such a scale that it cannot be reversed or mitigated;
- Physical violence;
- Destruction of property;
- Presence of military bodies;
- Acts of intimidation against forest workers and stakeholders (Source: FSC-STD-60-004 V2-0).

Due consideration: To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (Source: FSC-STD-60-004 V2-0, based on Black's Law Dictionary, 1979).

Economic viability: The capability of developing and surviving as a relatively independent social, economic or political unit. Economic viability may require but is not synonymous with profitability (Source: FSC-STD-01-001 V5-2, based on the definition provided on the website of the European Environment Agency).

Eco-regional: Large unit of land or water containing a geographically distinct assemblage of species, natural communities, and environmental conditions (Source: FSC-STD-60-004 V2-0, based on WWF Global 200. http://wwf.panda.org/about_our_earth/ecoregions/about/what_is_an_ecoregion/).

Ecosystem: A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit (Source: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD) 1992, Article 2).

Ecosystem function: An intrinsic ecosystem characteristic related to the set of conditions and processes whereby an ecosystem maintains its integrity (such as primary productivity, food chain, biogeochemical cycles). Ecosystem functions include such processes as decomposition, production, nutrient cycling, and fluxes of nutrients and energy. For FSC purposes, this definition includes ecological and evolutionary processes such as gene flow and disturbance regimes, regeneration cycles and ecological seral development (succession) stages. (Source: FSC-STD-01-001 V5-2, based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC; and R.F. Noss. 1990. Indicators for monitoring biodiversity: a hierarchical approach. Conservation Biology 4(4):355–364).

Ecosystem services: The benefits people obtain from ecosystems. These include:

- 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: FSC-STD-01-001 V5-2, based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC).

Employment and Occupation: Includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 111, Article 1.3).

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

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

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

Externalities: The positive and negative impacts of activities on stakeholders that are not directly involved in those activities, or on a natural resource or the environment, which do not usually enter standard cost accounting systems, such that the market prices of the products of those activities do not reflect the full costs or benefits (Source: FSC-STD-01-001 V5-2).

Fair compensation: Remuneration that is proportionate to the magnitude and type of services rendered by another party or of the harm that is attributable to the first party (Source: FSC-STD-60-004 V2-0).

Fertilizer: Mineral or organic substances, most commonly N, P₂O₅ and K₂O, which are applied to soil for the purpose of enhancing plant growth (Source: FSC-STD-60-004 V2-0).

Fibre Testing: a suite of wood identification technologies used to identify the family, genus, species and origin of solid wood and fibre based products (Source: FSC-STD-60-004 V2-0).

Forced or compulsory labour: work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself/ herself voluntarily (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 29, Article 2.1).

Forest: A tract of land dominated by trees (Source: FSC-STD-01-001 V5-0, derived from FSC Guidelines for Certification Bodies, Scope of Forest Certification, Section 2.1 first published in 1998, and revised as FSC-GUI-20-200 in 2005, and revised again in 2010 as FSC-DIR-20-007 FSC Directive on Forest Management Evaluations, ADVICE-20-007-01).

Forest fringe communities: 'All communities which fall within five kilometers (5km) around a forest reserve or timber harvesting operational area. - (A working definition reached for the implementation of Social Responsibility Agreement -SRA), Forestry Commission 2016. Revised Guidelines for Social Responsibility Agreement. Collaborative Resource Management Department.

Formal and informal workers organization: association or union of workers, whether recognized by law or by The Organization or neither, which have the aim of promoting workers rights and to represent workers in dealings with The Organization particularly regarding working conditions and compensation (Source: FSC-STD-60-004 V2-0).

Fragmentation: The process of dividing habitats into smaller patches, which results in the loss of original habitat, loss in connectivity, reduction in patch size, and increasing isolation of patches. Fragmentation is considered to be one of the single most important factors leading to loss of native species, especially in forested landscapes, and one of the primary causes of the present extinction crisis. In reference to Intact Forest Landscapes, the fragmentation of concern is understood to be that caused by human industrial activities. (Source: FSC-STD-60-004 V2-0, adapted from Gerald E. Heilman, Jr. James R. Strittholt Nicholas C. Slosser Dominick A. Dellasala, BioScience (2002) 52 (5): 411-422.)

Free, Prior, and Informed Consent (FPIC): A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and Informed Consent includes the right to grant, modify, withhold or withdraw approval (Source: FSC-STD-60-004 V2-0, based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

FSC Transaction: Purchase or sale of products with FSC claims on sales documents (Source: FSC-STD-60-004 V2-0).

Gender equality: Gender equality or gender equity means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development (Source: FSC-STD-60-004 V2-0, adapted from FAO, IFAD and ILO workshop on 'Gaps, trends and current research in gender dimensions of agricultural and rural employment: differentiated pathways out of poverty', Rome, 31 March to 2 April 2009.).

Genetically modified organism: An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination. (Source: FSC-STD-60-004 V2-0, based on FSC-POL-30-602 FSC Interpretation on GMO (Genetically Modified Organisms)).

Genotype: The genetic constitution of an organism (Source: FSC-STD-01-001 V5-2).

Good faith: A process of engagement where the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid delays in negotiations, respect agreements concluded and under development, and give sufficient time to discuss and settle disputes (Source: FSC-STD-60-004 V2-0, adapted from Motion 40:2017).

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).

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: FSC-STD-60-004 V2-0, based on the Convention on Biological Diversity (CBD), Article 2).

Habitat features: Forest stand attributes and structures, including but not limited to:

- Old commercial and non-commercial trees whose age noticeably exceeds the average age of the main canopy;
- Trees with special ecological value;
- Vertical and horizontal complexity;
- Standing dead trees;
- Dead fallen wood;
- Forest openings attributable to natural disturbances;
- Nesting sites;
- Small wetlands, bogs, fens;
- Ponds;
- Areas for procreation;
- Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation (Source: FSC-STD-60-004 V2-0).

Hazardous work (in the context of child labour): Any work which is likely to jeopardize children's physical, mental or moral health, should not be undertaken by anyone under the age of 18 years. Hazardous child labour is work in dangerous, or unhealthy conditions that could result in a child being killed or injured/maimed (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. In determining the type of hazard child labour referred to under (Article 3(d) of the Convention No 182, and in identifying where they exist, consideration should be given, inter alia, to

- Work which exposes children to physical, psychological or sexual abuse;
- Work underground, under water at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in unhealthy environment which may, for examples, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer (Source: FSC-STD-60-

004 V2-0, based on International Labour Organization (ILO), 2011: IPEC Mainstreaming Child labour concerns in education sector plans and Programmes, Geneva, 2011& ILO Handbook on Hazardous child labour, 2011).

Heavy work (in the context of child labour): refers to work that is likely to be harmful or dangerous to children's health (Source: FSC-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

High Conservation Value (HCV): Any of the following values:

- **HCV1:** Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- **HCV 2:** Landscape-level ecosystems and mosaics. Intact Forest Landscapes, large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- **HCV 3:** Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.
- **HCV 4:** Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- **HCV 5:** Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.
- **HCV 6:** Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples (Source: based on FSC-STD-01-001 V5-2).

High Conservation Value Areas: Zones and physical spaces which possess and/or are needed for the existence and maintenance of identified High Conservation Values (Source: FSC-STD-60-004 V2-0).

High grading: High grading is a tree removal practice in which only the best quality, most valuable timber trees are removed, often without regenerating new tree seedlings or removing the remaining poor quality and suppressed understory trees and, in doing so, degrading the ecological health and commercial value of the forest. High grading stands as a counterpoint to sustainable resource management (Source: FSC-STD-60-004 V2-0, based on Glossary of Forest Management Terms. North Carolina Division of Forest Resources. March 2009).

ILO 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-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

ILO Declaration on Fundamental Principles and Rights at Work and its Followup, adopted by the International Labour conference at its Eighty-sixth Session, Geneva, 18th June 1998 (Annex revised 15 June 2010): is a resolute reaffirmation of ILO principles (art 2) which declares that all Members, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the organization, to respect, to promote and to realize, in good faith* and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination* in respect of employment and occupation (Source: FSC-STD-60-004 V2-0, based on FSC report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

Indicator: A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a Management Unit complies with the requirements of an FSC Criterion. Indicators and the associated thresholds thereby define the requirements for responsible forest management at the level of the Management Unit and are the primary basis of forest evaluation (Source: FSC-STD-60-004 V2-0).

Indigenous cultural landscapes: Indigenous cultural landscapes are living landscapes to which Indigenous Peoples attribute environmental, social, cultural and economic value because of their enduring relationship with the land, water, fauna, flora and spirits and their present and future importance to their cultural identity. An Indigenous cultural landscape is characterized by features that have been maintained through long-term interactions based on land-care knowledge, and adaptive livelihood practices. They are landscapes over which Indigenous Peoples exercise responsibility for stewardship (Source: FSC-STD-60-004 V2-0).

Indigenous Peoples: People and groups of people that can be identified or characterized as follows:

- The key characteristic or Criterion is self-identification as Indigenous Peoples at the individual level and acceptance by the community as their member;
- Historical continuity with pre-colonial and/or pre-settler societies;
- Strong link to territories and surrounding natural resources;
- Distinct social, economic or political systems;
- Distinct language, culture and beliefs;
- Form non-dominant groups of society;
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities (Source: FSC-STD-01-001 V5-2, adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

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 (Source: FSC-STD-60-004 V2-0).

Infrastructure: In the context of forest management, roads, bridges, culverts, log landings, quarries, impoundments, buildings and other structures required in the course of implementing the management plan (Source: FSC-STD-60-004 V2-0).

Intact Forest Landscape: A territory within today's global extent of forest cover which contains forest and non-forest ecosystems minimally influenced by human economic activity, with an area of at least 500 km² (50,000 ha) and a minimal width of 10 km (measured as the diameter of a circle that is entirely inscribed within the boundaries of the territory) (Source: FSC-STD-60-004 V2-0, based on Intact Forests / Global Forest Watch. Glossary definition as provided on Intact Forest website. 2006-2014).

Intellectual property: Practices as well as knowledge, innovations and other creations of the mind (Source: FSC-STD-01-001 V5-2, based on the Convention on Biological Diversity (CBD), Article 8(j); and World Intellectual Property Organization. What is Intellectual Property? WIPO Publication No. 450(E)).

Intensity: A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts (Source: FSC-STD-01-001 V5-2).

Interested stakeholder: Any person, group of persons, or entity that has shown an interest, or is known to have an interest, in the activities of a Management Unit. The following are examples of interested stakeholders.

- Conservation organizations, for example environmental NGOs;
- Labor (rights) organizations, for example labor unions;
- Human rights organizations, for example social NGOs;
- Local development projects;
- Local governments;
- National government departments functioning in the region;
- FSC National Offices;
- Experts on particular issues, for example High Conservation Values (Source: FSC-STD-01-001 V5-2).

Internationally accepted scientific protocol: A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature (Source: FSC-STD-01-001 V5-2).

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: FSC-STD-60-004 V2-0, based on World Bank safeguard OP 4.10 Indigenous Peoples, section 16 (a). July 2005.).

Landscape: A geographical mosaic composed of interacting ecosystems resulting from the influence of geological, topographical, soil, climatic, biotic and human interactions in a given area (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

Landscape values: Landscape values can be visualized as layers of human perceptions overlaid on the physical landscape. Some landscape values, like economic, recreation, subsistence value or visual quality are closely related to physical landscape attributes. Other landscape values such as intrinsic or spiritual

value are more symbolic in character and are influenced more by individual perception or social construction than physical landscape attributes (Source: FSC-STD-60-004 V2-0, based on website of the Landscape Value Institute).

Legal: In accordance with primary legislation (national or local laws) or secondary legislation (subsidiary regulations, decrees, orders, etc.). 'Legal' also includes rule-based decisions made by legally competent agencies where such decisions flow directly and logically from the laws and regulations. Decisions made by legally competent agencies may not be legal if they do not flow directly and logically from the laws and regulations and if they are not rule-based but use administrative discretion (Source: FSC-STD-01-001 V5-2).

Legally competent: Mandated in law to perform a certain function (Source: FSC-STD-01-001 V5-2).

Legal registration: National or local legal license or set of permissions to operate as an enterprise, with rights to buy and sell products and/or services commercially. The license or permissions can apply to an individual, a privately-owned enterprise or a publicly-owned corporate entity. The rights to buy and sell products and/or services do not carry the obligation to do so, so legal registration applies also to Organizations operating a Management Unit without sales of products or services; for example, for unpriced recreation or for conservation of biodiversity or habitat (Source: FSC-STD-01-001 V5-2).

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 (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 138, Article 7).

Living wage: The level of wages sufficient to meet the basic living needs of an average-sized family in a particular economy (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Local communities: Communities of any size that are in or adjacent to the Management Unit, and also those that are close enough to have a significant impact on the economy or the environmental values of the Management Unit or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the Management Unit (Source: FSC-STD-01-001 V5-2).

Local laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees) which is limited in application to a particular geographic district within a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws. Laws derive authority ultimately from the Westphalian concept of sovereignty of the Nation State (Source: FSC-STD-01-001 V5-2).

Long-term: The time-scale of the forest owner or manager as manifested by the objectives of the management plan, the rate of harvesting, and the commitment to maintain permanent forest cover. The length of time involved will vary according to the context and ecological conditions, and will be a function of how long it takes a given ecosystem to recover its natural structure and composition following harvesting or disturbance, or to produce mature or primary conditions (Source: FSC-STD-01-002 V1-0).

Management objective: Specific management goals, practices, outcomes, and approaches established to achieve the requirements of this standard (Source: FSC-STD-60-004 V2-0).

Management plan: The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the Management Unit, including statements of objectives and policies (Source: FSC-STD-01-001 V5-2).

Management 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).

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: FSC-STD-01-001 V5-2, based on Convention on Biological Diversity (CBD). Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

Natural conditions/native ecosystem: For the purposes of the Principles and Criteria and any applications of restoration techniques, terms such as 'more natural conditions', 'native ecosystem' provide for managing sites to favor or restore native species and associations of native species that are typical of the locality, and for managing these associations and other environmental values so that they form ecosystems typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-2).

Natural forest: A forest area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.

'Natural forest' includes the following categories:

- Forest affected by harvesting or other disturbances, in which trees are being or have been regenerated by a combination of natural and artificial regeneration with species typical of natural

forests in that site, and where many of the above-ground and below-ground characteristics of the natural forest are still present. In boreal and north temperate forests which are naturally composed of only one or few tree species, a combination of natural and artificial regeneration to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, is not by itself considered as conversion to plantations;

- Natural forests which are maintained by traditional silvicultural practices including natural or assisted natural regeneration;
- Well-developed secondary or colonizing forest of native species which has regenerated in non-forest areas;
- The definition of 'natural forest' may include areas described as wooded ecosystems, woodland and savannah.

The description of natural forests and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.

'Natural forest' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest after some years of ecological progression. FSC Forest Stewardship Standards may indicate when such areas may be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

FSC has not developed quantitative thresholds between different categories of forests in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples. Pending such guidance, areas dominated by trees, mainly of native species, may be considered as natural forest.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest communities and ecosystems included in the Management Unit, including grassland, bushland, wetlands, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the principal characteristics and key elements of native ecosystems. This may be considered as natural forest through ecological progression after the passage of years;
- Young natural regeneration growing in natural forest areas may be considered as natural forest, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground;
- Areas where deforestation and forest degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses (Source: FSC-STD-01-001 V5-2).

Natural Hazards: Disturbances that can present risks to social and environmental values in the Management Unit but that may also comprise important ecosystem functions; examples include drought, flood, fire, landslide, storm, avalanche, etc (Source: FSC-STD-60-004 V2-0).

Non-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: FSC-STD-60-004 V2-0, based on F.C. Osmaston. 1968. The Management of Forests. Hafner, New York; and D.R. Johnston, A.J. Grayson and R.T. Bradley. 1967. Forest Planning. Faber & Faber, London).

Obligatory code of practice: A manual or handbook or other source of technical instruction which The Organization must implement by law (Source: FSC-STD-01-001 V5-2).

Occupational accident: An occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational disease: Any disease contracted as a result of an exposure to risk factors arising from work activity (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational injuries: Any personal injury, disease or death resulting from an occupational accident (Source: FSC-STD-01-001 V5-2, based on International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

The Organization: The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-2).

Peatland: Is constituted by flooded and soggy areas, with large accumulations of organic material, covered by a layer of poor vegetation associated with a certain degree of acidity, and which presents a characteristic amber color (Source: FSC-STD-60-004 V2-0, based on Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

Pesticide: This definition includes insecticides, rodenticides, acaricides, molluscicides, larvaecides, fungicides and herbicides (Source: FSC-STD-01-001 V5-2).

Plantation: A forest area established by planting or sowing with using either alien or native species, often with one or few species, regular spacing and even ages, and which lacks most of the principal characteristics and key elements of natural forests. The description of plantations may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples, such as:

- Areas which would initially have complied with this definition of 'plantation' but which, after the passage of years, contain many or most of the principal characteristics and key elements of native ecosystems, may be classified as natural forests.
- Plantations managed to restore and enhance biological and habitat diversity, structural complexity and ecosystem functionality may, after the passage of years, be classified as natural forests.
- Boreal and north temperate forests which are naturally composed of only one or few tree species, in which a combination of natural and artificial regeneration is used to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, may be considered as natural forest, and this regeneration is not by itself considered as conversion to plantations (Source: FSC-STD-01-001 V5-2).

Precautionary approach: An approach requiring that when the available information indicates that management activities pose a threat of severe or irreversible damage to the environment or a threat to human welfare, The Organization will take explicit and effective measures to prevent the damage and avoid the risks to welfare, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of environmental values are uncertain (Source: FSC-STD-01-001 V5-2, based on Principle 15 of Rio Declaration on Environment and Development, 1992, and Wingspread Statement on the Precautionary Principle of the Wingspread Conference, 23–25 January 1998).

Pre-harvest [condition]: The diversity, composition, and structure of the forest or plantation prior to felling timber and appurtenant activities such as road building (Source: FSC-STD-60-004 V2-0).

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

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

Protection: See definition of Conservation (Source: FSC-STD-60-004 V2-0).

Protection Area: See definition of Conservation Zone (Source: FSC-STD-60-004 V2-0).

Publicly available: In a manner accessible to or observable by people generally (Source: FSC-STD-60-004 V2-0, based on Collins English Dictionary, 2003 Edition).

Rare species: Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific habitats, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperiled species (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). 2001. IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Ratified: The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent legal mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same legal effect (Source: FSC-STD-01-001 V5-2).

Reasonable: Judged to be fair or appropriate to the circumstances or purposes, based on general experience (Source: FSC-STD-60-004 V2-0, based on Shorter Oxford English Dictionary).

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: FSC-STD-60-004 V2-0, based on Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

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).

Representative Sample Areas: Portions of the Management Unit delineated for the purpose of conserving or restoring viable examples of an ecosystem that would naturally occur in that geographical region (Source: FSC-STD-60-004 V2-0).

Resilience: The ability of a system to maintain key functions and processes in the face of stresses or pressures by either resisting or adapting to change. Resilience can be applied to both ecological systems and social systems (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN) World Commission on Protected Areas (IUCN-WCPA). 2008. Establishing Marine Protected Area Networks – Making it Happen. Washington D.C.: IUCN-WCPA National Oceanic and Atmospheric Administration and The Nature Conservancy.).

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).

Restore / Ecological Restoration: These words are used in different senses according to the context and in everyday speech. In some cases 'restore' means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases 'restore' means the

formation of more natural conditions in sites which have been heavily degraded or converted to other land uses. In the Principles and Criteria, the word 'restore' is not used to imply the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing ecosystem (Source: FSC-STD-01-001 V5-2).

The Organization is not necessarily obliged to restore those environmental values that have been affected by factors beyond the control of The Organization, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public infrastructure, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate (Source: FSC-STD-01-001 V5-2).

The Organization is also not obliged to restore environmental values that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations. However, The Organization is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the Management Unit as a result of such previous impacts (Source: FSC-STD-01-001 V5-2).

Riparian zone: Interface between land and a water body, and the vegetation associated with it (Source: FSC-STD-60-004 V2-0).

Risk: The probability of an unacceptable negative impact arising from any activity in the Management Unit combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-2).

Scale: A measure of the extent to which a management activity or event affects an environmental value or a Management Unit, in time or space. An activity with a small or low spatial scale affects only a small proportion of the forest each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-2).

Scale, intensity and risk: See individual definitions of the terms 'scale', 'intensity', and 'risk' (Source: FSC-STD-60-004 V2-0).

Significant: For the purposes of Principle 9, HCVs 1, 2 and 6 there are three main forms of recognizing significance.

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity;
- A voluntary recognition by the manager, owner or The Organization, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-2).

Silviculture: The art and science of controlling the establishment, growth, composition, health and quality of forests and woodlands to meet the targeted diverse needs and values of landowners and society on a sustainable basis (Source: FSC-STD-01-001 V5-2, based on Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

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

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

Stool or/and Skin lands: This refers to land claimed by traditional owners in Ghana. They range from (land belonging to chiefs with stools, as the term is normally used), skin lands of the Northern and Upper Regions of Ghana, certain lands of certain families in the south of Ghana, but it excludes land in the north of Ghana already vested in the Government by earlier enactments (Source: The Constitution of the Republic of Ghana, 1992, Article 267]

Tenure: Socially defined agreements held by individuals or groups, recognized by legal statutes or customary practice, regarding the 'bundle of rights and duties' of ownership, holding, access and/or usage of a particular land unit or the associated resources there within (such as individual trees, plant species, water, minerals, etc.) (Source: FSC-STD-01-001 V5-2, based on International Union for Conservation of Nature (IUCN). Glossary definitions provided on IUCN website).

Threat: An indication or warning of impending or likely damage or negative impacts (Source: FSC-STD-60-004 V2-0, based on Oxford English Dictionary).

Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild. These categories may be re-interpreted for FSC purposes according to official national classifications (which have legal significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures) (Source: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN). 2001. IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Timber harvesting level: The actual harvest quantity executed on the Management Unit, tracked by either volume (e.g. cubic meters or board feet) or area (e.g. hectares or acres) metrics for the purpose of comparison with calculated (maximum) allowable harvest levels (Source: FSC-STD-60-004 V2-0).

Timely manner: As promptly as circumstances reasonably allow; not intentionally postponed by The Organization; in compliance with applicable laws, contracts, licenses or invoices (Source: FSC-STD-60-004 V2-0).

Traditional Knowledge: Information, know-how, skills and practices that are developed, sustained and passed on from generation to generation within a community, often forming part of its cultural or spiritual identity (Source: FSC-STD-60-004 V2-0, based on the definition by the World Intellectual Property Organization (WIPO). Glossary definition as provided under Policy / Traditional Knowledge on the WIPO website).

Traditional peoples: Traditional peoples are social groups or peoples who do not self-identify as indigenous and who affirm rights to their lands, forests and other resources based on long established custom or traditional occupation and use (Source: FSC-STD-60-004 V2-0, Forest Peoples Programme (Marcus Colchester, 7 October 2009).

Transaction verification: Verification by certification bodies and/or Accreditation Services International (ASI) that FSC output claims made by certificate holders are accurate and match with the FSC input claims of their trading partners (Source: FSC-STD-40-004 V3-0).

Uphold: To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-2).

Use rights: Rights for the use of resources of the Management Unit that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques (Source: FSC-STD-01-001 V5-2).

Vast majority: 80% of the total area of Intact Forest Landscapes within the Management Unit as of January 1, 2017. The vast majority also meets or exceeds the minimum definition of Intact Forest Landscape (Source: FSC-STD-60-004 V2-0).

Verifiable targets: Specific goals, such as desired future forest conditions, established to measure progress towards the achievement of each of the management objectives. These goals are expressed as clear outcomes, such that their attainment can be verified and it is possible to determine whether they have been accomplished or not (Source: FSC-STD-60-004 V2-0).

Very Limited portion: The area affected shall not exceed 0.5% of the area of the Management Unit in any one year, nor affect a total of more than 5% of the area of the Management Unit (Source: FSC-STD-01-002).

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

- Hazardous waste, including chemical waste and batteries;
- Containers;
- Motor and other fuels and oils;
- Rubbish including metals, plastics and paper; and
- Abandoned buildings, machinery and equipment (Source: FSC-STD-60-004 V2-0).

Water bodies (including water courses): Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes. Water bodies include riparian or wetland systems, lakes, swamps, bogs and springs (Source: FSC-STD-60-004 V2-0).

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: FSC-STD-60-004 V2-0, based on 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: FSC-STD-60-004 V2-0, based on International Union for Conservation of Nature (IUCN), No Date, IUCN Definitions – English).

Workers: All employed persons including public employees as well as 'self-employed' persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: FSC-STD-60-004 V2-0, based on International Labor Organization (ILO) Convention 155, Occupational Safety and Health Convention, 1981).

Workers' organization: any organization of workers* _for furthering and defending the interest of workers*_ (adapted from ILO Convention 87, Article 10). It is important to note that rules and guidance on composition of workers' organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to "hire and fire". Workers' organizations tend to separate association between those who can "hire and fire" and those who cannot (Source: FSC-STD-60-004 V2-0, based on report on generic criteria and indicators based on International Labour Organization (ILO) Core Conventions principles, 2017).

Worst forms of child labour: comprises a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced labour, including forced or compulsory recruitment of children for use in armed conflict; b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performance; c) the use, procuring or offering of a child for illicit activities, in particular for production and trafficking of drugs as defined in the relevant international treaties; d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children (Source: FSC-STD-60-004 V2-0, based on International Labour Organization (ILO) Convention 182, Article 3).



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