



Standard

CONTROLLED FOREST MANAGEMENT

FSC-STD-30-010 V3-0 EN



**FORESTSTM
FOR ALL
FOREVER**

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V1-0	Initial version approved by FSC Board of Directors	01/09/2004
V2-0	Second version approved by FSC Board of Directors	04/10/2006
V3-0	Main changes: <ul style="list-style-type: none"> - A sub-set of <FSC-STD-60-004 International Generic Indicators> (IGI) has been adopted to regulate the controlled forest management (CFM). - A requirement to use locally adapted FSS where available. - Title of the standard and the titles of the categories have been updated. - Terminology has been aligned with <FSC-STD-40-005 Requirements for Sourcing FSC Controlled Wood> - Adoption of conversion requirements of <FSC-POL-01-007 Policy to Address Conversion> - A new output claim (FSC CFM) has been introduced to incentivize controlled forest management to distinguish it from forest products sourced as controlled material or FSC CW that conform to <FSC-STD-40-005 Requirements for Sourcing FSC Controlled Wood>. 	01/01/2024

INTRODUCTION

This standard specifies the requirements applicable at the level of the Management Unit (MU) that allows persons or entities (hereafter referred to as 'The Organization') to demonstrate that the products supplied from that MU come from controlled forest management (CFM). Controlled forest management respects and upholds legality and customary and human rights, including The ILO Declaration on Fundamental Principles and Rights at Work. It also maintains or enhances social, cultural, environmental, and High Conservation Values (HCV) of the forests and prevents deforestation and degradation - and is free of genetically modified organisms (GMOs).

The revision of this standard was triggered by the 'Strategy for FSC Mix products and Controlled Wood' which was published in 2019. This strategy aims at reducing reliance of the FSC system on all forms of Controlled Wood and to enable the implementation of <FSC-STD-30-010 V3-0 FSC Controlled Wood Standard for Forest Management Enterprises> as a step towards forest management certification against the full set of requirements of the applicable locally adapted Forest Stewardship Standard (FSS). Therefore, the following changes have been made to this standard:

- Adoption of a subset of <FSC-STD-60-004 International Generic Indicators> (IGI) to regulate CFM. This subset covers about 75% of all IGIs.
- A requirement to use locally adapted FSS where available.
- Update the title and the titles of the categories to reflect the requirements adopted from the <FSC-STD-60-004 International Generic Indicators>
- The requirements for maintaining consistency with the <FSC-POL-01-007 Policy to Address Conversion>.
- CFM can only be maintained for one certification cycle.

A new output claim (FSC CFM) has been introduced to incentivize controlled forest management, and to distinguish it from forest products sourced as controlled material or FSC controlled wood (CW) that conform to <FSC-STD-40-005 Requirements for Sourcing FSC Controlled Wood>.

This standard does not include requirements for small or low intensity managed forests (SLIMFs) as compared to the previous version <FSC-STD-30-010 V2-0 FSC Controlled Wood Standard for Forest Management Enterprises>. This is due to the development of <FSC-PRO-30-011 V1-0 Continuous Improvement Procedure>, a tailored solution to support SLIMFs and community forests to access FSC Forest Management Certification. Nonetheless, The Organizations managing SLIMFs or community forests can still use this standard at their discretion.

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A. SCOPE

This standard specifies requirements for:

- The Organization to implement controlled forest management (CFM) within their Management Unit (MU) and to demonstrate conformance.
- FSC-accredited certification bodies (CBs) to determine conformity against this standard as the basis for granting or maintaining CFM certification.

This standard can be applied to natural forests and plantations for the production of rough wood (timber) and/or Non-Timber-Forest Products (NTFPs), as specified below. NTFPs that may be included in the scope of CFM certification are restricted to bamboo and NTFPs derived from trees (e.g., cork, resin, bark, rubber/latex).

In countries where there is an approved Forest Stewardship Standard (FSS), the indicators and the scope of the FSS shall supersede the international generic indicators listed in this standard. In those countries:

- a) The Organization shall demonstrate conformity with the corresponding indicators of the FSS instead of the IGI. Where there is no corresponding criterion or indicator in the FSS, the FSS shall prevail and the IGI becomes inapplicable.
- b) The Organization may include also NTFPs into the scope of certification which are covered by the scope of the applicable FSS, by demonstrating conformity with the respective NTFP indicators.
- c) The Organization managing small or low intensity managed forests (SLIMF) as defined in the applicable FSS shall be evaluated against the corresponding SLIMF requirements included in that FSS.

This standard does not provide any alternative requirements for SLIMF and community forests, but Organizations managing SLIMF and community forests (according to the definition provided in <FSC-STD-01-003 SLIMF Eligibility Criteria>) in countries where no approved FSS exists, may also use the generic forest management requirements of this standard in order to apply for CFM certification.

This standard may be used in conjunction with:

- The requirements for <FSC-STD-30-005 Forest Management Groups>
- The validation option presented in <FSC-PRO-30-006 Ecosystem Services Procedure: Impact Demonstration and Market Tools>.

The Organization certified against the previous version <FSC-STD-30-010 V2-0 FSC Controlled Wood Standard for Forest Management Enterprises> at the effective date of the new version of this standard <FSC-STD-30-010 V3-0 Controlled Forest Management>, shall step up to forest management certification based on the full set of requirements of the applicable locally adapted FSS within and up to a maximum period of five-years from the date of certification against <FSC-STD-30-010 V3-0 Controlled Forest Management>.

Section 3 on 'Scope', Section 4 on 'Scale, Intensity and Risk', and Section 5 on 'Responsibility for Compliance' of the preamble of <FSC-STD-01-001 FSC Principles and Criteria for Forest Stewardship> shall apply to the use of this standard.

This standard does not apply to manufacturers and timber traders. Such entities should refer to <FSC-STD-40-005 Requirements for Sourcing FSC Controlled Wood> for implementing a due diligence system to avoid material from unacceptable sources.

All aspects of this standard are considered normative, including the scope, effective and validity dates, references, terms and definitions, footnotes, graphics, tables, and annexes, unless otherwise stated.

Introduction, appendix, notes, information, guidance boxes and examples are not considered normative.

B. REFERENCES

The following referenced documents are indispensable for the application of this document.

For references without a version number, the latest version of the referenced document (including any amendments) applies:

FSC-POL-30-001	FSC Pesticide Policy
FSC-STD-01-001	FSC Principles & Criteria for Forest Stewardship
FSC-STD-01-003	SLIMF Eligibility Criteria
FSC-STD-30-005	Forest Management Groups Standard
FSC-STD-60-004	International Generic Indicators
FSC-PRO-30-006	Ecosystem Services Procedure: Impact Demonstration and Market Tools
FSC-DIR-20-007	FSC Directive on FSC Forest Management Evaluations

In addition, where available, locally adapted Forest Stewardship Standards.

C. TERMS AND DEFINITIONS

For the purposes of this document, the terms and definitions included in <[FSC-STD-01-002 FSC Glossary of Terms](#)>, <[FSC-STD-01-001 FSC Principles and Criteria for Forest Stewardship](#)>, and the following apply:

The Organization: The person or entity holding or applying for certification and therefore responsible for demonstrating conformity with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-3).

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.
- “should”: indicates that among several possibilities one is recommended as particularly suitable, without mentioning or excluding others, or that a certain course of action is preferred but not necessarily required. A ‘should requirement’ can be met in an equivalent way provided this can be demonstrated and justified.
- “may”: indicates a course of action permissible within the limits of the document.
- “can”: is used for statements of possibility and capability, whether material, physical or causal.

D. ABBREVIATIONS

CFM	Controlled Forest Management
FSC	Forest Stewardship Council
FSS	Forest Stewardship Standard
IFSS	Interim Forest Stewardship Standard
NF	Normative Framework
NRA	National Risk Assessment
NTFP	Non-Timber Forest Product
PSU	Performance and Standards Unit
QMS	Quality Management System
SLIMF	Small or Low Intensity Managed Forests

PART 1 - GENERAL REQUIREMENTS

- 1 The Organization shall specify the Management Units (MUs) and forest products to be included in the scope of certification.
- 2 CFM certification is only valid for the first certification cycle of a maximum of five years. After this period, The Organization shall demonstrate conformity with the full set of requirements of the applicable locally adapted Forest Stewardship Standard (FSS).

PART 2 – QUALITY MANAGEMENT SYSTEM

NOTE 1: All requirements in sections 4 to 56 are adopted or adapted from <FSC-STD-60-004 International Generic Indicators>, with the exception of section 12 which lists the 5 categories of CFM.

NOTE 2: The indicators in this standard are predominantly derived from <FSC-STD-60-004 International Generic Indicators> (IGI). The original number of the IGI is provided in brackets after each indicator, e.g. indicator 4.1, below, is given as [IGI 5.2.1].

Stakeholder engagement

- 3 The Organization shall ensure that, where stakeholder consultation is required in relation to the implementation of this standard, procedures for culturally appropriate consultation are implemented by:
 - 3.1 Identifying affected and interested stakeholders and inviting affected and interested stakeholders to participate in the consultation with sufficient prior notice.
 - 3.2 Opening the consultation process to parties claiming an interest in, or affected by, the implementation of these requirements.
 - 3.3 Providing and giving access to sufficient information to all identified parties.
 - 3.4 Maintaining records of the consultations undertaken by The Organization.
 - 3.5 Responding in a timely manner to stakeholder questions or concerns.
 - 3.6 Engaging with stakeholders in good faith aiming at reaching mutually acceptable agreements, fostering deliberations towards consent in a constructive dialogue, and seeking solutions that result in benefits for The Organization, the stakeholders and society at large.

Benefits from forest

- 4 [C5.2] The Organization shall normally harvest products and services from the Management Unit at or below a level which can be permanently sustained.
 - 4.1 [IGI 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.
 - 4.2 [IGI 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.

- 4.3 [IGI 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 as per <FSC-STD-60-004 International Generic Indicators> for the same defined period.
- 4.4 [IGI 5.2.4] For extraction of commercially harvested services and non-timber forest products under The Organization's control a sustainable harvest level is calculated and adhered to Sustainable harvest levels are based on best available information.

Management planning

- 5 [C7.1] 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.
 - 5.1 [IGI 7.1.1] Policies (vision and values) that contribute to meeting the requirements of this standard are defined.
- 6 [C7.2] 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 as per <FSC-STD-60-004 International Generic Indicators>. 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.
 - 6.1 [IGI 7.2.1] The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.
- 7 [C7.5] 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.
 - 7.1 [IGI 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.
 - 7.2 [IGI 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.
- 8 [C7.6] 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.
 - 8.1 [IGI 7.6.1] Culturally appropriate engagement is used to ensure that affected stakeholders are proactively and transparently engaged in the following processes:
 - 8.1.1 [IGI 7.6.1(1)] Dispute resolution processes (C 1.6, C 2.6, C 4.6) as per <FSC-STD-60-004 International Generic Indicators>;
 - 8.1.2 [IGI 7.6.1(3)] Identification of rights (C 3.1, C 4.1), Indigenous cultural landscapes (C 3.1), sites (C3.5, C4.7) as per <FSC-STD-60-004 International Generic Indicators>;
 - 8.1.3 [IGI 7.6.1(5)] High Conservation Value assessment, management and monitoring (C 9.1, C 9.2, C 9.4) as per <FSC-STD-60-004 International Generic Indicators>.

- 8.2 [IGI 7.6.2] Culturally appropriate engagement is used to:
 - 8.2.1 [IGI 7.6.2(1)] Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities);
 - 8.2.2 [IGI 7.6.2(2)] Determine mutually agreed communication channels allowing for information to flow in both directions;
 - 8.2.3 [IGI 7.6.2(3)] Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably;
 - 8.2.4 [IGI 7.6.2(4)] Ensure all meetings, all points discussed and all agreements reached are recorded;
 - 8.2.5 [IGI 7.6.2(5)] Ensure the content of meeting records is approved; and
 - 8.2.6 [IGI 7.6.2(6)] Ensure the results of all culturally appropriate engagement activities are shared with those involved.
- 8.3 [IGI 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.
- 8.4 [IGI 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.

Monitoring and reporting

- 9 [C8.2] 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.
 - 9.1 [IGI 8.2.1] The social and environmental impacts of management activities are monitored consistent with Annex G as per <FSC-STD-60-004 International Generic Indicators>.
 - 9.2 [IGI 8.2.2] Changes in environmental conditions are monitored consistent with Annex G as per <FSC-STD-60-004 International Generic Indicators>.
- 10 [C8.4] The Organization shall make publicly available a summary of the results of monitoring free of charge, excluding confidential information.
 - 10.1 [IGI 8.4.1] A summary of the monitoring results consistent with Annex G as per <FSC-STD-60-004 International Generic Indicators>, in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.
- 11 [Adapted from C8.5] 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 sold with FSC CFM claim.
 - 11.1 [Adapted from IGI 8.5.1] A system is implemented to track and trace all products that are sold with FSC CFM claim. As part of that:
 - 11.1.1 [IGI 8.5.1(1)] Transaction verification is supported by providing FSC transaction data, as requested by the certification body;
 - 11.1.2 [IGI 8.5.1(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.

- 11.2 [IGI 8.5.2] Information about all products sold is compiled and documented, including:
- 11.2.1 [IGI 8.5.2(1)] Common and scientific species name;
 - 11.2.2 [IGI 8.5.2(2)] Product name or description;
 - 11.2.3 [IGI 8.5.2(3)] Volume (or quantity) of product;
 - 11.2.4 [IGI 8.5.2(4)] Information to trace the material to the source of origin logging block;
 - 11.2.5 [IGI 8.5.2(5)] Logging date;
 - 11.2.6 [IGI 8.5.2(6)] If basic processing activities take place in the forest, the date and volume produced; and
 - 11.2.7 [adapted from IGI 8.5.2(7)] Whether or not the material was sold as coming from controlled forest management.
- 11.3 [IGI 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:
- 11.3.1 [IGI 8.5.3(1)] Name and address of purchaser;
 - 11.3.2 [IGI 8.5.3(2)] The date of sale;
 - 11.3.3 [IGI 8.5.3(3)] Common and scientific species name;
 - 11.3.4 [IGI 8.5.3(4)] Product description;
 - 11.3.5 [IGI 8.5.3(5)] The volume (or quantity) sold;
 - 11.3.6 [IGI 8.5.3(6)] Certificate code;
 - 11.3.7 [adapted from IGI 8.5.3(7)] The FSC Claim “FSC CFM.”

Table 1: Annexes from FSC-STD-60-004 which are relevant for CFM Part 3

Annex	Annex from FSC-STD-60-004 V2-1
Principle 7, Annex E	Elements of the management plan
Principle 7, Annex F	Conceptual Framework for Planning and Monitoring
Principle 8, Annex G	Monitoring Requirements

PART 3 – CATEGORIES OF CONTROLLED FOREST MANAGEMENT

- 12 The Organization shall demonstrate that it manages its forest in accordance with the requirements for CFM as specified in this standard, and is producing and supplying products based on the following five categories:
1. Forest management and trade that respects and upholds legality;
 2. Forest management that respects and upholds customary and human rights, including those that are defined in The ILO Declaration on Fundamental Principles and Rights at Work;
 3. Forest management that maintains or enhances social, cultural, environmental, and high conservation values (HCV);
 4. Forest management that prevents deforestation and degradation;
 5. Forest management that is free of Genetically Modified Organisms (GMO).

1 Forest management and trade that respects and upholds legality

Table 2: Criteria and indicators included in category 1

Criteria	Indicators from FSC-STD-60-004 V2-1
Principle 1: Compliance with Laws	
1.1	1.1.1, 1.1.2
1.2	1.2.1, 1.2.2, 1.2.3
1.3	1.3.1, 1.3.2, 1.3.3
1.4	1.4.1, 1.4.2, 1.4.3
1.5	1.5.1, 1.5.2
1.6	1.6.1, 1.6.2, 1.6.3, 1.6.4
1.7	1.7.1, 1.7.2, 1.7.3, 1.7.4, 1.7.5
1.8	1.8.1, 1.8.2
Principle 1, Annex A	Minimum list of applicable laws, regulations and nationally–ratified international treaties, conventions and agreement.

PRINCIPLE 1: COMPLIANCE WITH LAWS

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

- 13 [C1.1] 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.
- 13.1 [IGI 1.1.1] Legal registration to carry out all activities within the scope of the certificate is documented and unchallenged.
- 13.2 [IGI 1.1.2] Legal registration is granted by a legally competent authority according to legally prescribed processes.
- 14 [C1.2] The Organization shall demonstrate that the legal status of the Management Unit, including tenure and use rights, and its boundaries, are clearly defined.
- 14.1 [IGI 1.2.1] Legal tenure to manage and use resources within the scope of the certificate is documented.
- 14.2 [IGI 1.2.2] Legal tenure is granted by a legally competent authority according to legally prescribed processes.
- 14.3 [IGI 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.
- 15 [C1.3] 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.
- 15.1 [IGI 1.3.1] All activities undertaken in the Management Unit are carried out in compliance with:
- 15.1.1 [IGI 1.3.1(1)] Applicable laws and regulations and administrative requirements,
- 15.1.2 [IGI 1.3.1(2)] Legal and customary rights; and
- 15.1.3 [IGI 1.3.1(3)] Obligatory codes of practice.
- 15.2 [IGI 1.3.2] Payment is made in a timely manner of all applicable legally prescribed charges connected with forest management.
- 15.3 [IGI 1.3.3] Activities covered by the management plan are designed to comply with all applicable laws.
- 16 [C1.4] 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.
- 16.1 [IGI 1.4.1] Measures are implemented to provide protection from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.
- 16.2 [IGI 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.

- 16.3 [IGI 1.4.3] If illegal or unauthorized activities are detected, measures are implemented to address them.
- 17 [C1.5] 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.
- 17.1 [IGI 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.
- 17.2 [IGI 1.5.2] Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.
- 18 [C1.6] 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.
- 18.1 [IGI 1.6.1] A publicly available dispute resolution process is in place; developed through culturally appropriate engagement with affected stakeholders.
- 18.2 [IGI 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.
- 18.3 [IGI 1.6.3] Up to date records of disputes related to issues of applicable laws or customary law, are held including:
- 18.3.1 [IGI 1.6.3(1)] Steps taken to resolve disputes;
- 18.3.2 [IGI 1.6.3(2)] Outcomes of all dispute resolution processes; and
- 18.3.3 [IGI 1.6.3(3)] Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
- 18.4 [IGI 1.6.4] Operations cease in areas where disputes exist:
- 18.4.1 [IGI 1.6.4(1)] Of substantial magnitude; or
- 18.4.2 [IGI 1.6.4(2)] Of substantial duration; or
- 18.4.3 [IGI 1.6.4(3)] Involving a significant number of interests.
- 19 [C1.7] 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.
- 19.1 [IGI 1.7.1] A policy is implemented that includes a commitment not to offer or receive bribes of any description.
- 19.2 [IGI 1.7.2] The policy meets or exceeds related legislation.
- 19.3 [IGI 1.7.3] The policy is publicly available at no cost.
- 19.4 [IGI 1.7.4] Bribery, coercion and other acts of corruption do not occur.
- 19.5 [IGI 1.7.5] Corrective measures are implemented if corruption does occur

- 20 [C1.8] 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.
- 20.1 [IGI 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.
- 20.2 [IGI 1.8.2] The policy is publicly available at no cost.

2 Forest management that respects and upholds customary and human rights, including those that are defined in The ILO Declaration on Fundamental Principles and Rights at Work

Table 3: Criteria and indicators included in category 2

Criteria	Indicators from FSC-STD-60-004 V2-1
Principle 2: Workers Rights and Employment Conditions	
2.1	2.1.1, 2.1.2, 2.1.3, 2.1.4
2.2	2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.8, 2.2.9
2.3	2.3.1, 2.3.2, 2.3.3, 2.3.4, 2.3.5, 2.3.6
2.4	2.4.1, 2.4.3, 2.4.4
2.5	2.5.1, 2.5.2
2.6	2.6.1, 2.6.2, 2.6.3, 2.6.4
Principle 2, Annex B (Requirements for which corresponding criteria and indicators are applicable for CFM)	Training requirements for workers
Principle 3: Indigenous Peoples' Rights	
3.1	3.1.1, 3.1.2
3.2	3.2.1, 3.2.2, 3.2.3, 3.2.5

3.3	3.3.1, 3.3.2, 3.3.3
3.4	3.4.1, 3.4.2
3.5	3.5.1, 3.5.2, 3.5.3
3.6	N/A
Principle 4: Community Relations	
4.1	4.1.1, 4.1.2
4.2	4.2.1, 4.2.2, 4.2.3, 4.2.5
4.3	4.3.1
4.4	N/A
4.5	N/A
4.6	4.6.1, 4.6.2, 4.6.3, 4.6.4
4.7	4.7.1, 4.7.2, 4.7.3

PRINCIPLE 2: WORKERS' RIGHTS AND EMPLOYMENT CONDITIONS

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

- 21 [C2.1] 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.
- 21.1 [IGI 2.1.1] The Organization shall not use child labour.
- 21.1.1 [IGI 2.1.1.1] The Organization shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2 as per <FSC-STD-60-004 International Generic Indicators>.
- 21.1.2 [IGI 2.1.1.2] In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.
- 21.1.3 [IGI 2.1.1.3] No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.

- 21.1.4 [IGI 2.1.1.4] The Organization shall prohibit worst forms of child labour.
- 21.2 [IGI 2.1.2] The Organization shall eliminate all forms of forced and compulsory labour.
- 21.2.1 [IGI 2.1.2.1] Employment relationships are voluntary and based on mutual consent, without threat of a penalty.
- 21.2.2 [IGI 2.1.2.2] There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
- Physical and sexual violence
 - Bonded labour
 - Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
 - Restriction of mobility/movement
 - Retention of passport and identity documents
 - Threats of denunciation to the authorities.
- 21.3 [IGI 2.1.3] The Organization shall ensure that there is no discrimination in employment and occupation.
- 21.3.1 [IGI 2.1.3.1] Employment and occupation practices are non-discriminatory.
- 21.4 [IGI 2.1.4] The Organization shall respect freedom of association and the right to collective bargaining.
- 21.4.1 [IGI 2.1.4.1] Workers are able to establish or join worker organizations of their own choosing.
- 21.4.2 [IGI 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.
- 21.4.3 [IGI 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.
- 21.4.4 [IGI 2.1.4.4] Collective bargaining agreements are implemented where they exist.
- 22 [C2.2] The Organization shall promote gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.
- 22.1 [IGI 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.
- 22.2 [IGI 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.
- 22.3 [IGI 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.
- 22.4 [IGI 2.2.4] Women and men are paid the same wage when they do the same work.

- 22.5 [IGI 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.
 - 22.6 [IGI 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.
 - 22.7 [IGI 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.
- 23 [C2.3] 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 (1998).
- 23.1 [IGI 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 (1998).
 - 23.2 [IGI 2.3.2] Workers have personal protective equipment appropriate to their assigned tasks.
 - 23.3 [IGI 2.3.3] Use of personal protective equipment is enforced.
 - 23.4 [IGI 2.3.4] Records are kept on health and safety practices including accident rates and lost time to accidents.
 - 23.5 [IGI 2.3.5] The frequency and severity of accidents are consistently low compared to national forest industry averages.
 - 23.6 [IGI 2.3.6] The health and safety practices are reviewed and revised as required after major incidents or accidents.
- 24 [C2.4] The Organization shall pay wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements, where these are higher than the legal minimum wages. When none of these exist,
- 24.1 [IGI 2.4.1] Wages paid by The Organization in all circumstances meet or exceed legal minimum wage rates, where such rates exist.
 - 24.2 [IGI 2.4.3] When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.
 - 24.3 [IGI 2.4.4] Wages, salaries and contracts are paid on time.
- 25 [C2.5] The Organization shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the Management Plan and all management activities.
- 25.1 [IGI 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.
 - 25.2 [IGI 2.5.2] Up-to-date training records are kept for all relevant workers.
- 26 [C2.6] 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.
- 26.1 [IGI 2.6.1] A dispute resolution process is in place, developed through culturally appropriate engagement with workers.

- 26.2 [IGI 2.6.2] Workers grievances are identified and responded to and are either resolved or are in the dispute resolution process.
- 26.3 [IGI 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:
 - 26.3.1 [IGI 2.6.3(1)] Steps taken to resolve grievances;
 - 26.3.2 [IGI 2.6.3(2)] Outcomes of all dispute resolution processes including fair compensation; and
 - 26.3.3 [IGI 2.6.3(3)] Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
- 26.4 [IGI 2.6.4] Fair compensation is provided to workers for work-related loss or damage of property and occupational disease or injuries.

PRINCIPLE 3: INDIGENOUS PEOPLE'S 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.

- 27 [C3.1] 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.
 - 27.1 [IGI 3.1.1] Indigenous Peoples that may be affected by management activities are identified.
 - 27.2 [IGI 3.1.2] Through culturally appropriate engagement with the Indigenous Peoples identified in 3.1.1 as per <FSC-STD-60-004 International Generic Indicators>, the following are documented and/or mapped:
 - 27.2.1 [IGI 3.1.2(1)] Their legal and customary rights of tenure;
 - 27.2.2 [IGI 3.1.2(2)] Their legal and customary access to, and use rights, of the forest resources and ecosystem services,
 - 27.2.3 [IGI 3.1.2(3)] Their legal and customary rights and obligations that apply;
 - 27.2.4 [IGI 3.1.2(4)] The evidence supporting these rights and obligations;
 - 27.2.5 [IGI 3.1.2(5)] Areas where rights are contested between Indigenous Peoples, governments and/or others;
 - 27.2.6 [IGI 3.1.2(6)] Summary of the means by which the legal and customary rights and contested rights, are addressed by The Organization; and
 - 27.2.7 [IGI 3.1.2(7)] The aspirations and goals of Indigenous Peoples related to management activities, Intact Forest Landscapes and indigenous cultural landscapes.
- 28 [C3.2] 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.

- 28.1 [IGI 3.2.1] Through culturally appropriate engagement Indigenous Peoples are informed when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights, resources, lands and territories.
- 28.2 [IGI 3.2.2] The legal and customary rights of Indigenous Peoples are not violated by The Organization.
- 28.3 [IGI 3.2.3] Where evidence exists that legal and customary rights of Indigenous Peoples related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process as required in Criteria 1.6 or 4.6 as per <FSC-STD-60-004 International Generic Indicators>.
- 28.4 [IGI 3.2.5] 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.
- 29 [C3.3] 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.
- 29.1 [IGI 3.3.1] Where control over management activities has been granted through Free Prior and Informed Consent based on culturally appropriate engagement, the binding agreement contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.
- 29.2 [IGI 3.3.2] Records of binding agreements are maintained.
- 29.3 [IGI 3.3.3] The binding agreement contains the provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.
- 30 [C3.4] 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 (UNDRIP, 2007) and ILO Convention 169 (1989).
- 30.1 [IGI 3.4.1] The rights, customs and culture of Indigenous Peoples as defined in UNDRIP and ILO Convention 169 are not violated by The Organization.
- 30.2 [IGI 3.4.2] Where evidence that rights, customs and culture of Indigenous Peoples, as defined in UNDRIP and ILO Convention 169, have been violated by The Organization, the situation is documented including steps to restore these rights, customs and culture of Indigenous Peoples, to the satisfaction of the rights holders.
- 31 [C3.5] 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.

- 31.1 [IGI 3.5.1] Sites of special cultural, ecological, economic, religious or spiritual significance for which Indigenous Peoples hold legal or customary rights are identified through culturally appropriate engagement.
- 31.2 [IGI 3.5.2] Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with Indigenous Peoples. When Indigenous Peoples determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.
- 31.3 [IGI 3.5.3] Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the Indigenous Peoples, and as directed by local and national laws.

PRINCIPLE 4: COMMUNITY RELATIONS

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

- 32 [C4.1] 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.
 - 32.1 [IGI 4.1.1] Local communities that exist in the Management Unit and those that may be affected by management activities are identified.
 - 32.2 [IGI 4.1.2] Through culturally appropriate engagement with the local communities identified in 4.1.1 as per <FSC-STD-60-004 International Generic Indicators>, the following are documented and/or mapped:
 - 32.2.1 [IGI 4.1.2(1)] Their legal and customary rights of tenure;
 - 32.2.2 [IGI 4.1.2(2)] Their legal and customary access to, and use rights, of the forest resources and ecosystem services;
 - 32.2.3 [IGI 4.1.2(3)] Their legal and customary rights and obligations that apply;
 - 32.2.4 [IGI 4.1.2(4)] The evidence supporting these rights and obligations;
 - 32.2.5 [IGI 4.1.2(5)] Areas where rights are contested between local communities, governments and/or others;
 - 32.2.6 [IGI 4.1.2(6)] Summary of the means by which the legal and customary rights, and contested rights are addressed by The Organization; and
 - 32.2.7 [IGI 4.1.2(7)] The aspirations and goals of local communities related to management activities.
- 33 [C4.2] 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 peoples of control over management activities to third parties requires Free, Prior and Informed Consent.

- 33.1 [IGI 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.
 - 33.2 [IGI 4.2.2] The legal and customary rights of local communities to maintain control over management activities are not violated by The Organization.
 - 33.3 [IGI 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 as per <FSC-STD-60-004 International Generic Indicators>.
 - 33.4 [IGI 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.
- 34 [C4.3] 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.
- 34.1 [IGI 4.3.1] Reasonable opportunities are communicated and provided to local communities, local contractors and local suppliers for:
 - 34.1.1 [IGI 4.3.1(1)] Employment,
 - 34.1.2 [IGI 4.3.1(2)] Training, and
 - 34.1.3 [IGI 4.3.1(3)] Other services.
- 35 [C4.6] 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.
- 35.1 [IGI 4.6.1] A publicly available dispute resolution process is in place, developed through culturally appropriate engagement with local communities.
 - 35.2 [IGI 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.
 - 35.3 [IGI 4.6.3] An up-to-date record of grievances related to the impacts of management activities is held including:
 - 35.3.1 [IGI 4.6.3(1)] Steps taken to resolve grievances;
 - 35.3.2 [IGI 4.6.3(2)] Outcomes of all dispute resolution processes including fair compensation to local communities and individuals; and
 - 35.3.3 [IGI 4.6.3(3)] Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
 - 35.4 [IGI 4.6.4] Operations cease in areas while disputes exist of:
 - 35.4.1 [IGI 4.6.4(1)] Substantial magnitude;
 - 35.4.2 [IGI 4.6.4(2)] Substantial duration; or
 - 35.4.3 [IGI 4.6.4(3)] Involving a significant number of interests.
- 36 [C4.7] 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.

- 36.1 [IGI 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.
- 36.2 [IGI 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.
- 36.3 [IGI 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.

3 Forest management that maintains or enhances social, cultural, environmental, and High Conservation Values (HCV)

Table 4: Criteria and indicators included in category 3

Criteria	Indicators from FSC-STD-60-004 V2-1
Principle 6: Environmental values and Impacts	
6.1	6.1.1
6.2	N/A
6.3	6.3.2, 6.3.3
6.4	6.4.1, 6.4.3, 6.4.4
6.5	6.5.1, 6.5.2, 6.5.5
6.6	6.6.1, 6.6.4
6.7	6.7.1, 6.7.2, 6.7.3
6.8	N/A
Principle 6, Annex D	Conservation Area Network Conceptual Diagram
Principle 9: High conservation values	
9.1	9.1.1, 9.1.2, 9.1.3
9.2	9.2.1, 9.2.2, 9.2.3, 9.2.4, 9.2.5, 9.2.6, 9.2.7
9.3	9.3.1, 9.3.2, 9.3.3, 9.3.4, 9.3.5
9.4	9.4.1, 9.4.2, 9.4.3, 9.4.4
Principle 9, Annex I	Strategies for maintaining High Conservation Values

Principle 10: Implementation of management activities

10.1	N/A
10.2	10.2.1, 10.2.2
10.3	10.3.1, 10.3.2, 10.3.3
10.4	N/A
10.5	N/A
10.6	N/A
10.7	10.7.6, 10.7.7, 10.7.8, 10.7.9, 10.7.10
10.8	10.8.1, 10.8.2, 10.8.3, 10.8.4
10.9	N/A
10.10	10.10.1, 10.10.2, 10.10.3
10.11	N/A
10.12	10.12.1

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.

37 [C6.1] 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.

37.1 [IGI 6.1.1] Best available information is used to identify environmental values within, and, where potentially affected by management activities, outside of the Management Unit.

38 [C6.3] 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.

38.1 [IGI 6.3.2] Management activities prevent negative impacts to environmental values.

- 38.2 [IGI 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.
- 39 [C6.4] 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.
- 39.1 [IGI 6.4.1] Best available information is used to identify rare and threatened species, and their habitats, including CITES species (where applicable) and those listed on national, regional and local lists of rare and threatened species that are present or likely to be present within and adjacent to the Management Unit.
- 39.2 [IGI 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.
- 39.3 [IGI 6.4.4] Hunting, fishing, trapping and collection of rare or threatened species is prevented.
- 40 [C 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.
- 40.1 [IGI 6.5.1] Best available information is used to identify native ecosystems that exist, or would exist under natural conditions, within the Management Unit.
- 40.2 [IGI 6.5.2] Representative Sample Areas of native ecosystems are protected, where they exist.
- 40.3 [IGI 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.
- 41 [C6.6] 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.
- 41.1 [IGI 6.6.1] Management activities maintain the plant communities and habitat features found within native ecosystems in which the Management Unit is located.
- 41.2 [IGI 6.6.4] Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring native species, their diversity within species and their natural distribution are maintained.
- 42 [C6.7] The Organization shall protect or restore natural watercourses, 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.
- 42.1 [IGI 6.7.1] Protection measures are implemented to protect natural watercourses, water bodies, riparian zones and their connectivity, including water quantity and water quality.

- 42.2 [IGI 6.7.2] Where implemented protection measures do not protect watercourses, water bodies, riparian zones and their connectivity, water quantity or water quality from impacts of forest management, restoration activities are implemented.

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.

- 43 [C9.1] 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.

- 43.1 [IGI 9.1.1] An assessment is completed using best available information that records the location and status of High Conservation Value Categories 1-6, as defined in Criterion 9.1 as per <FSC-STD-60-004 International Generic Indicators>; the High Conservation Value Areas they rely upon, and their condition.

- 43.2 [IGI 9.1.2] This assessment includes identification of Intact Forest Landscapes, as of January 1, 2017.

- 43.3 [IGI 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.

- 44 [C9.2] 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.

- 44.1 [IGI 9.2.1] Threats to High Conservation Values are identified using best available information.

- 44.2 [IGI 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.
 - 44.3 [IGI 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.
 - 44.4 [IGI 9.2.4] Management strategies are developed to protect core areas.
 - 44.5 [IGI 9.2.5] The vast majority of each Intact Forest Landscape is designated as core area.
 - 44.6 [IGI 9.2.6] The strategies developed are effective to maintain and/or enhance the High Conservation Values.
 - 44.7 [IGI 9.2.7] Management strategies allow limited industrial activity within core areas only if all effects of industrial activity including fragmentation:
 - 44.7.1 [IGI 9.2.7(1)] Are restricted to a very limited portion of the core area;
 - 44.7.2 [IGI 9.2.7(2)] Do not reduce the core area below 50,000 ha, and
 - 44.7.3 [IGI 9.2.7(3)] Will produce clear, substantial, additional, long-term conservation and social benefits.
- 45 [C9.3] 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.
- 45.1 [IGI 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.
 - 45.2 [IGI 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.
 - 45.3 [IGI 9.3.3] Core areas are protected consistent with Criterion 9.2 as per <FSC-STD-60-004 International Generic Indicators>.
 - 45.4 [IGI 9.3.4] Limited industrial activity in core areas is consistent with Indicator 9.2.7 as per <FSC-STD-60-004 International Generic Indicators>.
 - 45.5 [IGI 9.3.5] Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.
- 46 [C9.4] 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.
- 46.1 [IGI 9.4.1] A program of periodic monitoring assesses:
 - 46.1.1 [IGI 9.4.1(1)] Implementation of strategies;
 - 46.1.2 [IGI 9.4.1(2)] The status of High Conservation Values, including High Conservation Value Areas on which they depend; and

- 46.1.3 [IGI 9.4.1(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.
- 46.2 [IGI 9.4.2] The monitoring program includes engagement with affected rights holders, affected and interested stakeholders and experts.
- 46.3 [IGI 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.

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.

- 47 [C10.2] 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.
 - 47.1 [IGI 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.
 - 47.2 [IGI 10.2.2] Species chosen for regeneration are consistent with the regeneration objectives and with the management objectives.
- 48 [C10.3] 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.
 - 48.1 [IGI 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.
 - 48.2 [IGI 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.
 - 48.3 [IGI 10.3.3] The spread of invasive species introduced by The Organization is controlled.
- 49 [C10.7] 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.
 - 49.1 [IGI 10.7.6] Records of pesticide usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, number and frequency of applications, location and area of use and reason for use.
 - 49.2 [IGI 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 clean-up following accidental spillages.
 - 49.3 [IGI 10.7.8] If pesticides are used, application methods minimize quantities used, while achieving effective results, and provide effective protection to surrounding landscapes.

- 49.4 [IGI 10.7.9] Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.
- 49.5 [IGI 10.7.10] When pesticides are used:
- 49.5.1 [IGI 10.7.10(1)] The selected pesticide, application method, timing and pattern of use offers the least risk to humans and non-target species; and
- 49.5.2 [IGI 10.7.10(2)] Objective evidence demonstrates that the pesticide is the only effective, practical and cost-effective way to control the pest.
- 50 [C10.8] 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.
- 50.1 [IGI 10.8.1] The use of biological control agents is minimized, monitored and controlled.
- 50.2 [IGI 10.8.2] Use of biological control agents complies with internationally accepted scientific protocols.
- 50.4 [IGI 10.8.4] Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.
- 51 [C10.10] 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.
- 51.1 [IGI 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 as per <FSC-STD-60-004 International Generic Indicators>.
- 51.2 [IGI 10.10.2] Silviculture activities are managed to ensure protection of the environmental values identified in Criterion 6.1 as per <FSC-STD-60-004 International Generic Indicators>.
- 51.3 [IGI 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.
- 52 [C10.12] The Organization shall dispose of waste materials in an environmentally appropriate manner.
- 52.1 [IGI 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 as per <FSC-STD-60-004 International Generic Indicators>.

4 Forest management that prevents deforestation and degradation

Table 5: Criteria and indicators included in category 4

Criteria	Indicators from FSC-STD-60-004 V2-1
Principle 6: Environmental values and impacts	
6.9	6.9.1
6.10	6.10.1, 6.10.2
6.11	6.11.1, 6.11.2

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.

- 53 [C6.9] 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.
- 53.1 [IGI 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:
- 53.1.1 [IGI 6.9.1(1)] Affects a very limited portion of the Management Unit, and
 - 53.1.2 [IGI 6.9.1(2)] Will produce clear, substantial, additional, secure, long-term conservation and social benefits in the Management Unit; and
 - 53.1.3 [IGI 6.9.1(3)] Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values
- 54 [C6.10] 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.

54.1 [IGI 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.

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

54.2.1 [IGI 6.10.2(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

54.2.2 [IGI 6.10.2(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

54.2.3 [IGI 6.10.2(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

54.2.4 [IGI 6.10.2(4)] The Organization qualifies as a small-scale smallholder.

55 [C6.11] 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.

55.1 [IGI 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.

55.2 [IGI 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:

55.2.1 [IGI 6.11.2(1)] affected a very limited portion of the Management Unit, and

55.2.2 [IGI 6.11.2(2)] is producing clear, substantial, additional, secure long-term conservation and social benefits in the Management Unit, and

55.2.3 [IGI 6.11.2(3)] did not threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.

5 Forest management that is free of Genetically Modified Organisms (GMO)

Table 6: Criteria and indicators included in category 5

Criteria	Indicators from FSC-STD-60-004 V2-1
	Principle 10: Implementation of management activities
10.4	10.4.1

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.

56 [C10.4] The Organization shall not use genetically modified organisms in the Management Unit.

56.1 [IGI 10.4.1] Genetically modified organisms are not used.

ANNEXES

1. Principle 1, Annex A: Minimum list of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.

Table 7: Minimum list of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.

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.

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.

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.

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.

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.

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).

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.

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.

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.

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.

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).

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 labour, and discrimination and freedom of association.

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.

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.

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.

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.

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.

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.

5.4 Custom regulations

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

5.5 CITES

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

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).

2. Principle 2, Annex B: Training requirements for workers.

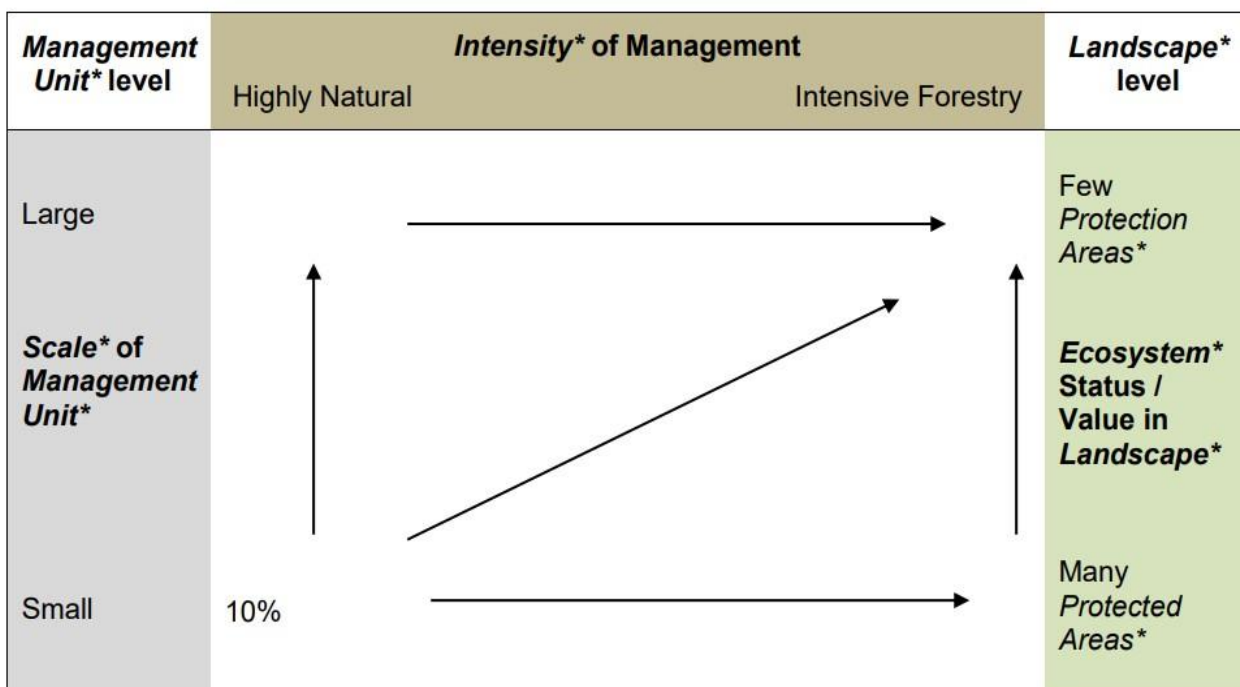
NOTE: The references in this annex to the principles and criteria correspond to the principles, criteria and indicators in <FSC-STD-60-004 International Generic Indicators>

Workers shall be able to:

- 1 Implement forest activities to comply with applicable legal requirements (C 1.5);
- 2 Understand the content, meaning and applicability of the eight ILO Core Labour Conventions (C 2.1);
- 3 Recognize and report on instances of sexual harassment and gender discrimination (C 2.2);
- 4 Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (C 2.3);
- 5 Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (C 2.5);
- 6 Identify where Indigenous Peoples have legal and customary rights related to management activities (C 3.2);
- 7 Identify and implement applicable elements of UNDRIP and ILO Convention 169 (C 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 (C 3.5 and C 4.7);
- 9 Identify where local communities have legal and customary rights related to management activities (C 4.2);
- 10 Handle, apply and store pesticides (C 10.7); and
- 11 Implement procedures for cleaning up spills of waste materials (C 10.12).

3. Principle 6, Annex D: Conservation area network conceptual diagram

Figure 1: Conservation area network conceptual diagram



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 the 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 'Area 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.

4. Principle 7, Annex E: Elements of the Management Plan.

NOTE: The references in this annex to the principles and criteria correspond to the principles, criteria and indicators in <[FSC-STD-60-004 International Generic Indicators](#)>

- 1 The results of assessments, including:
 - 1.1 Natural resources and environmental values, as identified in Principle 6 and Principle 9;
 - 1.2 Social, economic and cultural resources and condition, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9;
 - 1.3 Intact Forest Landscapes and core areas, as identified in Principle 9;
 - 1.4 Indigenous cultural landscapes, as identified with affected rights holders in Principle 3 & Principle 9;
 - 1.5 Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9; and
 - 1.6 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:
 - 2.1 Workers' rights, occupational health and safety, gender equality, as identified in Principle 2;
 - 2.2 Indigenous Peoples, community relations, local economic and social development, as identified in Principle 3, Principle 4 and Principle 5;
 - 2.3 Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7;
 - 2.4 Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10;
 - 2.5 The rationale for harvesting rates of timber and other natural resources, as identified in Principle 5.

- 3 Measures to conserve and/or restore:
 - 3.1 Rare and threatened species and habitats;
 - 3.2 Water bodies and riparian zones;
 - 3.3 Landscape connectivity, including wildlife corridors;
 - 3.4 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - 3.5 Representative Sample Areas, as identified in Principle 6; and
 - 3.6 High Conservation Values, as identified in Principle 9.

- 4 Measures to assess, prevent, and mitigate negative impacts of management activities on:
 - 4.1 Environmental values, as identified in Principle 6 and Principle 9;
 - 4.2 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - 4.3 Social Values and Indigenous cultural landscapes, as identified in Principle 2 to Principle 5 and Principle 9; and
 - 4.4 Intact Forest Landscapes and core areas, as identified in Principle 9.

- 5 A description of the monitoring program, as identified in Principle 8, including:
 - 5.1 Growth and yield, as identified in Principle 5;
 - 5.2 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - 5.3 Environmental values, as identified in Principle 6;
 - 5.4 Operational impacts, as identified in Principle 10;
 - 5.5 High Conservation Values, as identified in Principle 9;

- 5.6 Monitoring systems based on stakeholder engagement planned or in place, as identified in Principle 2 to Principle 5 and Principle 7;
- 5.7 Maps describing the natural resources and land use zoning on the Management Unit;
- 5.8 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;
- 5.9 Description of the methodology to assess and monitor any development and land use options allowed in Indigenous cultural landscapes including their effectiveness in implementing the precautionary approach; and
- 5.10 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.

5. Principle 7, Annex F: Conceptual framework for planning and monitoring.

Table 8: Conceptual framework for planning and monitoring

Sample Management Plan Document Note: These will vary with SIR and jurisdiction	Management Plan Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? Note: These will vary with SIR and jurisdiction	FSC Principle / Criterion (FSC-STD-60-004 V2-1)
Site Plan (Harvest Plan)	Annual	Creek crossings	When in the field and annually	Operational staff	P10
		Roads	When in the field and annually	Operational staff	P10
		Retention patches	Annually sample	Operational staff	P6, P10
		Rare Threatened and Endangered species	Annually	Consulting Biologist	P6
		Rare Threatened and Endangered species	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5

Engagement Plan	Annual	Employment statistics	Annually	General Manager	P3, P4
		Social Agreements	Annually, or as agreed in Engagement Plan	Social Coordinator	P3, P4
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
5-Year management plan	5 years	Wildlife populations	To be determined	Ministry of Environment	P6
		Coarse Woody Debris	Annually	Ministry of Forests	P10
		Free growing / regeneration	Annually, sample		
Sustainable Forestry management plan	10 years	Age class distribution Size class distribution	Ten years	Ministry of Environment	P6
		10-year Allowable Annual Cut	Annually, ten years	Ministry of Forests / Woodlands manager	C5.2
Ecosystem Services Certification Document	5 years	Prior to validation and verification	Prior to validation and verification	General Manager	FSC-PRO-30-006

6. Principle 8, Annex G: Monitoring requirements

NOTE: The references in this annex to the principles and criteria correspond to the principles, criteria and indicators in <FSC-STD-60-004 International Generic Indicators>.

- 1 Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - 1.1 The use of ecologically well adapted species for regeneration (C 10.2)
 - 1.2 Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (C 10.3)
 - 1.3 The use of genetically modified organisms to confirm that they are not being used (C 10.4)
 - 1.4 Adverse impacts from the use of pesticides (C 10.7)
 - 1.5 Adverse impacts from the use of biological control agents (C 10.8)
 - 1.6 The impacts of infrastructural development, transport activities and silviculture to rare and threatened species, habitats, ecosystems, landscape values, water and soils (C 10.10)
 - 1.7 Environmentally appropriate disposal of waste materials (C 10.12)

- 2 Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
 - 2.1 Evidence of illegal or unauthorized activities (C 1.4)
 - 2.2 Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (C 1.5);
 - 2.3 Resolution of disputes and grievances (C 1.6, C 2.6, C 4.6);
 - 2.4 Programs and activities regarding workers' rights (C 2.1);
 - 2.5 Gender equality, sexual harassment and gender discrimination (C 2.2);
 - 2.6 Programs and activities regarding occupational health and safety (C 2.3);
 - 2.7 Payment of wages (C 2.4);
 - 2.8 Workers' training (C 2.5);
 - 2.9 Where pesticides are used, the health of workers exposed to pesticides (C 2.5 and C 10.7);
 - 2.10 The identification of Indigenous Peoples and local communities and their legal and customary rights (C 3.1 and C 4.1);
 - 2.11 Full implementation of the terms in binding agreements (C 3.2 and C 4.2);
 - 2.12 Indigenous Peoples and community relations (C 3.2, C 3.3 and C 4.2);
 - 2.13 Protection of sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and local communities (C 3.5 and C 4.7);
 - 2.14 The persistence of Indigenous cultural landscapes and associated values of significance to Indigenous Peoples (C 3.1, C 3.5)
 - 2.15 The use of traditional knowledge and intellectual property (C 3.6 and C 4.8);
 - 2.16 Local economic and social development (C 4.2, C 4.3, C 4.4, C 4.5);
 - 2.17 Actual compared to projected annual harvests of timber and non-timber forest products (C 5.2);
 - 2.18 High Conservation Values 5 and 6 identified in Criterion 9.1.

- 3 Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions including where applicable:
 - 3.1 The maintenance and/or enhancement of ecosystem services (C 5.2) (when The Organization uses FSC ecosystem services claims);
 - 3.2 Environmental values and ecosystem functions including carbon sequestration and storage (C 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values (C 6.3);
 - 3.3 Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (C 6.4);

- 3.4 Representative sample areas and the effectiveness of actions implemented to conserve and/or restore them (C 6.5);
- 3.5 Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (C 6.6);
- 3.6 Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (C 6.7);
- 3.7 Conversion of natural forest to plantations or conversion to non-forest (C 6.9);
- 3.8 The status of plantations established after 1994 (C 6.10); and
- 3.9 High Conservation Values 1 to 4 identified in Criterion 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

7. Principle 9, Annex I: Strategies for maintaining High Conservation Values.

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

HCV 1 – Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of biological diversity and the ecological communities and habitats upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the habitats and species occurrences. Where enhancement is identified as the objective, measures to develop, expand, and/or restore habitats for such species are in place.

HCV 2 – Strategies that fully maintain the extent and intactness of the forest ecosystems and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact natural forest ecosystems. Examples include protection zones and set-aside areas, with any commercial activity in areas that are not set-aside being limited to low-intensity operations that fully maintain forest structure, composition, regeneration, and disturbance patterns at all times. Where enhancement is identified as the objective, measures to restore and reconnect forest ecosystems, their intactness, and habitats that support natural biological diversity are in place.

HCV 3 – Strategies that fully maintain the extent and integrity of rare or threatened ecosystems, habitats, or refugia. Where enhancement is identified as the objective, measures to restore and/or develop rare or threatened ecosystems, habitats, or refugia are in place.

HCV 4 – Strategies to protect any water catchments of importance to local communities located within or downstream of the Management Unit, and areas within the unit that are particularly unstable or susceptible to erosion. Examples may include protection zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect water catchments and upstream and upslope areas. Where enhancement is identified as the objective, measures to restore water quality and quantity are in place. Where identified HCV 4 ecosystem services include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.

HCV 5 – Strategies to protect the community's and/or Indigenous Peoples' needs in relation to the Management Unit are developed in cooperation with representatives and members of local communities and Indigenous Peoples.

HCV 6 – Strategies to protect the cultural values are developed in cooperation with representatives and members of local communities and Indigenous Peoples.

APPENDIX

NOTE: This appendix references the clauses in <FSC-STD-30-010 V3-0 Controlled Forest Management> with the corresponding Principles, Criteria and Indicators in <FSC-STD-60-004 International Generic Indicators>.

The referencing followed in the sections below are as follow:

Letters	Reference
C	Criteria in International Generic Indicators (FSC-STD-60-004 V2-1)
IGI	Indicators in International Generic Indicators (FSC-STD-60-004 V2-1)

Colour	Reference	Colour	Reference
	Criteria and Indicators in QMS section		Criteria and Indicators in category 4
	Criteria and Indicators in category 1		Criteria and Indicators in category 5
	Criteria and Indicators in category 2		Dropped indicators
	Criteria and Indicators in category 3		

Table 9: Criteria and indicators in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

Principle 1								Principle 2									
60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010
C1.1	13	IGI 1.3.1(3)	15.1.3	IGI 1.6.1	18.1	IGI 1.7.1	19.1	C2.1	21	IGI 2.1.4	21.4	IGI 2.2.6	-	C2.4	24	C2.6	26
IGI 1.1.1	13.1	IGI 1.3.2	15.2	IGI 1.6.2	18.2	IGI 1.7.2	19.2	IGI 2.1.1	21.1	IGI 2.1.4.1	21.4.1	IGI 2.2.7	-	IGI 2.4.1	24.1	IGI 2.6.1	26.1
IGI 1.1.2	13.2	IGI 1.3.3	15.3	IGI 1.6.3	18.3	IGI 1.7.3	19.3	IGI 2.1.1.1	21.1.1	IGI 2.1.4.2	21.4.2	IGI 2.2.8	22.6	IGI 2.4.2	-	IGI 2.6.2	26.2
C1.2	14	C1.4	16	IGI 1.6.3(1)	18.3.1	IGI 1.7.4	19.4	IGI 2.1.1.2	21.1.2	IGI 2.1.4.3	21.4.3	IGI 2.2.9	22.7	IGI 2.4.2(1)	-	IGI 2.6.3	26.3
IGI 1.2.1	14.1	IGI 1.4.1	16.1	IGI 1.6.3(2)	18.3.2	IGI 1.7.5	19.5	IGI 2.1.1.3	21.1.3	IGI 2.1.4.4	21.4.4	C2.3	23	IGI 2.4.2(2)	-	IGI 2.6.3(1)	26.3.1
IGI 1.2.2	14.2	IGI 1.4.2	16.2	IGI 1.6.3(3)	18.3.3	C1.8	20	IGI 2.1.1.4	21.1.4	C2.2	22	IGI 2.3.1	23.1	IGI 2.4.2(3)	-	IGI 2.6.3(2)	26.3.2
IGI 1.2.3	14.3	IGI 1.4.3	16.3	IGI 1.6.4	18.4	IGI 1.8.1	20.1	IGI 2.1.2	21.2	IGI 2.2.1	22.1	IGI 2.3.2	23.2	IGI 2.4.3	24.2	IGI 2.6.3(3)	26.3.3
C1.3	15	C1.5	17	IGI 1.6.4(1)	18.4.1	IGI 1.8.2	20.2	IGI 2.1.2.1	21.2.1	IGI 2.2.2	22.2	IGI 2.3.3	23.3	IGI 2.4.4	24.3	IGI 2.6.4	26.4
IGI 1.3.1	15.1	IGI 1.5.1	17.1	IGI 1.6.4(2)	18.4.2			IGI 2.1.2.2	21.2.2	IGI 2.2.3	22.3	IGI 2.3.4	23.4	C2.5	25		
IGI 1.3.1(1)	15.1.1	IGI 1.5.2	17.2	IGI 1.6.4(3)	18.4.3			IGI 2.1.3	21.3	IGI 2.2.4	22.4	IGI 2.3.5	23.5	IGI 2.5.1	25.1		
IGI 1.3.1(2)	15.1.2	C1.6	18	C1.7	19			IGI 2.1.3.1	21.3.1	IGI 2.2.5	22.5	IGI 2.3.6	23.6	IGI 2.5.2	25.2		

Table 10 Criteria and indicators in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

Principle 3								Principle 4									
60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010
C3.1	27	IGI 3.2.1	28.1	IGI 3.3.2	29.2	IGI 3.6.2	-	C4.1	32	IGI 4.2.1	33.1	IGI 4.3.1(1)	34.1.1	IGI 4.6.3	35.3	IGI 4.7.3	36.3
IGI 3.1.1	27.1	IGI 3.2.2	28.2	IGI 3.3.3	29.3			IGI 4.1.1	32.1	IGI 4.2.2	33.2	IGI 4.3.1(2)	34.1.2	IGI 4.6.3(1)	35.3.1	C4.8	-
IGI 3.1.2	27.2	IGI 3.2.3	28.3	C3.4	30			IGI 4.1.2	32.2	IGI 4.2.3	33.3	IGI 4.3.1(3)	34.1.3	IGI 4.6.3(2)	35.3.2	IGI 4.8.1	-
IGI 3.1.2(1)	27.2.1	IGI 3.2.4	-	IGI 3.4.1	30.1			IGI 4.1.2(1)	32.2.1	IGI 4.2.4	-	C4.4	-	IGI 4.6.3(3)	35.3.3	IGI 4.8.2	-
IGI 3.1.2(2)	27.2.2	IGI 3.2.4(1)	-	IGI 3.4.2	30.2			IGI 4.1.2(2)	32.2.2	IGI 4.2.4(1)	-	IGI 4.4.1	-	IGI 4.6.4	35.4		
IGI 3.1.2(3)	27.2.3	IGI 3.2.4(2)	-	C3.5	31			IGI 4.1.2(3)	32.2.3	IGI 4.2.4(2)	-	IGI 4.4.2	-	IGI 4.6.4(1)	35.4.1		
IGI 3.1.2(4)	27.2.4	IGI 3.2.4(3)	-	IGI 3.5.1	31.1			IGI 4.1.2(4)	32.2.4	IGI 4.2.4(3)	-	C4.5	-	IGI 4.6.4(2)	35.4.2		
IGI 3.1.2(5)	27.2.5	IGI 3.2.4(4)	-	IGI 3.5.2	31.2			IGI 4.1.2(5)	32.2.5	IGI 4.2.4(4)	-	IGI 4.5.1	-	IGI 4.6.4(3)	35.4.3		
IGI 3.1.2(6)	27.2.6	IGI 3.2.5	28.4	IGI 3.5.3	31.3			IGI 4.1.2(6)	32.2.6	IGI 4.2.5	33.4	C4.6	35	C4.7	36		
IGI 3.1.2(7)	27.2.7	C3.3	29	C3.6	-			IGI 4.1.2(7)	32.2.7	C4.3	34	IGI 4.6.1	35.1	IGI 4.7.1	36.1		
C3.2	28	IGI 3.3.1	29.1	IGI 3.6.1	-			C4.2	33	IGI 4.3.1	34.1	IGI 4.6.2	35.2	IGI 4.7.2	36.2		

Table 11: Criteria and indicators in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

Principle 5				Principle 6											
60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010
C5.1	-	IGI 5.3.1	-	C6.1	37	C6.3	38	IGI 6.5.1	40.1	C6.7	42	IGI 6.9.1(1)	53.1.1	C6.11	55
IGI 5.1.1	-	IGI 5.3.2	-	IGI 6.1.1	37.1	IGI 6.3.1	-	IGI 6.5.2	40.2	IGI 6.7.1	42.1	IGI 6.9.1(2)	53.1.2	IGI 6.11.1	55.1
IGI 5.1.2	-	C5.4	-	IGI 6.1.2	-	IGI 6.3.2	38.1	IGI 6.5.3	-	IGI 6.7.2	42.2	IGI 6.9.1(3)	53.1.3	IGI 6.11.2	55.2
IGI 5.1.3	-	IGI 5.4.1	-	IGI 6.1.2(1)	-	IGI 6.3.3	38.2	IGI 6.5.4	-	IGI 6.7.3	-	C6.10	54	IGI 6.11.2(1)	55.2.1
C5.2	4	IGI 5.4.2	-	IGI 6.1.2(2)	-	C6.4	39	IGI 6.5.5	40.3	IGI 6.7.4	-	IGI 6.10.1	54.1	IGI 6.11.2(2)	55.2.2
IGI 5.2.1	4.1	C5.5	-	IGI 6.1.2(3)	-	IGI 6.4.1	39.1	C6.6	41	C6.8	-	IGI 6.10.2	54.2	IGI 6.11.2(3)	55.2.3
IGI 5.2.2	4.2	IGI 5.5.1	-	IGI 6.1.2(4)	-	IGI 6.4.2	-	IGI 6.6.1	41.1	IGI 6.8.1	-	IGI 6.10.2(1)	54.2.1		
IGI 5.2.3	4.3	IGI 5.5.2	-	C6.2	-	IGI 6.4.3	39.2	IGI 6.6.2	-	IGI 6.8.2	-	IGI 6.10.2(2)	54.2.2		
IGI 5.2.4	4.4			IGI 6.2.1	-	IGI 6.4.4	39.3	IGI 6.6.3	-	C6.9	53	IGI 6.10.2(3)	54.2.3		
C5.3	-			IGI 6.2.2	-	C6.5	40	IGI 6.6.4	41.2	IGI 6.9.1	53.1	IGI 6.10.2(4)	54.2.4		

Table 12: Criteria and indicators in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

Principle 7								Principle 8					
60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010
C7.1	5	IGI 7.4.1	-	IGI 7.6.1	8.1	IGI 7.6.2(4)	8.2.4	C8.1	-	C8.5	11	IGI 8.5.2(6)	11.2.6
IGI 7.1.1	5.1	IGI 7.4.1(1)	-	IGI 7.6.1(1)	8.1.1	IGI 7.6.2(5)	8.2.5	IGI 8.1.1	-	IGI 8.5.1	11.1	IGI 8.5.2(7)	11.2.7
IGI 7.1.2	-	IGI 7.4.1(2)	-	IGI 7.6.1(2)	-	IGI 7.6.2(6)	8.2.6	C8.2	9	IGI 8.5.1(1)	11.1.1	IGI 8.5.3	11.3
IGI 7.1.3	-	IGI 7.4.1(3)	-	IGI 7.6.1(3)	8.1.2	IGI 7.6.3	8.3	IGI 8.2.1	9.1	IGI 8.5.1(2)	11.1.2	IGI 8.5.3(1)	11.3.1
C7.2	6	IGI 7.4.1(4)	-	IGI 7.6.1(4)	-	IGI 7.6.4	8.4	IGI 8.2.2	9.2	IGI 8.5.2	11.2	IGI 8.5.3(2)	11.3.2
IGI 7.2.1	6.1	IGI 7.4.1(5)	-	IGI 7.6.1(5)	8.1.3			C8.3	-	IGI 8.5.2(1)	11.2.1	IGI 8.5.3(3)	11.3.3
IGI 7.2.2	-	C7.5	7	IGI 7.6.2	8.2			IGI 8.3.1	-	IGI 8.5.2(2)	11.2.2	IGI 8.5.3(4)	11.3.4
C7.3	-	IGI 7.5.1	7.1	IGI 7.6.2(1)	8.2.1			IGI 8.3.2	-	IGI 8.5.2(3)	11.2.3	IGI 8.5.3(5)	11.3.5
IGI 7.3.1	-	IGI 7.5.2	7.2	IGI 7.6.2(2)	8.2.2			C8.4	10	IGI 8.5.2(4)	11.2.4	IGI 8.5.3(6)	11.3.6
C7.4	-	C7.6	8	IGI 7.6.2(3)	8.2.3			IGI 8.4.1	10.1	IGI 8.5.2(5)	11.2.5	IGI 8.5.3(7)	-

Table 13: Criteria and indicators in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

Principle 9						Principle 10											
60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010	60-004	30-010
C9.1	43	IGI 9.2.6	44.6	IGI 9.3.5	45.5	C10.1	-	IGI 10.2.2	47.2	C10.6	-	IGI 10.7.4	-	IGI 10.8.1	50.1	IGI 10.10.1	51.1
IGI 9.1.1	43.1	IGI 9.2.7	44.7	C9.4	46	IGI 10.1.1	-	C10.3	48	IGI 10.6.1	-	IGI 10.7.5	-	IGI 10.8.2	50.2	IGI 10.10.2	51.2
IGI 9.1.2	43.2	IGI 9.2.7(1)	44.7.1	IGI 9.4.1	46.1	IGI 10.1.1 (1)	-	IGI 10.3.1	48.1	IGI 10.6.2	-	IGI 10.7.6	49.1	IGI 10.8.3	-	IGI 10.10.3	51.3
IGI 9.1.3	43.3	IGI 9.2.7(2)	44.7.2	IGI 9.4.1(1)	46.1.1	IGI 10.1.1 (2)	-	IGI 10.3.2	48.2	IGI 10.6.3	-	IGI 10.7.7	49.2	IGI 10.8.4	50.3	C10.11	-
C9.2	44	IGI 9.2.7(3)	44.7.3	IGI 9.4.1(2)	46.1.2	IGI 10.1.2	-	IGI 10.3.3	48.3	IGI 10.6.4	-	IGI 10.7.8	49.3	C10.9	-	IGI 10.11.1	-
IGI 9.2.1	44.1	C9.3	45	IGI 9.4.1(3)	46.1.3	IGI 10.1.2 (1)	-	IGI 10.3.4	-	IGI 10.6.5	-	IGI 10.7.9	49.4	IGI 10.9.1	-	IGI 10.11.2	-
IGI 9.2.2	44.2	IGI 9.3.1	45.1	IGI 9.4.2	46.2	IGI 10.1.2 (2)	-	C10.4	56	C10.7	49	IGI 10.7.10	49.5	IGI 10.9.2	-	IGI 10.11.3	-
IGI 9.2.3	44.3	IGI 9.3.2	45.2	IGI 9.4.3	46.3	IGI 10.1.2 (3)	-	IGI 10.4.1	56.1	IGI 10.7.1	-	IGI 10.7.10(1)	49.5.1	IGI 10.9.3	-	IGI 10.11.4	-
IGI 9.2.4	44.4	IGI 9.3.3	45.3	IGI 9.4.4	-	C10.2	47	C10.5	-	IGI 10.7.2	-	IGI 10.7.10(2)	49.5.2	IGI 10.9.4	-	C 10.12	52
IGI 9.2.5	44.5	IGI 9.3.4	45.4			IGI 10.2.1	47.1	IGI 10.5.1	-	IGI 10.7.3	-	C10.8	50	C 10.10	51	IGI 10.12.1	52.1

References in Principle 2, Annex B: Training requirements for workers

Table 14 Annex B in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

FSC-STD-30-010 V3-0 2. Annex B.	FSC-STD-60-004 V2-1 Annex B
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
-	10 (dropped)
-	11 (dropped)
10	12
11	13

References in Principle 7, Annex E: Elements of the management plan

Table 15 Annex E in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

FSC-STD-30-010 V3-0 4. Annex E.	FSC-STD-60-004 V2-1 Annex E	FSC-STD-30-010 V3-0 4. Annex E.	FSC-STD-60-004 V2-1 Annex E	FSC-STD-30-010 V3-0 4. Annex E.	FSC-STD-60-004 V2-1 Annex E	FSC-STD-30-010 V3-0 4. Annex E.	FSC-STD-60-004 V2-1 Annex E
1	1	2.3	iii	4	4	5.5	v
1.1	i	2.4	iv	4.1	i	5.6	vi
1.2	ii	2.5	v	4.2	ii	5.7	vii
1.3	iii	3	3	4.3	iii	5.8	viii
1.4	iv	3.1	i	4.4	iv	5.9	ix
1.5	v	3.2	ii	5	5	5.10	x
1.6	vi	3.3	iii	5.1	i		
2	2	3.4	iv	5.2	ii		
2.1	i	3.5	v	5.3	iii		
2.2	ii	3.6	vi	5.4	iv		

References in Principle 8, Annex G: Monitoring requirements

Table 16: Annex G in FSC-STD-30-010 and the references to FSC-STD-60-004 V2-1

FSC-STD-30-010 V3-0 6. Annex G	FSC-STD-60-004 V2-1 Annex G	FSC-STD-30-010 V3-0 6. Annex G	FSC-STD-60-004 V2-1 Annex G	FSC-STD-30-010 V3-0 6. Annex G	FSC-STD-60-004 V2-1 Annex G
1	1	2.3	iii	-	xix (dropped)
-	i (dropped)	2.4	iv	2.17	xx
1.1	ii	2.5	v	-	xxi (dropped)
1.2	iii	2.6	vi	-	xxii (dropped)
1.3	iv	2.7	vii	2.18	xxiii
-	v (dropped)	2.8	viii	3	3
-	vi (dropped)	2.9	ix	3.1	i
1.4	vii	2.10	x	3.2	ii
1.5	viii	2.11	xi	3.3	iii
-	ix (dropped)	2.12	xii	3.4	iv
1.6	x	2.13	xiii	3.5	v
-	xi (dropped)	2.14	xiv	3.6	vi
1.7	xii	2.15	xv	-	vii (dropped)
2	2	2.16	xvi	3.7	viii
2.1	i	-	xvii (dropped)	3.8	ix
2.2	ii	-	xviii (dropped)	3.9	x



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