



FSC INTERIM FOREST STEWARDSHIP STANDARD FOR ZIMBABWE

FSC-STD-ZWE-01-2026 EN



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

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A FOREWORD

(Informative section)

A.1 The Forest Stewardship Council (FSC)

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

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

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

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

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

A.2 The FSC Principles and Criteria

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

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

The FSC Principles and Criteria together with the International Generic Indicators (IGI) provide the basis for the development of locally adapted Forest Stewardship Standards (FSS).

B PREAMBLE

B.1 Objective

(Informative section)

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

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

B.2 Scope

(Normative section)

This standard shall be applied in the following scope:

Geographic region	Zimbabwe
Forest types	All forest types
Ownership types	All types of ownerships, including public, private and others
Scale and intensity categories (According to section 6 of FSC-STD-60-002)	All categories of Management Units
Forest products (According to FSC-STD-40-004a)	Rough wood NTFP: Honey

B.3 Responsibility for Conformance

(Normative section)

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

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

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

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

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

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

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

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

B.4 Note on the use of normative and non-normative elements in the standard

(Normative section)

Normative elements in the standard are:

Scope, effective date, validity period, glossary of terms, principles, criteria, indicators, tables and annexes.

Note: With regard to the auditing of Annexes, when an indicator refers to an Annex, the conformity assessment shall cover both the indicator and the corresponding requirements in the Annex, unless the Annex is explicitly categorised as ‘informative’.

Sub-indicators in an Annex contribute to the conformity assessment at the level of criterion in the same way as sub-indicators listed in an indicator within the main body of the standard.

Non-normative elements in the standard that can be used for guidance only, are:

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

SLIMF and NTFP Verifiers are included where these differ from general verifiers.

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

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

“SLIMF” (small or low-intensity managed forest(s)): The Organizations managing Management Units which qualify as SLIMF shall conform with all generic indicators in the standard. The standard is offering tailored means of verification for SLIMF, where applicable.

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

Organizations including NTFPs in their certification scope shall conform with all generic indicators in the standard. Where specific NTFP indicators exist (marked as e.g., “NTFP 8.5.1”), these Organizations shall conform with them in addition. The standard is offering tailored means of verification for NTFPs where applicable.

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

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

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

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

B.5 Interpretations and Disputes

(Normative section)

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

Disputes between stakeholders concerning certification requirements are managed by FSC dispute resolution procedure (see: <FSC-PRO-01-008-Processing Complaints in the FSC Certification Scheme Procedure>).

C CONTEXT

C.1 General description of the forestry sector

(Informative section)

Zimbabwe is a landlocked country with an average elevation of 961 meters above sea level. The eastern border features mountain ranges that reach 2,592 meters at Mount Nyangani. Rich in natural resources, Zimbabwe boasts a diverse array of flora and fauna, including over 6,000 plant species (232 endemic), 627 bird species, 270 mammals, 197 reptiles, 120 amphibians, and 145 fish species. Approximately 27.2% of the country is covered by protected areas.

Zimbabwe hosts several internationally recognized biodiversity hotspots, such as the Afromontane Forest grasslands in the Eastern Highlands, dry miombo woodlands, Mana Pools and mid-Zambezi floodplain, and Hwange National Park. These areas are known for their high plant and animal diversity and endemism. The IUCN Red Data List highlights numerous endangered and vulnerable species in Zimbabwe.

Zimbabwe's population exceeds 15 million, 52% being female. Additionally, 61.4% of the population lives in rural areas. The key economic sectors like agriculture, mining, industry, energy, and tourism rely heavily on natural resources. Both rural and urban populations depend on the environment for their livelihoods and well-being.

Before Bantu speakers arrived, the region was inhabited by the San people. The Bantu expansion around 2,000 years ago led to the emergence of trading empires, including the Kingdom of Zimbabwe (c. 1220–1450). British colonization in the 1880s resulted in land dispossession and racially based land ownership policies. In 1964, the white minority government declared independence as Rhodesia, leading to a civil war. Zimbabwe gained recognized independence in April 1980 after the Lancaster House Agreement.

The Government of Zimbabwe considers all citizens Indigenous Peoples, though two groups self-identify as indigenous: the Tshwa San in Matabeleland and the Doma in Mashonaland. Tshwa (Tyua, Cuaa) San, in the Tsholotsho District of Matabeleland North Province and the Bulalima-Mangwe District of Matabeleland South Province in western Zimbabwe; Doma (Wadoma, Vadema) of Chapoto Ward in Guruve District and Mbire District of Mashonaland Central Province and Karoi District of Mashonaland West Province in the Zambezi Valley of northern Zimbabwe. These groups form a small percentage of the population (0.03%) with approximately 2,600 Tshwa and 1,050 Doma individuals.

Natural forests, woodlands, and savannas cover approximately 55% of Zimbabwe's land. The dry miombo woodlands are widespread throughout higher elevations while the Kalahari Sand forests are commercially exploited in the western region. Afromontane forests, which are strictly protected, occupy a small area (0.03%) in the eastern highlands. At least 44% of natural forests and woodlands occur within communal and resettlement areas. Despite the historical land dispossession during colonial times, natural resources remain vital to local livelihoods and economies.

During the early colonial period, forest reserves and a timber plantation industry were established. Today, the forestry industry is well-developed, focusing on timber plantations of exotic pine and eucalyptus in the Eastern Highlands and harvesting natural woodlands in the West. The industry employs about 16,000 people and contributes (3%) to the GDP, with timber plantations occupying a small portion (0.4% of the land area).

Table 1 shows forest tenure categories in Zimbabwe (Source: After Matose, 2007)

	State	Private	Communal/leasehold
Area of forest (ha)	8 937 487 51%	6 566 583 37%	2 025 902 12%
Forest types	Protected Forests and Woodlands; State Plantations	Woodlands; Natural forests; Timber plantations	Woodlands; Natural forests; Timber plantations
Ownership arrangement	National Parks Forest Reserves Local authorities	Timber Companies Private timber growers	Communal, cooperative and family tenure arrangements

Commercial timber plantations in Zimbabwe are primarily located in the Eastern Highlands, where pine (72%) and wattle (13%) are grown. Eucalyptus plantations (15%), mainly for pole production, are more widely distributed across the country, including communal and resettlement areas. Private companies own 54% of these plantations, while 42% are state-owned and managed by Allied Timbers, with the remainder belonging to small private growers and cooperatives. Most plantation areas are managed for sawlog products (70%), with smaller portions dedicated to poles (9%) and pulpwood (14%). Pine sawlogs are managed on a 25–28-year rotation, eucalyptus poles on a 10 -15-year rotation, and wattle extract production on a 10-year rotation (Timber Producers Federation Presentation, 2018).

The forestry industry faces significant challenges due to the economic and political context, particularly since the introduction of the Fast Track Land Reform Programme (FTLR) in 2000. Conflicts between forestry and other government policies, such as mining, land tenure, and land redistribution, have led to uncontrolled settlement, livestock damage, fires, illegal felling, and environmental damage from gold panning and mining within plantation boundaries. These issues have resulted in high temporary unplanted areas and threatened the viability of timber companies and the wood processing industry (Nyakudanga, 2021).

Despite declines over the past 20 years, Zimbabwe maintains a positive trade balance for primary wood products, exporting soft and hardwood timber mainly to Botswana and South Africa. However, the country has a negative trade balance for secondary and tertiary wood products.

Tobacco is Zimbabwe's second-largest export crop, with over 150,000 small-scale farmers and large-scale commercial producers relying on wood to cure their crops. Approximately 60,000 hectares of indigenous woodlands are lost annually due to tree cutting for tobacco curing. The tobacco industry supports efforts to reduce these impacts, including establishing eucalyptus plantations through joint venture partnerships. Between 35,000-40,000 hectares of eucalyptus plantations are planned for the next 10 years (Mubaiwa, 2021). Environmental groups have raised concerns about the impact of these plantations on sensitive ecosystems such as wetlands, montane grasslands, and heathlands.

Baikiaea plurijuga forests, also known as Kalahari Sand or Zambezi Teak forests, are endemic to the Kalahari Sand formation in western Zimbabwe. These forests cover approximately 2 million hectares, with over 800,000 hectares gazetted State Forests, 638,000 hectares within communal lands, and the remainder on private land and national parks. Both state and communal forests are protected and managed by the Forestry Commission for commercial timber production, wildlife protection, and biodiversity conservation. Commercial logging of these forests, particularly for *Baikiaea plurijuga*, *Pterocarpus angolensis*, *Guibourtia coleosperma*, and *Azelia quanzensis*, poses a significant threat to

their survival. Additionally, the hot dry season brings widespread destructive forest fires. Timber products from these forests are exported as furniture, flooring, and woodcarvings. State forests also contribute to sport hunting and photographic safari revenue, significantly boosting the country's foreign currency earnings. These forests offer various services and products, such as grazing, construction poles, firewood, thatch grass, traditional medicines, honey, wild fruits, edible caterpillars, and mushrooms for local communities.

Local communities resided within most forest reserves when they were gazetted between 1926 and 1960. Residents were allowed to stay under strict conditions, providing labor for fire protection. By the early 1970s, the population of resident households had increased, prompting the Forestry Commission to select households to reside in the forests on a tenant basis, while others were evicted. During the liberation struggle in the 1970s, many people moved into the forests with the promise of land rights restitution. By 1985, the number of residents had become unmanageable, leading to a policy decision to evict all households, which was never implemented due to a lack of political support. Today, resident households in protected forests are considered illegal settlers despite historical tenancy agreements and customary land rights. The rapid influx of settlers into forest reserves is causing widespread deforestation and forest degradation due to clearing for settlement and agriculture. Additional threats include uncontrolled grazing, illegal logging, wildlife poaching, and uncontrolled fires (Forestry Commission, 2013).

Management of the Kalahari Sand (KS) forests focus on fire protection, supervision of forest harvesting, grassland management to improve wildlife habitat, research, wildlife management, silviculture, control of forest occupants, and anti-poaching activities. Timber harvesting is conducted through concessions allocated to private operators, following a 40-year cycle based on timber inventory and Environmental Impact Assessment (EIA) recommendations. The concession agreement is a five-year contract, renewable based on an audit report by the Forestry Commission. The operation of concessions is guided by the agreement and regulations related to natural forest harvesting.

C.2 Background information on the standard development

(Informative section)

This standard was developed according to the rules and regulations laid out in FSC-PRO-60-007 V1-2 in the period from 3 June 2023 to 31 October 2024. Two stakeholder consultation(s) were conducted. The first consultation was conducted from 25 January 2024 to 25 March 2024. The second consultation was conducted from 30 August 2024 to 30 September 2024.

NOTE: Further information is available from the Policy and Performance Unit (P&P) upon request.

D REFERENCES

(Informative section)

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

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

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

E LIST OF ABBREVIATIONS

(Informative section)

AAC	Annual Allowable Cut
APO	Annual Plan of Operations
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CL	Communal Land
CR Form	Company Registration Form
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
ESRA	Environmental and Social Risk Assessment
FC	Forestry Commission
FPIC	Free, Prior and Informed Consent
FR	Forest Reserves
FSC	Forest Stewardship Council
FTRL	Fast Track Land Reform Programme
H&S	Health and Safety
HCV	High Conservation Value
HHP	Highly Hazardous Pesticides
IP	Indigenous People
IPM	Integrated Pest Management
IUCN	International Union for Conservation of Nature
KS	Kalahari Sand
MU	Management Unit
NTFP	Non-timber Forest Products
PPE	Personal Protective Equipment
RDC	Rural District Council
RSA	Representative Sample Areas

RT Species Rare and Threatened Species

SLIMF Small or low intensity managed forest

SOP Standard Operating Procedure

SRA Social Responsibility Agreement

SSCI Sites of Social and Cultural Interest

TA Traditional Authority

ZIMRA Zimbabwe Revenue Authority

ZINWA Zimbabwe Water Authority

F **PRINCIPLES*, CRITERIA* AND INDICATORS***

(Normative section)

PRINCIPLE* 1: COMPLIANCE WITH LAWS

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

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

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

Verifiers: Evidence of business registration CR6 and CR14 forms.

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

Verifiers: CR6 and CR14 forms.

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

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

Verifiers: Title deeds; lease agreements; concession agreements; FTLR beneficiaries lease or permit; plantations established on land allocated to families can be presumed to be based on customary tenure rights, unless there is evidence to the contrary, such as ownership disputes, expansion into communal grazing areas; For NTFP: An operating agreement between The Organization and independent honey producers operating within the Management Unit.

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

Verifiers: Title deeds; lease agreements; concession agreements; interviews with local authorities, and traditional leaders.

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

Verifiers: Maps indicating boundaries (in digital format and/or displayed on paper maps); in field markers inspection; community interviews.

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

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

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

Verifiers: Legal compliance monitoring, evaluation and update system; no substantiated outstanding claims of non-compliance; site inspections.

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

Verifiers: ZIMRA Tax Clearance certificates; PAYE, ZINWA water levy receipts.

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

Verifiers: Documentation (inc. management plan); site visits; interviews with workers and affected stakeholders.

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

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

Verifiers: Forest protection plans; patrol records of forest guards; protection budget allocations; interviews with regulators, managers, staff and contractors; site visits; stakeholder interviews. For SLIMF, evidence of measures taken to prevent illegal activities; For NTFP: Evidence of measures taken to prevent theft of honey and/or hives.

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

Verifiers: Memoranda of Understanding (MOU) with regulatory bodies; minutes of meetings/record of agreements reached; reports; site visits; interviews with regulatory bodies and stakeholders.

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

Guidance note: Surveillance of illegal activities should be performed periodically, and proactive protective action should be taken to protect the forest from illegal activities including illegal settlement, harvesting, gold panning, grazing, fishing, and hunting.

Verifiers: Records of incidents and measures taken; evidence of measures taken such as police reports, security improvements, forest guard training and awareness raising, trends in incident numbers and type; interviews with law enforcement agencies/ individuals.

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

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

Verifiers: Timber traders' licence; firewood trader's license; valid timber movement or export permits (required to move or export over 0.5 cubic meters of wood); road service permits for transport vehicles.

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

Guidance note: Where the provisions of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) apply, the import, export and use for commercial gain requires a CITES permit. KS Forest Operations: *Afzelia quanzensis* Appendix 2 (Refer to Annex D for the link to CITES Appendices).

Verifiers: Training records; interviews with workers; CITES species harvesting permits; CITES certification documentation and correspondence.

1.6 The Organization* shall identify, prevent and resolve disputes* over issues of statutory or customary law*, which can be settled out of court in a timely manner*, through engagement* with affected stakeholders*.

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

Verifiers: Publicly available dispute resolution procedure; evidence of culturally appropriate engagement with affected stakeholders; interviews with affected stakeholders and relevant workers.

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

Verifiers: Records and correspondence of disputes received related to issues of applicable laws or customary law; evidence of timely responses; accurate, up to date progress records of all disputes in the resolution process; affected stakeholder consultation.

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

Verifiers: Records and correspondence of disputes and outcomes.

- 1.6.4 Operations cease in areas where disputes exist:
- 1) Of substantial magnitude; or
 - 2) Of substantial duration; or
 - 3) Involving a significant number of interests.

Verifiers: Documentation and records of any substantial and significant disputes; evidence of ceased operations where substantial disputes exist.

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

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

Verifiers: Anti-corruption policy; training records; implementation records; interviews with workers and stakeholders. For SLIMF: A written or verbal declaration not to give or receive bribes (favours) or to engage in other forms of corruption.

1.7.2 The policy meets or exceeds related legislation.

Verifiers: Anti-corruption policy compliant with law.

1.7.3 The policy is publicly available at no cost.

Verifiers: Organisation's website; hard copy evidence; measures to ensure the policy is freely available to the public.

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

Verifiers: Interviews with workers; no evidence of bribery, coercion or corruption.

1.7.5 Corrective measures are implemented if corruption does occur.

Verifiers: Records of acts of corruption identified; records of corrective measures taken; records of collaboration with the relevant authorities. For SLIMF: Evidence of corrective measures implemented where corruption has occurred; interviews with The Organization, stakeholders, relevant authorities.

1.8 The Organization* shall demonstrate a long-term* commitment to adhere to the FSC Principles* and Criteria* in the Management Unit*, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a publicly available* document made freely available.

1.8.1 A written policy, endorsed by an individual with authority to implement the policy, includes a long-term commitment to forest management practices consistent with FSC Principles and Criteria and related Policies and Standards.

Guidance note: Workers, licensees and leaseholders should be informed of the aim of the certification standard and, where relevant, of the practical implications for them in carrying out their activities. This might be done through, for example, meetings or briefings and the provision of appropriate written material.

1.8.2 The policy is publicly available at no cost.

Verifiers: Policy available on the company's website, record of distribution of policy documents, interviews with stakeholders.

PRINCIPLE* 2: WORKERS* RIGHTS AND EMPLOYMENT CONDITIONS

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

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

2.1.1 The Organization shall not use child labour.

2.1.1.1 The Organization shall not employ workers below the age of 18, except as specified in 2.1.1.2.

Verifiers: Workers register; interviews with The Organization and workers; site visits.

2.1.1.2 Children of 16 years of age or more are only employed in light work where such work;

- 1) is an integral part of a course of education or training for which the school or training institution is primarily responsible; and
- 2) does not prejudice such child's education, health, safety, social or mental development.

Verifiers: Workers register; training records; interviews with The Organization and workers; school records of work experience programme; accessible copies of health and safety and employment legislation; site visits.

2.1.1.3 No person under the age of 18 is employed in night work, work involving hazardous substances or machinery, or work which interferes with a child's education.

Verifiers: Training records; employment records; interviews with The Organization and workers.

2.1.1.4 The Organization shall prohibit worst forms of child labour.

Verifiers: Policy for employment of young workers; recruitment procedures; register of children employed including their dates of birth; worker identity cards.

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

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

Verifiers: Employment contracts; payroll records; interviews with The Organization, workers and worker representatives/trade unions.

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

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

Verifiers: Employment contracts; payroll records; interviews with The Organization, workers and worker representatives/trade unions.

- 2.1.3 The Organization shall ensure that there is no discrimination in employment and occupation.

2.1.3.1 Employment and occupation practices are non-discriminatory.

Verifiers: Non-discrimination policy, payroll records; records of HR decision making with justification; interviews with The Organization, workers and worker representatives/trade unions.

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

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

Verifiers: Interviews with The Organization, workers and worker representatives/trade unions; Freedom of Association Policy.

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

Verifiers: Interviews with The Organization, workers and worker representatives/trade unions; freedom of association policy; recognition agreement/s.

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

Verifiers: Documented policies; collective bargaining agreements; interviews with workers; minutes of meetings with workers organisations; trade union/worker organization representatives and officials; union/ worker organization records if in dispute.

2.1.4.4 Collective bargaining agreements are implemented where they exist.

Verifiers: Documented policies; collective bargaining agreements; interviews with workers, trade union/worker organisation representatives and officials.

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

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

Verifiers: Organisation policy on gender equality and discrimination; evidence of implementation of policy and confirmation of no discrimination against women; training records; employment and contract records; wage records; records of HR decision making with justification.

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

Verifiers: Recruitment policy; content of job advertisements; statistics on representation of women per job grade; employment contracts; interviews with women.

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

Verifiers: Training records.

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

Verifiers: Organogram; wage bands and payroll are consistent; pay slips; employment contracts; interviews with women.

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

Verifiers: Mutually agreed payment method for women if any; payroll records; collective bargaining agreement; interviews with women and union officials.

- 2.2.6 Maternity leave is no less than 98 days in total and at least a six-week period after childbirth.

Verifiers: Human resources policy on maternity leave, employment contracts; payroll records; interviews with HR Manager, women workers, trade union/worker organisation representatives and officials.

- 2.2.7 Paternity leave is available and there is no penalty for taking it.

Guidance note: There is no specific provision for paternity leave in the Zimbabwe Labour Act. However, section 14B makes provision for special leave of 12 days paid leave per calendar year, which could include paternity leave if a worker wishes to take it as such. In their Paternity Leave policy, the Organisation may require workers to provide reasonable proof of paternity, such as birth certificate with the father's particulars included. Granting paid/unpaid paternity leave is at the discretion of the employer.

Verifiers: Human resources policy on paternity leave; interviews with workers and worker representatives.

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

Verifiers: Gender equality policy; minutes of meetings; interviews with women who attend such committees and forums; training for facilitators of management committees and decision-making forums.

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

Verifiers: Gender equality policy; human resources policy, employment contracts; payroll records; interviews with HR Manager, women and men workers, trade union/worker organisation representatives and officials.

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

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

Verifiers: Health and safety policy, risk assessments for each site and operation, safe working procedures, interviews with managers & workers; field observation of safety practices, first aid training and equipment; records of H&S training.

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

Verifiers: Site visits; field inspections, worker interviews; issue records of PPE signed by worker; For NTFP: List of PPE requirements for beekeeping activities; list communicated to workers & independent harvesters; PPE issue records signed by the worker.

2.3.3 Use of personal protective equipment is enforced.

Verifiers: Site visits; field inspections; worker and supervisor interviews.

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

Verifiers: Accident book; records of accidents and lost time injuries; records of H&S training.

2.3.5 The frequency and severity of accidents are consistently low compared to national forest industry averages.

Verifiers: Accident records; assessment against industry averages where these are available.

2.3.6 Health and safety practices are reviewed and updated based on investigations of accidents and analysis of safety record trends.

Verifiers: Accident and incident reports; accident statistics and trends; evidence of revised health & safety practices to address causes; For SLIMF: interviews with The Organization and workers on measures taken to improve safety performance based on previous incidents.

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

2.4.1 Wages paid by The Organization in all circumstances meet or exceed the Agriculture National Employment Council (NEC) minimum wage rate.

Verifiers: Employment contracts; wage slips; interviews with workers.

2.4.2 Wages paid meet or exceed:

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

Verifiers: Contracts; wage slips; interviews with workers and labour union representatives.

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.

2.4.4 Wages, salaries and contracts are paid on time.

Verifiers: Payroll records, interviews with workers.

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

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

Verifiers: Training needs assessments; training records for all employees; certificates of competence; site visits; interviews with workers.

2.5.2 Up to date training records are kept for all relevant workers.

Verifiers: Training records; interviews with training providers/staff.

2.6 *The Organization* through engagement* with workers* shall have mechanisms for resolving grievances and for providing fair compensation* to workers* for loss or damage to property, occupational diseases*, or occupational injuries* sustained while working for The Organization*.*

2.6.1 A dispute resolution process is in place, developed through culturally appropriate engagement with workers.

Verifiers: Documented dispute resolution mechanism; evidence of culturally appropriate engagement in the development of the mechanism; HR policies & procedures; interviews with staff and workers.

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

Verifiers: Records of grievances and how they were resolved; interviews with staff and workers.

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

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

Verifiers: Records of grievances and how they were resolved; interviews with staff and workers.

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

Verifiers: Records of claims to and settlements paid by Workers' Compensation Insurance Scheme; interviews with workers and affected stakeholders.

PRINCIPLE* 3: INDIGENOUS PEOPLES'* RIGHTS

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

3.1 **The Organization*** shall identify the **Indigenous Peoples*** that exist within the **Management Unit*** or those that are affected by management activities. **The Organization*** shall then, through **engagement*** with these **Indigenous Peoples***, identify their rights of **tenure***, their rights of access to and use of **forest*** resources and **ecosystem services***, their **customary rights*** and **legal*** rights and obligations, that apply within the **Management Unit***. **The Organization*** shall also identify areas where these rights are contested.

3.1.1 Indigenous Peoples that may be affected by management activities are identified.

Guidance note: Two ethnic minorities self-identify as indigenous in Zimbabwe. These are the Tshwa (Tjwa, Tsoa, Cuaa) San, found in western Zimbabwe, and the Doma (Vadema, Tebomvura) of the Mbire district in north-central Zimbabwe. It is estimated a population of 2,950 Tshwa and 1,450 Doma in Zimbabwe, approximately 0.032% of the country's population of 14,546,314 in 2020 (<https://www.iwgia.org/en/zimbabwe.html>).

Verifiers: Report verifying likely presence or absence of Indigenous Peoples in or around the Management Unit; interviews with The Organisation, local communities, Rural District Council authorities, representatives of Indigenous Peoples, Indigenous Peoples Organisations and researchers.

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

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

Verifiers: Documentation review of 1)-7) above; interviews with The Organization, local communities, District Council authorities, representatives of Indigenous Peoples, Indigenous Peoples Organisations and researchers.

3.2 **The Organization*** shall recognize and **uphold*** the **legal*** and **customary rights*** of **Indigenous Peoples*** to maintain control over management activities within or related to the **Management Unit*** to the extent necessary to protect their rights, resources and **lands and territories***. Delegation by **Indigenous Peoples*** of control over management activities to third parties requires **Free, Prior and Informed Consent***.

3.2.1 Through culturally appropriate engagement Indigenous Peoples are informed when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights, resources, lands and territories.

Verifiers: Review of documentation (policies for stakeholder engagement; SOPs; management plans; minutes of engagement meetings; stakeholders' engagement & communication plans, websites); interviews with The Organization, local communities, District Council authorities, representatives of Indigenous Peoples, Indigenous Peoples Organisations and researchers.

3.2.2 The legal and customary rights of Indigenous Peoples are not violated by The Organization.

Verifiers: Review of documentation (complaints register, incident reports); field observations; interviews with The Organization, local communities, District Council authorities, representatives of Indigenous Peoples, Indigenous Peoples Organisations and researchers.

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.

Verifiers: Review of documentation (disputes/complaints register; minutes of dispute resolution meetings, agreements signed); interviews with The Organization, local communities, District Council authorities, representatives of Indigenous Peoples, Indigenous Peoples Organizations and researchers.

3.2.4 Free, Prior and Informed Consent is granted by Indigenous Peoples prior to management activities that affect their identified rights through a process that includes:

- 1) Ensuring Indigenous Peoples know their rights and obligations regarding the resource;
- 2) Informing the Indigenous Peoples of the value of the resource, in economic, social and environmental terms;
- 3) Informing the Indigenous Peoples of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, lands and territories; and
- 4) Informing the Indigenous Peoples of the current and future planned forest management activities.

Verifiers: Review of documentation (FPIC process and records, consultations' minutes, agreements signed, evidence of notices sent/shared with communities); interviews with affected Indigenous Peoples.

3.2.5 Where the process of Free Prior and Informed Consent (FPIC) has not yet resulted in an FPIC agreement, the Organisation and the affected Indigenous Peoples are engaged in a mutually agreed FPIC process that is advancing, in good faith and with which the community is satisfied.

Verifiers: Review of documentation (FPIC process and records, consultations' minutes, agreements signed,); interviews with affected Indigenous Peoples.

3.3 In the event of delegation of control over management activities, a *binding agreement between *The Organization** and the *Indigenous Peoples** shall be concluded through *Free, Prior and Informed Consent**. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by *Indigenous Peoples** of *The Organization**'s compliance with its terms and conditions.**

3.3.1 Where control over management activities has been granted through Free Prior and Informed Consent based on culturally appropriate engagement, the binding agreement contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.

Verifiers: Binding Agreements specifying duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.

3.3.2 Records of binding agreements are maintained.

Verifiers: Review of documentation (Binding Agreements, FPIC process and records, consultations' minutes, agreements signed,); interviews with The Organization, local communities and authorities.

3.3.3 The binding agreement contains the provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.

Verifiers: Binding Agreements; monitoring protocols; interviews with affected stakeholders.

3.4 *The Organization* shall recognize and uphold* the rights, customs and culture of Indigenous Peoples* as defined in the United Nations Declaration on the Rights of Indigenous Peoples* (2007) and ILO Convention* 169 (1989).*

3.4.1 The rights, customs and culture of Indigenous Peoples as defined in UNDRIP and ILO Convention 169 are not violated by The Organization.

Verifiers: No reports or evidence of rights violations; interviews with affected stakeholders.

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.

Verifiers: Established process/es for Indigenous Peoples to report cases of rights violations based on culturally appropriate engagement; evidence of The Organization's response & handling of the reports, reparation measures where violation was identified; interviews with affected stakeholders.

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

3.5.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which Indigenous Peoples hold legal or customary rights are identified through culturally appropriate engagement.

Verifiers: Review of documentation (maps, list of Sites of Social and Cultural Interest - SSCIs, SOPs, minutes of meetings and reports of the processes for identification of SSCIs, management plans); field observation; interviews with The Organization and local stakeholders.

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.

Verifiers: Review of documentation (management plans, agreements signed with communities on the management of SSCIs, maps, reports of activities implemented, Annual Plans of Operations - APOs & budgets, management plans); field observations; interviews with The Organization and Indigenous Peoples.

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.

Verifiers: Review of documentation (minutes of management meetings, maps, management instructions to field staff, reports on identified new sites); interviews with Indigenous Peoples and The Organization; field observations.

3.6 *The Organization* shall uphold* the right of Indigenous Peoples* to protect* and utilize their Traditional Knowledge* and shall compensate local communities* for the utilization of such knowledge and their intellectual property*. A binding agreement* as per Criterion* 3.3 shall be concluded between The Organization* and the Indigenous Peoples* for such utilization through Free, Prior and Informed Consent* before utilization takes place, and shall be consistent with the protection* of intellectual property* rights.*

3.6.1 Traditional knowledge and intellectual property are protected and are only used when the acknowledged owners of that traditional knowledge and intellectual property have provided their Free, Prior and Informed Consent formalized through a binding agreement.

Verifiers: Review of documentation of use of traditional knowledge (minutes of meetings; agreements signed with Indigenous Peoples); interviews with Indigenous Peoples.

3.6.2 Indigenous Peoples are compensated according to the binding agreement reached through Free, Prior and Informed Consent for the use of traditional knowledge and intellectual property.

Verifiers: Review of documentation of use of traditional knowledge (evidence of compensation to Indigenous Peoples: financial records like pay slips, signed receipts of compensations received); interviews with Indigenous Peoples and The Organization.

PRINCIPLE* 4: COMMUNITY RELATIONS

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

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

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

Verifiers: List of identified local communities; interviews with communities, local District Councils and local organisations.

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

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

Verifiers: Minutes of meetings with rights holders; all rights documented and/or mapped; interviews with local communities, community organisations and representatives.

4.2 **The Organization*** shall recognize and uphold* the **legal*** and **customary rights*** of **local communities*** to maintain control over management activities within or related to the **Management Unit*** to the extent necessary to protect their rights, resources, **lands and territories***. Delegation by **traditional people*** of control over management activities to third parties requires **Free, Prior and Informed Consent***.

4.2.1 Through culturally appropriate engagement local communities are informed of when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights.

Verifiers: Interviews with local community members; minutes of meetings.

4.2.2 The legal and customary rights of local communities on the management unit are respected by The Organization.

Verifiers: Interviews with local communities, traditional peoples and/or their representatives.

4.2.3 Where evidence exists that local communities' tenure and access rights have been violated, the situation is corrected through culturally appropriate engagement and/or through the dispute resolution process in Criteria 1.6 or 4.6.

Verifiers: Records of corrective measures, interviews with local community members traditional Peoples and/or their representatives.

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

- 1) Ensuring the traditional peoples know their rights and obligations regarding the resource;
- 2) Informing the traditional peoples of the value of the resource, in economic, social and environmental terms;
- 3) Informing the traditional peoples of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights and resources; and
- 4) Informing the traditional peoples of the current and future planned forest management activities.

Verifiers: Interviews with traditional peoples; communication & engagement records.

4.2.5 Where the process of Free Prior and Informed Consent has not yet resulted in an FPIC agreement, The Organization and the affected traditional peoples are engaged in a mutually agreed FPIC process that is advancing, in good faith and with which the community is satisfied.

Verifiers: Review of documentation (FPIC process and records, consultations' minutes, agreements signed); interviews with The Organisation, traditional people and authorities.

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

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

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

Verifiers: Interviews with workers, NGOs, local community members and representatives; reports and records of services and opportunities provided.

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

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

Verifiers: Records of community engagement meetings and meetings with RDC, interviews with local community members, leaders and local development agencies; revenue sharing agreements with local communities for indigenous timber harvesting concessions on community land; evidence of payment made of revenue shares.

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

Verifiers: Records of community engagement meetings; interviews with local community members, leaders and local development agencies; records of local development projects and activities funded by timber concessions revenue.

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

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

Verifiers: Socio-economic impact assessment reports, community engagement policy and strategy; records of meetings held with local communities to identify impacts and develop mitigation measures; evidence of communication channels and/or structures established for culturally appropriate engagement, community and worker interviews; For SLIMF: Evidence of measures implemented; interviews with local community members and leaders.

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

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

Verifiers: Documented dispute resolution process, dispute resolution records, interviews with local communities, relevant NGOs and government agencies, evidence of making this process publically available; For SLIMF: Interviews with manager/owner, local communities, relevant NGOs and government agencies.

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

Verifiers: Dispute resolution records, interviews with local communities, relevant NGOs and government agencies.

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

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

Verifiers: Grievance registers and other records of grievances and steps taken to resolve them.

4.6.4 Operations cease in areas while disputes exist of:

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

Verifiers: Evidence of operations halted where such disputes exist.

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

4.7.1 Sites of special cultural, archaeological, ecological, economic, religious or spiritual significance are clearly identified in co-operation with local communities.

Guidance note: Cultural heritage sites may include graveyards, ruins, or any other signs of human habitation (e.g. rock paintings) and traditional use areas (e.g., sacred areas, ceremonial sites). Where relevant, surveys of sites identified are to be carried out by local communities, professional archaeologists and/or other interested stakeholders.

Verifiers: Procedures and management plan for cultural heritage sites, engagement procedure, sites mapped and/or documented; records of engagement with affected rights holders; records of consultation with interested stakeholders; interviews with workers, affected rights holders and interested stakeholders.

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

Verifiers: Maps; management plan for cultural heritage sites; monitoring plan; monitoring records; records of engagement with affected rights holders; records of consultation with interested stakeholders; interviews with workers & affected rights holders.

4.7.2.1 Sites of significance are not destroyed, damaged, disfigured, excavated, altered or removed from their original site.

Verifiers: Interviews with The Organization, workers, interested stakeholders and heritage authorities; inspection of sites in the field.

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

Verifiers: Evidence or records that operations ceased in the vicinity of newly discovered sites pending investigation by the appropriate authority; record of notification of National Museums and Monuments of Zimbabwe.

4.8 *The Organization* shall uphold* the right of traditional peoples* to protect* and utilize their traditional knowledge* and shall compensate them for the utilization of such knowledge and their intellectual property*. A binding agreement* as per Criterion* 3.3 shall be concluded between The Organization* and the traditional peoples* for such utilization through Free, Prior and Informed Consent* before utilization takes place, and shall be consistent with the protection* of intellectual property* rights.*

4.8.1 Traditional knowledge and intellectual property of traditional peoples are protected and are only used when the owners of that traditional knowledge and intellectual property have provided their Free, Prior and Informed Consent formalized through a binding agreement.

Verifiers: Evidence of investigating the use of traditional knowledge and intellectual property and if any examples found of the FPIC process followed.

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

Verifiers: Records of compensation agreements and payments.

PRINCIPLE* 5: BENEFITS FROM THE FOREST*

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

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

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

Verifiers: Inventory of existing and potential resources and services; assessments of contribution to the local economy; interviews with management and scientific staff; worker and community interviews; For SLIMF: Interview with owner/manager to assess awareness of the range of resources and ecosystem services that could strengthen and diversify the local economy.

5.1.2 Consistent with management objectives, the identified benefits and products are produced by The Organization and/or made available for others to produce, to strengthen and diversify the local economy.

Verifiers: Reports and other documented evidence of use of services and products; worker and community interviews; For SLIMF: Evidence of use of services and products; interviews with owner/manager and affected stakeholders.

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

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

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

5.2.1 Timber harvesting levels are based on an analysis of current Best Available Information on growth and yield; inventory of the forest; mortality rates; and maintenance of ecosystem functions.

Verifiers: Inventory; management plan; records of timber harvesting and other variables.

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.

5.2.2.1 Annual allowable cut (AAC) calculations are based on up-to-date inventory information, and growth & yield data.

5.2.2.2 Controls include a defined cutting cycle, diameter limits and AAC determination, all based on considerations of sustained yield.

Verifiers for 5.2.2, 5.2.2.1 & 5.2.2.2: Compartment records; growth and yield estimates; production records or appropriate standing sale volume assessments and reconciliation with estimates; demonstrated control of thinning intensity; interviews with workers; field observation.

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

Verifiers: Compartment records; growth and yield estimates; production records or appropriate standing sale volume assessments and reconciliation with estimates; demonstrated control of thinning intensity; interviews with workers; field observation.

- 5.2.4 Harvesting of non-timber forest products and the use of ecosystem services are at or below a level which can be permanently sustained, based on Best Available Information.

Verifiers: Growth rate assessments; sustainable harvest and ES use level calculations; interviews with workers; No evidence of adverse environmental impacts; For NTFP: Interviews with operators/collectors; field observations of sustainable harvesting practices such as: waiting for cells to be capped before harvesting; harvesting only a portion of honey and leaving stores behind for the bees to use in winter months; if using supers, leaving one super intact.

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

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

Verifiers: Management plan & budget including specific management activities per 5.3.1; interviews with workers.

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

Verifiers: Socio-economic impact assessment records; management plans.

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

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

Verifiers: Local or specialist market opportunities identified; provision for local employment and suppliers; interviews with workers and local service providers.

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

Verifiers: Documented policy; evidence of involvement with industry bodies promoting training & development; records of training sessions, subsidies for training courses or development activities; records of establishment attempts; interviews with workers and relevant support agencies; For SLIMF: Evidence of attempts to establish and encourage local capacity; interviews with manager/owner and local service providers; For NTFP: Interviews with manager/owner and local service providers.

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

- 5.5.1 Sufficient funds are allocated to meet this standard, implement the management plan and to ensure long-term economic viability consistent with the impacts of the operations.

Verifiers: Budget forecasting, expenditure and potential sources of funding; interviews with The Organization; budget; forest management planning documentation; financial records.

- 5.5.2 Expenditures and investments are made to implement the management plan in order to meet this standard and to ensure long-term economic viability.

Verifiers: Budget forecasting; expenditure and potential sources of funding; interviews with The Organisation; budget; forest management planning documentation; financial records.

PRINCIPLE* 6: ENVIRONMENTAL VALUES* AND IMPACTS

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

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

6.1.1 Best Available Information is used to identify environmental values within, and, where potentially affected by management activities, outside of the Management Unit.

Verifiers: Results of environmental values assessment; procedure for identification of environmental values; maps; interviews with staff and relevant specialists; For SLIMF: Identified environmental values; maps; interviews with owner/manager to assess knowledge of procedure; interviews with community and specialists.

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

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

Verifiers: Results of environmental values assessment; maps; interviews with staff and relevant specialists; For SLIMF: identified environmental values; maps; interviews with owner/manager to assess knowledge of procedure and level of detail and frequency to address 1-4; interviews with community and specialists.

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

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

Guidance note: Natural forest concessions require an Environmental Impact Assessment prior to the awarding of concessions.

Verifiers: EIA procedure; EIA results; management planning documentation & procedures; interviews with staff, contractors & stakeholders; field observations; For SLIMF: Results of assessment of possible adverse impacts from planned management activities

6.2.2 The environmental impact assessment identifies and assesses the impacts of the management activities prior to the start of site-disturbing activities.

Verifiers: EIA report; For SLIMF: Results of assessment of possible adverse impacts of planned management activities prior to site-disturbing activities.

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

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

Verifiers: Management planning documentation; operational procedures; training records; workers' instructions; monitoring results; field observation.

6.3.2 Management activities prevent negative impacts to environmental values.

Verifiers: Records of consultation with statutory environment protection agencies; field observation; operational plans; incident response plans.

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

Verifiers: Documented damage mitigation protocol; documented damage remediation protocol; reports & evidence of implemented measures; interviews with relevant external agencies.

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

6.4.1 The presence or likely presence of rare and threatened species and their habitats occurring within and adjacent to the MU is assessed using the Best Available Information including: CITES listed species; those listed on national, regional and local lists of RT Species.

Verifiers: List of species identified; maps; evidence of site-specific surveys; consultation with interested and affected stakeholders, relevant authorities and bodies; For SLIMF: Maps and records of rare and threatened species and their habitats; interviews to explain how Best Available Information is used to identify RT species, e.g., advice from relevant authorities and support agencies.

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

Verifiers: Field observations to verify modified management activity; For SLIMF: interviews to explain how management activities are modified to avoid negative impacts in RT species, direct observation.

6.4.3 The rare and threatened species and their habitats are protected, including through the provision of conservation zones, protection areas, connectivity, and restoration and/or re-establishment of destroyed or degraded habitats.

Verifiers: Field observations to verify modified management activity; SLIMF: Interviews to explain measures to protect RT species, direct observation.

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

Verifiers: Assessment of hunting, fishing, trapping and collection risks and implemented measures to prevent these; Interviews with workers; For SLIMF: Interviews to explain measures to assess the risk of hunting, fishing, trapping and collection of RT species and measures to prevent these; field observations.

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

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

Verifiers: List of ecosystems identified, maps; For SLIMF: interviews to explain how Best Available Information is used to identify native ecosystems, e.g., advice from relevant authorities and support agencies; maps.

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

Verifiers: Management planning documentation; maps; field observation: For SLIMF: Interviews to explain measures to protect native ecosystems; management plan; maps; field observation.

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

Verifiers: Site visits: management plan; restoration budget; interviews with staff.

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

Verifiers: Management plan; maps showing the RSAs.

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

Verifiers: Management plan; maps showing the RSAs.

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

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

6.6.1.1 A fire management plan for restoring and maintaining natural ecosystems, guided by the Best Available Information, is effectively implemented.

Verifiers: Fire management plan; fire incident records and trends; interviews with stakeholders and workers.

6.6.1.2 A plan to control and eradicate invasive species from conservation zones is implemented and is effective.

Verifiers: Invasive species eradication plan and budget, records showing progress in eradication, inspection of conservation zones.

6.6.1.3 A plan to restore wetlands and riparian zones which have historically been degraded through poor land-use or infringement by commercial tree species or agricultural crops is implemented and is effective.

Verifiers: Wetland and riparian zone restoration plan; monitoring records; inspection of wetlands and riparian zones including perennial, seasonal and intermittent streams; interviews with stakeholders.

6.6.1.4 Grazing by livestock is managed to prevent overgrazing and deterioration of the natural habitat.

Verifiers: Management plan; grazing plan and maps; interviews with workers; site visits. plans/programmes for control of livestock including on-site assessment of carrying capacity conducted by an expert as required in veterinary/wildlife guidelines.

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

Verifiers: Management plan, re-establishment plans, silvicultural practices, maps and records; budget and expenditure to re-establish habitats; site visits.

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

Verifiers: Silvicultural practices, management plans; species monitoring records.

6.6.3.1 At plantation re-establishment, a buffer of at least 30m of natural vegetation is maintained to protect natural forests from negative impacts of plantation management activities, in particular from harvesting operations.

Verifiers: Management plan, re-establishment procedures; site visits.

6.6.3.2 In natural forest concessions, selection criteria for seed trees to be retained are defined, including density, quality and size.

Verifiers: Selection criteria for seed tree retention; site visits.

6.6.3.3 Seed trees are appropriately identified physically and/or on maps and work instructions, and are not cut during harvesting

Verifiers: Site visits; interviews with workers.

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.

Verifiers: Documented risk assessments and control measures; records of control measures taken; monitoring plans and results; interviews with staff and relevant authorities.

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

Verifiers: Wildlife protection policy and plans, evidence of compliance with national and/or international regulations.

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

Verifiers: Internal regulation document; evidence of implementation and enforcement; interviews with workers.

6.6.7 A system of regular and punctual controls to ensure hunting policies are respected is implemented.

Verifiers: Documented patrol system; patrol reports; evidence of implementation.

6.6.8 Effective measures are in place to ensure that workers also comply with controls in 6.6.4-6.6.7 above.

Verifiers: Evidence of measures taken to ensure compliance; interviews with workers and stakeholders.

6.7 *The Organization* shall protect* or restore* natural water courses, water bodies*, riparian zones* and their connectivity*. The Organization* shall avoid negative impacts on water quality and quantity and mitigate and remedy those that occur.*

6.7.1 Protection measures are implemented to protect natural water courses, water bodies, riparian zones and their connectivity, including water quantity and water quality.

6.7.1.1 Wetlands and riparian zones are identified, mapped and protected.

6.7.1.2 Alien species are not planted in wetlands or within 30 meters of a stream or river bank without a licence issued in terms of the Environmental Management Act (s20)

6.7.1.3 Depots and log decks are designed to avoid erosion and other adverse impacts on water quality, watercourses and riverine habitats.

Verifiers for 6.7.1, and 6.7.1.1- 6.7.1.3: Field inspection of wetlands and riparian areas; maps showing wetlands; documents or maps showing the wetlands and riparian areas and how wetland systems are identified and protected. EMA Licence to establish a plantation in a wetland or within 30 m of a stream or river bank.

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

Verifiers: Management plan; watercourse & resources status assessments; evidence of restoration activities implemented; maps.

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

Verifiers: Management plan; watercourse & resources status assessments; evidence of restoration activities implemented; maps.

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

Verifiers: Management plan; watercourse & resources status assessments; evidence of restoration activities implemented; maps.

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

- 6.8.1.1 For natural forests, a varying mosaic of species, sizes, ages, spatial scales, and regeneration cycles is maintained appropriate to the landscape.

- 6.8.1.2 For plantations, measures are implemented to promote and maintain economic and environmental resilience, including;

- 1) optimal species choice for sites, climate, fire risk, markets, pests and diseases and animal pests;
- 2) optimal age class distribution; positioning of compartments to minimise environmental risks.

Verifiers: Management plan with appropriate maps; plantation design and area statement (for plantations) with appropriate maps; environmental management plan; direct observation in the field.

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

Verifiers: Forest management plan with appropriate maps; environmental management plan; Direct observation in the field.

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

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

- 6.9.1 There is no conversion of natural forest or High Conservation Value Areas to plantations, or to non-forest land use, nor transformation of plantations on sites directly converted from natural forest to non-forest land use, except when the conversion:

- 1) Affects a very limited portion of the Management Unit, and
- 2) Will produce clear, substantial, additional, secure, long-term conservation and social benefits in the Management Unit; and
- 3) Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.

Verifiers: No evidence of conversion; field observation; discussion with the owner/manager; management planning documentation.

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

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

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

Verifiers: Records on conversion including evidence of when conversion took place; interviews with workers and stakeholders; direct observations in the field.

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

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

Verifiers: Historical reports on the Management Unit including maps and area statements, forest management plans, evidence for compliance with one or more of 1) to 4) above; aerial photography or satellite imagery from the period Dec 1994 to 2020; dated evidence of transfer of title; direct observations in the field; interviews with stakeholders.

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

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

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

Verifiers: Records on conversion including evidence of when conversion took place; interviews with workers and stakeholders; direct observations in the field.

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

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

Verifiers: Historical reports on the Management Unit including maps and area statements, forest management plans, evidence for compliance with one or more of 1) to 3) above; direct observations in the field; interviews with stakeholders.

PRINCIPLE* 7: MANAGEMENT PLANNING

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

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

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

Verifiers: Documented policies; management plans; interviews with staff; For SLIMF: interviews on how the management plan ensures sustainable forestry. For NTFP: Management plans/procedures for honey production; owner/manager interviews.

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

Verifiers: Documented policies; management plans; interviews with staff; For SLIMF: Interviews on management objectives to assess alignment to sustainable forestry; For NTFP: Management plans for honey production; owner/manager interviews.

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

Verifiers: Documented policies; management plans; evidence of publicising; interviews with staff and stakeholders. For NTFP: Management plan for honey production; owner/manager interviews.

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

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

Verifiers: Management plan; interviews with workers; For SLIMF: Interviews on management actions and how these align to objectives; For NTFP: Management plan for honey production; owner/manager interviews.

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

Verifiers: Management plan; interviews with workers; For SLIMF: Management plans; interview with owner/manager; For NTFP: Management plan for honey production; owner/manager interviews.

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

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

Guidance note: Principle 8 indicates areas where progress against targets can be measured.

Verifiers: Management plan to assess inclusion of verifiable targets; monitoring and evaluation procedures and plan for assessing targets including frequency of assessment; monitoring and evaluation records.

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

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

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

Verifiers: Documented & implemented revision procedure; evidence of revision & update; interviews with workers; management planning documentation; appropriate maps and records; For SLIME: Examine management plans for evidence of updating; interviews with The Organisation and workers.

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

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

Verifiers: Clear and accessible summary of the management plan; evidence that it has been made freely available.

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

Verifiers: Clear and accessible summary of management plan, evidence that it has been made freely available; interviews with stakeholders.

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

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

- 1) Dispute resolution processes (Criterion 1.6, Criterion 2.6, Criterion 4.6);
- 2) Definition of living wages (Criterion 2.4);
- 3) Identification of rights (Criterion 3.1, Criterion 4.1), Indigenous cultural landscapes (Criterion 3.1) sites (Criterion 3.5, Criterion 4.7) and impacts (Criterion 4.5);
- 4) Local communities' socio-economic development activities (Criterion 4.4); and
- 5) High Conservation Values assessment, management and monitoring (Criterion 9.1, Criterion 9.2, Criterion 9.4).

Verifiers: Organisational policies and procedures; records of stakeholder engagement for items 1-5; HCV assessment report; social responsibility programme; collective bargaining agreement; interviews with workers, trade unions, stakeholders; For SLIMF: Interviews on stakeholder consultation procedure and activities, reports of consultations.

7.6.2 Culturally appropriate engagement is used to:

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

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

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

Verifiers: Evidence that appropriate notice was given; assessment of consultation responses; management plan; interviews with workers; documented protocol; interviews with stakeholders; For SLIMF: Interviews with The Organisation; interviews with stakeholders.

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

Verifiers: Interviews with stakeholders.

PRINCIPLE* 8: MONITORING AND ASSESSMENT

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

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

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

Verifiers: Documented monitoring procedure; a monitoring programme as part of management planning documentation; evidence of a consistent approach to recording site visits; monitoring records; staff interviews.

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

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

Verifiers: Social and environmental impact assessment report; monitoring plan; monitoring records; direct observation in the field; interviews with stakeholders; For NTFP: Honey production impact assessment report and monitoring plan and monitoring records.

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

Verifiers: Social and environmental impact assessment report, monitoring plan; monitoring records; For SLIMF: Evidence of monitoring observable changes in environmental conditions, and those for which there is information available from existing sources.

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

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

Verifiers: Adaptive management procedures; monitoring results records; evidence that monitoring results are incorporated into management plan per procedures.

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

Verifiers: Adaptive management procedures; monitoring results records; management plan.

8.4 **The Organization*** shall make *publicly available** a summary of the results of monitoring free of charge, excluding *confidential information**.

8.4.1 A summary of the monitoring results consistent with Annex G, in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.

Verifiers: Monitoring summary; evidence of publicly availability.

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

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

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

NTPF 8.5.1 It is demonstrated based on Best Available Information or pollen analysis that at least 50% of the collected pollen originates from within the FSC certified MU before the honey can be sold with FSC claim: FSC 100%.

Guidance note: The purpose of this requirement is to ensure that certified products can be traced back to the point of sale from the forest (in the case of timber, for example, standing, at roadside or delivered, or for honey, hives in the forest). The responsibility of The Organisation is to ensure that certified products removed from the forest can be traced forward along the supply chain from the first point of supply. Where certified products from other sources are being stored in the same area, appropriate records should be maintained to demonstrate the source and quantity of produce obtained from other forest areas.

Verifiers: Harvesting output records; transport & storage records; sales contracts; sales invoices.

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

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

Verifiers: Harvesting output records; transport & storage records; sales contracts; sales invoices.

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

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

Verifiers: Harvesting output records; transport & storage records; sales contracts; sales invoices.

PRINCIPLE* 9: HIGH CONSERVATION VALUES*

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

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

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

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

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

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

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

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

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

Verifiers: HCV assessment report; management plan; maps; direct observation in the field.

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

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

Verifiers: HCV report; maps; summary report of stakeholder consultation on HCV; interview with affected rights holders, affected and interested stakeholders.

- 9.2 *The Organization** shall develop effective strategies that maintain and/or enhance the identified *High Conservation Values**, through *engagement** with *affected stakeholders**, *interested stakeholders** and experts.

- 9.2.1 Threats to High Conservation Values are identified using Best Available Information.

Verifiers: HCV assessment report; threat assessment in HCV report; maps; direct observation in the field.

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

Verifiers: HCV report, HCV management and monitoring strategies accounts for identified threats.

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

Verifiers: HCV assessment report; summary report of HCV assessment stakeholder consultation; Interview with rights holders, affected and interested stakeholders.

- 9.2.4 Management strategies are developed to protect core areas.

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

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

Verifiers: HCV report; summary report of HCV assessment stakeholder consultation; interview with stakeholders.

- 9.2.7 Management strategies allow limited industrial activity within core areas only if all effects of industrial activity including fragmentation:

- 1) are restricted to a very limited portion of the core area;
- 2) do not reduce the core area below 50,000 ha, and
- 3) will produce clear, substantial, additional, long-term conservation and social benefits.

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

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

Verifiers: HCV report; HCV management and monitoring strategies; HCV monitoring plan; records of HCV monitoring.

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

Verifiers: HCV report; HCV management and monitoring strategies; HCV monitoring plan; records of HCV monitoring; evidence of application of the precautionary approach.

- 9.3.3 Core areas are protected consistent with Criterion 9.2.

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

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

Verifiers: HCV report; HCV threat assessment; HCV management and monitoring strategies; HCV monitoring plan; records of HCV monitoring; evidence of halting activities is the harm HCV.

9.4 The Organization* shall demonstrate that periodic monitoring is carried out to assess changes in the status of *High Conservation Values, and shall adapt its management**

strategies to ensure their effective *protection. The monitoring shall be proportionate to the *scale, intensity and risk** of management activities, and shall include *engagement** with *affected stakeholders**, *interested stakeholders** and experts.**

9.4.1 A program of periodic monitoring assesses:

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

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

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

Verifiers: HCV report; HCV management and monitoring strategies; evidence of engagement with interested stakeholders and experts.

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

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

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

PRINCIPLE* 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

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

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

10.1.1 Harvested sites are regenerated as follows:

- 1) Harvested timber plantation areas are re-established within a year of felling unless interrupted by unforeseen circumstances, or the intention is to re-establish the natural habitat for ecological reasons; and
- 2) Harvested natural forests are managed to allow for natural regeneration to recover forest composition and structure and protect affected environmental values.

Verifiers: Harvesting and planting records (plantations); management plans including sustainable harvest limits and regeneration plans (natural forests); Temporary Unplanted Area (TUP) reduction plan; site visits; operational instructions; interviews with The Organization.

10.1.2 Regeneration activities are implemented in a manner that:

- 1) For harvest of existing plantations, regenerate to the vegetation cover that existed prior to the harvest or to more natural conditions using ecologically well-adapted species;
- 2) For harvest of natural forests, regenerate to pre-harvest or to more natural conditions; or
- 3) For harvest of degraded natural forests, regenerate to more natural conditions.

Verifiers: Harvesting and planting records; site visits; operational instructions; staff interviews

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

10.2.1.1 Natural forest species chosen for restoration or enrichment planting are ecologically well-adapted to the site, native species, and of local provenance unless clear and convincing justification is provided for using non-local genotypes or alien species.

10.2.1.2 There is a clear and convincing justification for the choice of species and genotypes for plantations, taking into account the objectives of the plantation, invasive potential, the climate, geology, and soils at the planting sites.

Verifiers: Evidence that the factors governing species choice listed above have been considered.

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

Verifiers: Evidence that the key factors governing species choice have been considered

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

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

Guidance note: The Zimbabwe timber industry uses Pinus, Eucalyptus and Acacia species known to be invasive. These were introduced many years ago and widespread invasion has occurred. Indicators 10.3.2- 10.3.4 are the basis for meeting this Criterion in the context of plantations of alien species.

Verifiers: Assessments of the invasive potential of plantation species in current use.

10.3.2 The Organization evaluates whether the species they intend to grow or are growing are known to be invasive, and if so, mitigation measures are in place to control their spread outside the area in which they are established.

Verifiers: Assessments of the extent of spread of alien plantation species within the Management Unit and into neighbouring areas.

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

Verifiers: Documented measures to reduce invasiveness including control measures, for example by changing species, introducing sterile clones, establishing buffer zones; alien tree species clearing plans and records.

10.3.4 Where under 10.3.2 the Management Unit is a source of invasion then The Organization is part of a cooperative and strategic approach with other land users and organizations to eradicate invasive plantation species from the landscape beyond the Management Unit.

Verifiers: Management plan; assessment of the risk of spread of plantation species into the landscape; plan to implement control measures if spread is evident; evidence of cooperation with other land users and organizations to control spread; budget allocation for eradication efforts.

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

10.4.1 Genetically modified organisms are not used.

Verifiers: Policy & procedure; plant supply records; interviews with workers.

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

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

10.5.1.1 Soil is protected through the implementation of responsible management of harvesting residues.

10.5.1.2 Soil is protected through implementation of responsible site preparation and other silvicultural practices.

10.5.1.3 Where there is evidence for a loss of plantation productivity over successive rotations that can be attributed to reduction in site quality, action is taken to restore site quality.

Verifiers for 10.5.1 and 10.5.1.1- 10.5.1.3: Forest management plan; interviews with staff; field observations.

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

10.6.1 The use of fertilizers is minimized or avoided.

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

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

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

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

Verifiers for 10.6.1- 10.6.5: Technical justification for fertilizer use; records of fertiliser use; interviews with staff; field observation.

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

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

Verifiers: Integrated Pest Management Strategy; operational instructions; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use; field observations; For NTFP: Evidence of management of ants and other pests based on IPM and avoiding use of chemical pesticides; interview with owner/manager on IPM practices in use in beekeeping, field observations.

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

Verifiers: Pesticide policy or position statement; interviews with workers; inspections of chemical store; work instructions; site visits; For SLIMF: Interview with owner/manager to assess understanding of FSC principles of chemical pesticide use and EMA guidelines.

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

Verifiers: Records of consultation and engagement in ESRA development; ESRAs

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

Verifiers: ESRA Policy and procedure; ESRAs.

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

Verifiers: Integrated Pest Management Strategy; operational instructions; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use.

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

Verifiers: Pesticide use records.

- 10.7.7 The use of pesticides complies with the ILO document "Safety in the use of chemicals at work" regarding requirements for the transport, storage, handling, application and emergency procedures for cleanup following accidental spillages.

Verifiers: Integrated Pest Management Strategy; operational instructions; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use.

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

Verifiers: Integrated Pest Management Strategy; operational instructions; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use.

- 10.7.9 Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.

Verifiers: Integrated Pest Management Strategy; operational instructions; evidence of action taken in mitigation; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use.

- 10.7.10 When pesticides are used:

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

Verifiers: Integrated Pest Management Strategy; operational instructions; interviews with workers; field observation; For SLIMF: Interview with owner/manager on IPM practices in use, field observations.

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

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

- 10.8.2 Use of biological control agents complies with internationally accepted scientific protocols.

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

- 10.8.4 Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.

Verifiers for 10.8.1 to 10.8.4: Records, guidelines and protocols for use of biological control agents.

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

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

Guidance note: Assessment to include risk of uncontrolled fires, pests and diseases, damage-causing animals.

Verifiers: Record of risk assessment; For SLIMF: Interviews with owner/manager to assess knowledge of risks; For NTFP: Interviews with The Organization/ harvesters to assess knowledge of risks to honey production.

Guidance note: Assessment to include risk of uncontrolled fires, pests and diseases, damage-causing animals.

Verifiers: Record of risk assessment; For SLIMF: Interviews with owner/manager to assess knowledge of risks; For NTFP: Interviews with The Organization/ harvesters to assess knowledge of risks to honey production.

10.9.2 Management activities mitigate these impacts.

Guidance note for plantations:

- A fire plan is in place;
- A fire danger index system is in place
- Firebreaks and internal access tracks are maintained, kept free of vegetation and meet legal requirements.
- Sufficient water is available and easily accessible.
- Machinery and equipment used for fire detection and suppression is adequate and functional.

Fire plan content guide :

- A fire protection system.
- A fire plan map showing features such as firebreaks, access routes, water sources and hazards.
- A document showing the location of necessary equipment, site features and contact details of people who can be called upon to help if a fire occurs.
- Firefighting safety policies and procedures

Guidance note for SLIMFs: Where capacity and resources allow, management activities mitigate potential unacceptable negative impacts of natural hazards. If capacity or resources do not allow, The Organization or manager communicates with government or relevant local Organizations about mitigation capacity and possibilities.

Verifiers: Risk management policy and procedures; fire plan and procedures; records of implementation and monitoring; interviews with The Organization and workers; For SLIMF: Interviews with owner/manager, government or relevant local organisations; For NTFP: Interviews with The Organization/harvesters on measures to address risks.

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

Verifiers: Assessment of impact of management activities on natural hazards.

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

Verifiers: Risk management policy and procedures. Records of implementation and monitoring; For SLIMF: Interviews with owner/manager.

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

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

Verifiers: Guidelines incorporating best practices to minimize environmental damage caused by the road network including impacts resulting from road construction and maintenance, inspection of roads and river crossings

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

Verifiers: Management plan; operational instructions; water resource protection procedures; Maps; site visits; interviews with staff.

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

Verifiers: Fuel stores are managed according to legal requirements; procedures are in place to avoid fuel and oil pollution and remediate significant spillages; inspections of fuel stores and workshops; evidence of remediation practices for pollution incidents; in field inspection of sites where vehicles, fuels and oils are being used; damage incident remediation reports; maps; site visits; interviews with staff.

10.11 *The Organization* shall manage activities associated with harvesting and extraction of timber and non-timber forest products* so that environmental values* are conserved, merchantable waste is reduced, and damage to other products and services is avoided.*

10.11.1 Harvesting and extraction practices for timber and non-timber forest products are implemented in a manner that conserves environmental values as identified in Criterion 6.1 and High Conservation Values identified in Criteria 9.1 and 9.2.

Guidance note: The choice of harvesting system is guided by slope, soil sensitivity and weather.

Verifiers: Management plan; operational guidelines; harvesting plans; site visits; staff interviews

10.11.1.1 In natural forest operations, no slash is left within two meters from a living stem of a commercial timber species.

Guidance note: Slash is used for brush packing on eroded sites.

Verifiers: Management plan; operational guidelines; harvesting plans; site visits; staff interviews.

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

Verifiers: Operational guidelines; field inspections of current and previous years harvesting sites; staff interviews

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

Verifiers: Operational guidelines; field inspections of current and previous years harvesting sites; staff interviews.

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

Verifiers: Field inspections of current and previous years harvesting sites.

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

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

Verifiers: Written procedures for waste management; field inspections of waste control measures; inspection of storage and disposal facilities; interviews with workers.

10.12.1.1 Recycling of waste shall take place where economically feasible options are available.

Verifiers: Interview with The Organization to determine if recycling options have been investigated; inspection of recycling facilities/depots.

10.12.1.2 All empty chemical containers and expired chemicals are returned to the chemical supplier or be disposed of at a site registered for the disposal of such hazardous waste.

Verifiers: Inspection of chemical storage facilities; register of empty chemical container disposal.

10.12.1.3 Hazardous waste is only disposed of at sites registered for the disposal of hazardous waste.

Verifiers: Hazardous waste protocols and disposal records; interviews with workers and waste sites.

10.12.1.4. Waste disposal sites on the Management Unit comply with national legislation and local by-laws and are managed according to industry best practice guidelines.

Verifiers: Inspection of chemical storage facilities; hazardous waste protocols and records.

G ANNEXES

(Normative section)

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

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

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

Category	Law/ Regulation
1. Legal rights to harvest	
1.1 Land tenure and management rights	<p>Legislation covering land tenure rights, including customary rights as well as management rights, 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.</p> <p>Private property:</p> <p>The right to ownership is enshrined in the Constitution of Zimbabwe. The Bill of Rights, in particular, Sections 71 and 72, provides for property rights in general and rights to agricultural land. A person has the right to acquire, hold, occupy, use, transfer, lease, hypothecate or dispose of all forms of property. The Deeds Registries Act (Chapter 20:05) establishes the country's deeds registries and provides for the registration of deeds and conventional hypothecations such as mortgage bonds and notarial bonds. Constitutional Amendments paved the way for the Fast Track Land Reform.</p> <p>Programme (FTLRP), specifically: The 2013 Constitutional Property Clause section 71 has a dual function: it recognises and protects private property rights on one hand, whilst affirming the power of the state to subject private property to compulsory deprivation for public benefit on the other. Clause section 72 establishes a comprehensive regime for compulsory acquisition of agricultural land on the basis of public interest.</p> <p>The FTLRP dramatically shifted land rights, tenure and administration in Zimbabwe. Tenure reforms introduced new tenure regimes, with lease documents for A2 farms and the 'Permit' for A1 farms.</p> <p>Communal land rights:</p> <p>The Constitution protects land rights in communal areas. The definition of Communal Land makes it clear that people who live there as members of a traditional community hold the land, whether collectively or individually, in accordance with customary law. Communal land rights are administered by the Rural District Council under which the land falls. The RDC gives people the right to occupy and use the land. This is done in consultation with the traditional leaders of the area concerned.</p>

Category	Law/ Regulation
	<p>Communal Land Act of 1982 provides for the classification of land in Zimbabwe as Communal Land; to alter and regulate the occupation and use of Communal Land; and to provide for matters incidental to or connected with occupation.</p> <p>Business registration, tax registration:</p> <p>Individuals, companies, partnerships and cooperatives who want to venture into any business are required to register with the Zimbabwe Revenue Authority (ZIMRA) as a Business Partner (BP). Once completed the client is issued with a Business Partner Number (BPN), which acts as the business' identification number and is used for all transactions with ZIMRA, including remittances of tax.</p> <p>https://www.zimra.co.zw/domestic-taxes/corporate/new-businesses</p>
<p>1.2 Concession licenses</p>	<p>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.</p> <ul style="list-style-type: none"> ○ Forest Act of 1996 [Chapter 19:05] <p>Sections 8 and 15 of the Forest Act [Chapter 19:05] give the Forestry Commission the specific mandate to control, manage and exploit gazetted forests. Statutory Instrument 9 of 1989 delegates management of timber harvesting activities in RDC forests to the Forestry Commission.</p> <p>The Forestry Commission is required to conduct forest inventories in areas ready for harvesting to establish timber quantity and the feasibility of commercial timber harvesting operations. Once this condition has been met, tenders are invited.</p> <p>Concession licenses are not required for timber plantations.</p>
<p>1.3 Management and harvesting planning</p>	<p>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.</p> <p>KS Forests: The exploitation of timber from natural forests is carried out by private concessionaires and is regulated by the Forestry Commission under the Forest Act (for gazetted forests) and the Communal Land Forest Produce Act (for communal areas).</p> <p>A timber concession is a contractual agreement between the FC and an individual or group of people to harvest timber from a delimited forest area. The current maximum allowable period for a concession is five years. The timber harvesting agreement is renewed annually.</p> <p>The winning bidder is required to conduct an environmental impact assessment (EIA). The EIA is reviewed and approved by the Environmental Management Agency (EMA). The Concession holder is then required to prepare and submit a cutting plan to FC for approval. The cutting plan shall include timber inventory, minimum allowable harvesting diameters, and proof of adequate vehicles and equipment.</p>

Category	Law/ Regulation
	<p>The Concession Agreement is signed by the FC and the Concession holder. The agreement specifies the amount of timber to be harvested by the concessionaire every month.</p> <p>A monitoring mechanism is put in place and is conducted by FC officers,</p> <p>aimed at controlling the species harvested, minimum harvestable diameter to harvest and allowable volumes to be harvested.</p> <p>In addition, a checklist for pre- and post-harvesting inspection is mandatory.</p> <p>Exotic timber plantations: Management planning is subject to industry best practices and codes of conduct and is not prescribed in law. Environmental Impact Assessments are required for any change of land use on plantation land.</p>
1.4 Harvesting permits	<p>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.</p> <p>N/A Timber Concession Agreement specifies cutting area, allowable cut, minimum diameter size and species that may be harvested</p>
2. Taxes and fees	
2.1 Payment of royalties and harvesting fees	<p>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.</p> <p>KS: Management fee, supervision fee, stakeholders fee (in RDC forests) Timber royalties charged per cubic meter</p>
2.2 Value added taxes and other sales taxes	<p>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).</p> <ul style="list-style-type: none"> ○ Value Added Tax Act (CHAPTER 23:12) ○ Value Added Tax (General) Regulations (Statutory Instrument 273 of 2003) <p>Timber sales are subject to the Standard VAT rate (15% in 2023)</p>
2.3 Income and profit taxes	<p>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</p>

Category	Law/ Regulation
	<p>other taxes generally applicable for companies and is not related to salary payments.</p> <ul style="list-style-type: none"> ○ Finance Act Chapter 23:04 ○ Revenue Authority Act Chapter 23:11 ○ Income Tax Act Chapter 23:12 ○ Value Added Tax Chapter 23:12 ○ Capital Gains Tax Act Chapter 23:11 ○ Compulsory VAT registration required for entities exceeding the VAT registration threshold (adjusted from time to time) ○ Income tax – tax levied on business income for individuals or companies or any other entities and it varies with their respective income or profits (taxable income). ○ PAYE (Employee tax)- a withholding tax charged on salaries (income) payable to employees. ○ Value Added Tax- is an indirect tax on consumption, charged on the supply of taxable goods and services. It is levied on transactions rather than directly on income or profit, and is also levied on the importation of goods and services. ○ Capital Gains Tax- paid when a person/ company sells an immovable property or marketable securities. ○ Withholding taxes- paid by the payer and may or may not be a final tax
3. Timber harvesting activities	
3.1 Timber harvesting regulations	<p>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.</p> <ul style="list-style-type: none"> ○ Forest Act [Chapter 19:05] provides for the conservation of timber resources, regulates and controls exploitation, and controls burning and illegal use of forest resources. It is overseen by the Ministry of Environment, Climate, tourism and Hospitality Industry and is implemented by the Forestry Commission. ○ Communal Land Forestry Produce Act [19:07]- Under the Act Councils have the right to exploit forest produce in any natural forest on public land, to issue licenses and to enter into agreements to non-communal land inhabitants to utilize forest resources in communal areas. Licenses and agreements are subject to the approval of the Forestry Commission.

Category	Law/ Regulation
	<ul style="list-style-type: none"> ○ KS Forests: Timber Concession Agreement specifies cutting area, allowable cut, minimum diameter size and species that may be harvested.
3.2 Protected sites and species	<p>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.</p> <ul style="list-style-type: none"> ○ Forest Act [Chapter 19:05] Protection of Gazetted Forest Areas ○ Parks and Wildlife Act [Chapter 20:14] <ul style="list-style-type: none"> i. 6th SCHEDULE: Specially Protected Animals. ii. 7th SCHEDULE: Specially Protected Indigenous Plants. ○ The National Museums and Monuments of Zimbabwe (NMMZ) Act [Chapter 25:11] of 1972 ○ Zimbabwe is party to the United Nations Convention on Biological Diversity (CBD) ○ IUCN Red Data List for Zimbabwe ○ UNESCO World Heritage Sites ○ CITES (see the link in Annex D) ○ RAMSAR Convention.
3.3 Environmental requirements	<p>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.</p> <ul style="list-style-type: none"> ○ Forest Act [Chapter 19:05] Protection of Gazetted Forest Areas Parks and Wildlife Act [Chapter 20:14] –protected sites and species. ○ Environmental Management Act [Chapter 20:27] of 2002 – to provide for the sustainable management of natural resources and protection of the environment; the prevention of pollution and environmental degradation; the preparation of a National Environmental Plan and other plans for the management and protection of the environment. ○ Water Act (Chapter 20:24)- to provide for the development and utilisation of the water resources of Zimbabwe; to provide for the establishment, powers and procedures of catchment councils and sub-catchment councils; to provide for the grant of permits for the use of water; to provide for the control of the use of water when water is in short supply; to provide for the acquisition of servitudes in respect of water; to provide for the protection of the environment and the prevention and control of water pollution; to provide for the

Category	Law/ Regulation
	<p>approval of combined water schemes; to provide for matters relating to dam works; to repeal the Water Act [Chapter 0:22].</p> <ul style="list-style-type: none"> ○ Zimbabwe Environmental Management Act and accompanying regulations, (Environmental Impact Assessment & Ecosystems Protection) Regulations, SI 7 of 2007. Exotic species may not be planted in a wetland or within 30 m of a stream or riverbank without a license. ○ Communal Land Forestry Produce Act [19:07]- to regulate the exploitation of and protect forest produce within Communal Land and encourage the establishment of plantations. ○ Prevention of Cruelty to Animals Act [19:09] -provides for the monitoring and prevention of cruelty against domesticated animals or wildlife in captivity. The Zimbabwe Society for the Prevention of Cruelty to Animals (ZNSPCA) implements this Act. ○ Mines and Minerals Act [Chapter 21:05] of 1961 ○ Trapping of Animals Act (Chapter 20:21).
3.4 Health and safety	<p>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).</p> <ul style="list-style-type: none"> ○ Health and Safety Acts: ○ Labour Act [Chapter 28:01], ○ The Public Health Act [Chapter 15:17] ○ National Social Security Authority Act [Chapter 17:04], ○ Factories and Works Act [Chapter 14:08] ○ Environmental Management Act [Chapter 20:27] ○ Pneumoconiosis Act [Chapter 15:08]. ○ The Workers' Compensation Insurance Scheme (WCIS)—SI 68 of 1990 ○ Collective Bargaining Agreement: Agricultural Industry (Occupational Safety, Health and Environment Code) Statutory Instrument 197 of 2020. (applies to timber production – s4(2)).

Category	Law/ Regulation
3.5 Legal employment	<p>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.</p> <ul style="list-style-type: none"> ○ Labour Act [28:01] 1985 ○ Labour Amendment Act, 2005 ○ Labour Amendment Act, 2015 ○ Labour Amendment Act, 2023 ○ Constitution of Zimbabwe, 2013 ○ Accident Prevention and Workers' Compensation Scheme Notice, 1990 (S.I. 68 of 1990) ○ The National Social Security Authority Act—Acts 12/1989, 29/1991, 15/1994, 12/1997 (s. 13), 22/2001, 8/2002 ○ The National Social Security Fund Rules S - I 222—1 ○ Factories and Works (General) Regulations, 1976 (R.G.N. No. 263 of 1976 Statutory) ○ The Pension and Provident Fund Act (Chapter 24:09) ○ PAYE (Employee tax)- a withholding tax charged on salaries (income) payable to employees. ○ Employers are obliged to contribute on a monthly basis to the National Social Security Authority (NSSA, the National Pension Scheme) at a rate of 3.5% of an employee's monthly earnings, with 3.5% being deducted from the employee's earnings as his or her share of the contribution
4. Third parties' rights	
4.1 Customary rights	<p>Legislation covering customary rights relevant to forest harvesting activities, including requirements covering the sharing of benefits and indigenous rights.</p> <p>Communal Land Forestry Produce Act [19:07]- Under the Act Councils have the right to exploit forest produce in any natural forest on public land, to issue licenses and to enter into agreements to non-communal land inhabitants to utilize forest resources in communal areas.</p> <p>Concessions are subject to a stakeholders' fee of 10% of the royalties payable to the RDC, to be passed on to the local communities with land rights in the concession area.</p>

Category	Law/ Regulation
4.2 Free Prior and Informed Consent	<p>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.</p> <p>No specific legislation.</p> <p>Guidelines developed for Mining in CL by Zimbabwe Environmental Law Association (ZELA)</p>
4.3 Indigenous Peoples’ rights	<p>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.</p> <p>No specific legislation.</p>
5. Trade and transport NOTE: This section covers requirements for <i>forest</i> management operations as well as processing and trade.	
5.1 Classification of species, quantities, qualities	<p>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.</p> <p>No specific legislation</p>
5.2 Trade and transport	<p>All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from forest operations.</p> <ul style="list-style-type: none"> ○ Forest (Control of Firewood and Import and Export of Timber) Regulations, 2012. These Regulations, made by the Minister of Environment and Natural Resources Management, in terms of sections 65 and 89 of the Forest Act, provide rules relating to control of the sale or trade in firewood and timber and to some other matters concerning forest produce. Trade in firewood or timber requires a district firewood trader's licence or a timber trader's licence. The Regulations also provide with respect to licences to transport or export of firewood or timber and a licence for the use of firewood for tobacco-curing. Licences shall be issued by District Forest Extension Officer and, under a special arrangement, by local licensing officers. Every licensing authority shall establish a register of licences to be known as a Firewood and Timber Licensing Register. A flame-cured tobacco farmer shall apply for a flue- or flame curing firewood licence if he or she does not have a compliant tobacco farm woodlot, does not obtain a licence from a trader or uses exclusively other means of tobacco-curing. The Regulations also provide with respect to a notification required for intention to dispose of indigenous timber in accordance with section 55 of the Act. ○ Forest (Control of Timber) (Export of Unprocessed and Primarily Processed Indigenous Hardwoods) (Amendment) Regulations, 2020 (No. 1).

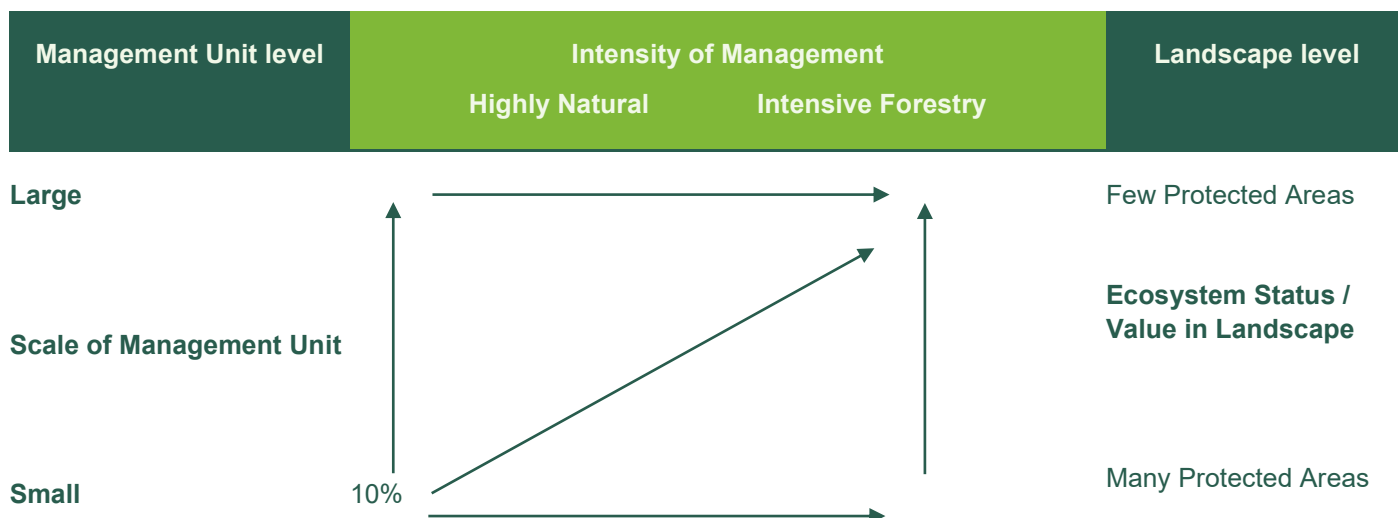
Category	Law/ Regulation
5.3 Offshore trading and transfer pricing	<p>Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country 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.</p> <ul style="list-style-type: none"> ○ The Zimbabwe Finance (No.2) Act 9 of 2015 introduced new transfer pricing regulation with effect from the year of assessment beginning January 1, 2016.
5.4 Custom regulations	<ul style="list-style-type: none"> ○ Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species). ○ Timber and Timber products: Import permits for import of Timber and timber products are required from the Ministry of Industry and Commerce. ○ The licensing system is governed by Statutory Instruments No.350 of 1993; No.6 of 2014 and No.126 of 2014. ○ Control of Goods (Open General Import and Export Licence) (Amendment) Notice, 2020 (No. 7). Issued in terms section 4(1)(a) of the Control of Goods (Import and Export) (Commerce) Regulations, 1974
5.5 CITES	<ul style="list-style-type: none"> ○ CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention). ○ Zimbabwe's legislation is in Category 1 of CITES and therefore meets all the requirements of CITES implementation. ○ https://www.speciesplus.net/species
6. Due diligence / due care	
6.1 Due diligence / due care procedures	<p>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.</p> <p>No specific legislation.</p>
7. Ecosystem Services	
<p>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). Environmental Management Act (Chapter 20:27).</p>	

Annex B Training requirements for workers (Principle 2)

Workers shall be able to:

- 1) Implement forest activities to comply with applicable legal requirements (Criterion 1.5);
- 2) Understand the content, meaning and applicability of the eight ILO Core Labour Conventions (Criterion 2.1);
- 3) Recognize and report on instances of sexual harassment and gender discrimination (Criterion 2.2);
- 4) Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (Criterion 2.3);
- 5) Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (Criterion 2.5);
- 6) Identify where Indigenous Peoples and Local Communities, including Traditional Peoples, have legal and customary rights to management activities (Criterion 3.2; 4.2),
- 7) Identify and implement applicable elements of UNDRIP and ILO Convention 169 (Criterion 3.4);
- 8) Identify sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and implement the necessary measures to protect them before the start of forest management activities to avoid negative impacts (Criterion 3.5 and Criterion 4.7);
- 9) Carry out social, economic and environmental impact assessments and develop appropriate mitigation measures (Criterion 4.5);
- 10) Implement activities related to the maintenance and/or enhancement of ecosystem services, when FSC Ecosystem Services Claims are used (Criterion 5.1);
- 11) Handle, apply and store pesticides (Criterion 10.7); and
- 12) Implement procedures for cleaning up spills of waste materials (Criterion 10.12).

Annex C Conservation Area Network conceptual diagram (Principle 6)



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

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

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

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

- 1) CITES Species in Zimbabwe - use the following link for a list of Appendix 1 (Species threatened with extinction) and Appendix II (Species that may be threatened if trade is not regulated) Up to date Reports may be generated from the list.

https://checklist.cites.org/#/en/search/country_ids%5B%5D=83&output_layout=alphabetical&level_of_listing=0&show_synonyms=1&show_author=1&show_english=1&show_spanish=1&show_french=1&scientific_name=&page=1&per_page=20

- 2) IUCN Red List. See <https://www.iucnredlist.org/search>. For the species list for Zimbabwe, set “Land Regions” to “Sub-Saharan Africa” and then “Zambia.” Also select “Subspecies.” Click on each species for basic information on their status, range, threats, etc. Note the list may not include some nationally-listed species.

- 3) National Lists

- a) FOZ. 2023a. Partial Red List of Plants. Flora of Zimbabwe. Information accessed May, 2023. <https://www.zimbabweflora.co.zw/speciesdata/utilities/utility-display-reddata.php>.
- b) FOZ. 2023b. Plant species checklists for some locales. Flora of Zimbabwe. Information accessed May, 2023. <https://www.zimbabweflora.co.zw/speciesdata/checklists.php>.
- c) Mapura. 2002. ‘Endemic plant species of Zimbabwe’. Mapaura A. Kirkia, 18;1. <https://www.jstor.org/stable/23502383>.
- d) ZIMBABWE NATIONAL PARKS REGULATIONS Specially Protected animals and plants
- e) <https://africawildforum.com/viewtopic.php?t=1990&sid=cfc7005d51c1070bce94b9c45198cc48>

Annex E Elements of the management plan (Principle 7)

- 1) The results of assessments, including:
 - i. Natural resources and environmental values, as identified in Principle 6 and Principle 9;
 - ii. Social, economic and cultural resources and condition, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9;
 - iii. Intact Forest Landscapes and core areas, as identified in Principle 9;
 - iv. Indigenous cultural landscapes, as identified with affected rights holders in Principle 3 & Principle 9;
 - v. Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9; and
 - vi. The maintenance and/or enhancement of ecosystem services for which promotional claims are made as identified in Criterion 5.1.
- 2) Programs and activities regarding:
 - i. Workers' rights, occupational health and safety, gender equality, as identified in Principle 2;
 - ii. Indigenous Peoples, community relations, local economic and social development, as identified in Principle 3, Principle 4 and Principle 5;
 - iii. Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7;
 - iv. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10;
 - v. The rationale for harvesting rates of timber and other natural resources, as identified in Principle 5.
- 3) Measures to conserve and/or restore:
 - i. Rare and threatened species and habitats;
 - ii. Water bodies and riparian zones;
 - iii. Landscape connectivity, including wildlife corridors;
 - iv. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - v. Representative Sample Areas, as identified in Principle 6; and
 - vi. High Conservation Values, as identified in Principle 9.
- 4) Measures to assess, prevent, and mitigate negative impacts of management activities on:
 - i. Environmental values, as identified in Principle 6 and Principle 9;
 - ii. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - iii. Social Values and Indigenous cultural landscapes, as identified in Principle 2 to Principle 5 and Principle 9; and
 - iv. Intact Forest Landscapes and core areas, as identified in Principle 9.
- 5) A description of the monitoring program, as identified in Principle 8, including:
 - i. Growth and yield, as identified in Principle 5;
 - ii. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;

- iii. Environmental values, as identified in Principle 6;
- iv. Operational impacts, as identified in Principle 10;
- v. High Conservation Values, as identified in Principle 9;
- vi. Monitoring systems based on stakeholder engagement planned or in place, as identified in Principle 2 to Principle 5 and Principle 7;
- vii. Maps describing the natural resources and land use zoning on the Management Unit;
- viii. Description of the methodology to assess and monitor any development and land use options allowed in Indigenous cultural landscapes including their effectiveness in implementing the precautionary approach; and
- ix. Global Forest Watch map, or more accurate national or regional map, describing the natural resources and land use zoning on the Management Unit, including the Intact Forest Landscapes core areas.

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

Sample Management Plan Document	Management Plan Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? (Note: These will vary with SIR and jurisdiction)	FSC Principle / Criterion
Site Plan (Harvest Plan)	Annual	Creek crossings	When in the field and annually	Operational staff	P10
		Roads	When in the field and annually	Operational staff	P10
		Retention patches	Annually sample	Operational staff	P6, P10
		Rare Threatened and Endangered species	Annually	Consulting Biologist	P6
		Annual harvest levels	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
Engagement Plan	Annual	Employment statistics	Annually	General Manager	P3, P4

Sample Management Plan Document	Management Plan Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? (Note: These will vary with SIR and jurisdiction)	FSC Principle / Criterion
		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

Annex G Monitoring requirements (Principle 8)

- 1) Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - i. The results of regeneration activities (Criterion 10.1);
 - ii. The use of ecologically well adapted species for regeneration (Criterion 10.2);
 - iii. Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (Criterion 10.3);
 - iv. The use of genetically modified organisms to confirm that they are not being used (Criterion 10.4);
 - v. The results of silvicultural activities (Criterion 10.5);
 - vi. Adverse impacts to environmental values from fertilizers (Criterion 10.6);
 - vii. Adverse impacts from the use of pesticides (Criterion 10.7);
 - viii. Adverse impacts from the use of biological control agents (Criterion 10.8);
 - ix. The impacts from natural hazards (Criterion 10.9);
 - x. The impacts of infrastructural development, transport activities and silviculture to rare and threatened species, habitats, ecosystems, landscape values, water and soils (Criterion 10.10);
 - xi. The impacts of harvesting and extraction of timber on non-timber forest products, environmental values, merchantable wood waste and other products and services (Criterion 10.11); and
 - xii. Environmentally appropriate disposal of waste materials (Criterion 10.12).
- 2) Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
 - i. Evidence of illegal or unauthorized activities (Criterion 1.4);
 - ii. Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (Criterion 1.5);
 - iii. Resolution of disputes and grievances (Criterion 1.6, Criterion 2.6, Criterion 4.6);
 - iv. Programs and activities regarding workers' rights (Criterion 2.1);
 - v. Gender equality, sexual harassment and gender discrimination (Criterion 2.2);
 - vi. Programs and activities regarding occupational health and safety (Criterion 2.3);
 - vii. Payment of wages (Criterion 2.4);
 - viii. Workers' training (Criterion 2.5);
 - ix. Where pesticides are used, the health of workers exposed to pesticides (Criterion 2.5 and Criterion 10.7);
 - x. The identification of Indigenous Peoples and local communities and their legal and customary rights (Criterion 3.1 and Criterion 4.1);
 - xi. Full implementation of the terms in binding agreements (Criterion 3.2 and Criterion 4.2);
 - xii. Indigenous Peoples and community relations (Criterion 3.2, Criterion 3.3 and Criterion 4.2);
 - xiii. Protection of sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and local communities (Criterion 3.5 and Criterion 4.7);
 - xiv. The persistence of Indigenous cultural landscapes and associated values of significance to Indigenous Peoples (Criterion 3.1, Criterion 3.5);
 - xv. The use of traditional knowledge and intellectual property (Criterion 3.6 and Criterion 4.8);

- xvi. Local economic and social development (Criterion 4.2, Criterion 4.3, Criterion 4.4, Criterion 4.5);
 - xvii. The production of diversified benefits and/or products (Criterion 5.1);
 - xviii. The maintenance and/or enhancement of ecosystem services (Criterion 5.1);
 - xix. Activities to maintain or enhance ecosystem services (Criterion 5.1);
 - xx. Actual compared to projected annual harvests of timber and non-timber forest products (Criterion 5.2);
 - xxi. The use of local processing, local services and local value added manufacturing (Criterion 5.4);
 - xxii. Long term economic viability (Criterion 5.5); and
 - xxiii. High Conservation Values 5 and 6 identified in Criterion 9.1.
- 3) Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions including where applicable:
- i. The maintenance and/or enhancement of ecosystem services (Criterion 5.2) (when The Organization uses FSC ecosystem services claims);
 - ii. Environmental values and ecosystem functions including carbon sequestration and storage (Criterion 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values (Criterion 6.3);
 - iii. Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (Criterion 6.4);
 - iv. Representative Sample Areas and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.5);
 - v. Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.6);
 - vi. Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.7);
 - vii. Landscape values and the effectiveness of actions implemented to maintain and/or restore them (Criterion 6.8);
 - viii. Conversion of natural forest to plantations or conversion to non-forest (Criterion 6.9);
 - ix. The status of plantations established after 1994 (Criterion 6.10); and
 - x. High Conservation Values 1 to 4 identified in Criterion 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

Annex H Instructions for Standards Developers to develop indicators for Intact Forest Landscape core areas (Principle 9)

Note: Not applicable in Zimbabwe.

A. Threshold for vast majority

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

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

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

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

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

B. Developing Indicators for Assessing and Protecting Intact Forest Landscapes

Standard Developers shall consider the following information when developing indicators for Criteria 9.1 and 9.2.

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

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

1. The Indicators developed for the identification and designation of core areas shall:
 - a) Respect the right to Free Prior and Informed Consent of affected rights holders (Criterion 3.1 and 4.1);
 - b) Ensure the legal and customary rights of affected rights holders to use the core areas are upheld;
 - c) Ensure that core areas contain the most ecologically valuable, contiguous, and intact portions of the Intact Forest Landscapes;
 - d) Ensure the shape of core areas is designed to maximize their interior habitats.
 - e) Ensure that core areas contain habitat for rare, threatened and endangered species and other wildlife that depend on large contiguous areas of unaltered forest;
 - f) Ensure that core areas maintain or restore connectivity between core areas both within and adjacent to the Management Unit; and
 - g) Ensure that core areas are not smaller than 50,000 ha.
2. The Indicators developed for the protection of core areas shall ensure:
 - a) The legal and customary rights of affected rights holders to use the core areas are upheld;
 - b) Indigenous Peoples, traditional peoples and forest dependent communities are given priority to design and implement alternative management and conservation activities compatible with protection of core areas;
 - c) Prevention of illegal logging, windthrow, degradation, and other edge effect impacts within core areas;
 - d) Management of road construction and the intensity of other activities adjacent to core areas to prevent illegal logging, windthrow, degradation, and other edge effect impacts within core areas; and
 - e) Identification of appropriate buffer zone widths adjacent to core areas where road construction and other activities are managed to prevent edge effect impacts within the core areas.
3. The Indicators developed for the protection of core areas shall ensure intactness of core areas, considering activities that impact intactness, including commercial logging, mining, and the construction of roads, dams, and other infrastructure. Examples of management that protects the intactness of core areas include conservation zones as well as areas that may or not have legal protection such as set asides, reserves, deferrals, community reserves, and Indigenous protected areas.
4. The Indicators developed for Intact Forest Landscapes shall clarify that the portions of Intact Forest Landscapes not designated as Core Areas shall be managed to protect and/or maintain High Conservation Values Category 2.

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

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

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

Annex J High Conservation Values framework (Principle 9)

Overarching Best Available Information

The following tables show the types of overarching Best Available Information (BAI) that is applicable for assessments, strategies, and monitoring for all HCVs or specific categories of HCVs. The BAI applies to all Organizations that are not SLIMF. For SLIMFs, the BAI applies where indicated. The purpose of listing overarching BAI here is to avoid having to list it repetitively in the following sections. BAI that is more specific to individual HCV Interpretations is included in the following sections.

Best Available Information for Identifying and Assessing National or Regional HCV Interpretations		SLIMF
All HCV Categories, All Elements	Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach. High Conservation Value surveys of the Management Unit; relevant databases and maps; culturally appropriate engagement with Indigenous Peoples, affected rights holders, affected and interested stakeholders, and relevant local and regional experts; FSC Guidelines for the Implementation of Free, Prior and Informed Consent (2021); review of the results by knowledgeable expert(s) independent of The Organization.	X
HCV 2, Element 1, IFLs	Global Forest Watch Intact Forest Landscapes maps (2017) www.globalforestwatch.org , or other maps based on a more recent and accurate Intact Forest Landscapes inventory using a refined methodology.	X
HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities	Culturally appropriate engagement with local communities is the primary BAI for these elements.	X
HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples	Culturally appropriate engagement with Indigenous Peoples is the primary BAI for these elements.	X

Best Available Information for Developing Management Strategies for National or Regional HCV Interpretations		SLIMF
All HCV Categories, All Elements	<p>Identification of threats, using: Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach.</p> <p>Engagement with Indigenous Peoples affected rights holders, affected and interested stakeholders, and experts.</p>	X
HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities	Culturally appropriate engagement with local communities is the primary BAI for these elements. The “fundamentality” and “critical... importance” of the resources should also be determined through engagement.	X
HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples	Culturally appropriate engagement with Indigenous Peoples is the primary BAI for these elements. The “fundamentality” and “critical... importance” of the resources should also be determined through engagement.	X

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

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

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

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

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Concentrations of biological diversity that are significant at global, regional, or national levels:		
Protected areas, including Botanical Gardens, Botanical Reserves, National Monuments, National Parks, Nature Reserves, Protected Forests, Recreational Parks, Safari Areas, Sanctuaries, and Wilderness Areas. Also State Forests and Forest Reserves, depending on their mandates. See also RAMSAR sites (at HCV 2) and UNESCO Biosphere Reserves (at HCV 3). (Note that Mana Pools National Park/Sapi & Chewore Safari Areas, and Mosi-oa-Tunya/Victoria Falls are also World Heritage Sites.) (Per: METH, undated; Mongabay, 2022b)	For lists and maps, see Protected Areas (in References below). See also the Parks & Wildlife Management Authority.	Y
Buffer zones for protected areas, e.g., 1 km buffers.	See the Overarching BAI.	Y
Transfrontier Conservation Areas (TFCAs), i.e.: Chimanimani TFCA, Great Limpopo TFCA, Greater Mapungubwe TFCA, Kavango Zambezi TFCA, Lower Zambezi – Mana Pools TFCA, Zimbabwe-Mozambique-Zambia TFCA. (Per: PWMA, 2023; WWF, 2012)	Parks & Wildlife Management Authority. Peace Parks Foundation.	Y
Per the precautionary approach and pending further assessment: Private conservancies, e.g., Save Valley Conservancy.	See the Overarching BAI.	Y
Biodiversity Hotspots, i.e., the Eastern Afromontane Biodiversity Hotspot and Eastern Afromontane forests. (Per: USDA FS, 2020)	For a map, see GFW - Biodiversity Hotspots (in References).	Y
Key Biodiversity Areas (KBAs). (Note that KBAs poorly represented by Protected Areas include Banti Forest Reserve, Batoka Gorge,	For lists and maps, see Key Biodiversity Areas (in References).	Y

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Bvumba Highlands, Chrinda Forest, Sebakwe Poort, Wabai Hill (Debshan Ranch.)		
Other unprotected biodiversity centers, e.g.: the area southwest of Gonarezhou National Park; the Northern end of the Great Dyke; the area to the East of the Mana Pools. (Per: USDA FS, 2020)	See the Overarching BAI.	Y
Migratory staging areas, breeding areas, hibernation areas, and other significant seasonal concentrations of species.	See the Overarching BAI.	Y
Per the precautionary approach and pending further assessment: Riparian zones. (Per: SGS, 2009)	See the Overarching BAI.	Y
Element 2: Concentrations of endemic species that are significant at global, regional, or national levels:		
Endemic Bird Areas (EBAs), i.e., the Eastern Zimbabwe Mountains EBA. (Note that significant portions of the EBA are not covered by the Afromontane Biodiversity Hotspot, and vice versa.)	See Endemic Bird Areas (in References).	Y
The Chimanimani Mountains; the Eastern Highlands generally (including for trees, amphibians, and reptiles); the Great Dyke (including its serpentine grasslands); woodlands and grasslands of the Central Plateau; Northwest Zimbabwe; and the hills of the Limpopo Escarpment. (Per: METH, undated; Wikipedia, 2023; Mapura, 2002)	See Timberlake et al (2021). See also the Overarching BAI.	N
Other significant concentrations of endemic plant or animal species, e.g., populations of an endemic species that is Vulnerable, Endangered, Critically Endangered, or Near Threatened, and/or populations of multiple endemic species.	For lists of endemic species, see: IUCN Red List (in References), applicable national species lists, (e.g., Mapura (2002), Mapura et al (2002)), and other relevant lists (e.g., FOZ (2023a and 2023b)). See also the Overarching BAI.	Y

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 3: Concentrations of rare, threatened, or endangered species that are significant at global, regional, or national levels:		
Alliance for Zero Extinction (AZE) sites, if any listed. (There may be a site in the Chimanimani Mountains.)	For a map and other information, see Alliance for Zero Extinction (in References below).	Y
Areas with concentrations of RTE plants, e.g.: the Chimanimani region of the Eastern Highlands, the Limpopo-Save Lowveld, and the Limpopo escarpments. (Per: USDA FS, 2020)	See the Overarching BAI.	Y
Keystone species and other priority species, e.g.: Elephant, lion, cheetah, African wild dog, rhino, leopard, vulture, African teak. (Per: PWMA, 2023; WWF, 2012)	See the Overarching BAI.	Y
Other significant occurrences of terrestrial and freshwater plant or animal species listed by the IUCN Red List, CITES, or national species lists as Vulnerable, Endangered, Critically Endangered, or Near Threatened or the equivalent. Including occurrences of any Critically Endangered species, more than 1% of a listed species' population, several or more listed species, and/or listed species in special ecological niches, e.g., wide-ranging carnivores, keystone species, umbrella species, species with very small populations or ranges, and other conservation priority species.	For lists of rare, threatened, and endangered species, see: IUCN Red List (in References), CITES (in References), national species lists (e.g., Mapura et al (2002)), and other relevant lists (e.g., FOZ (2023a and 2023b)). For rare trees, consider also the Tree Society of Zimbabwe.	Y
(Note that TFCAs (see Element 1 above) and Refugia (HCV 3) are also likely to have concentrations of RTEs.) (Per: WWF, 2012; Byers et al, 2001)	See the Overarching BAI.	Y
Alliance for Zero Extinction (AZE) sites, if any listed. (There may be a site in the Chimanimani Mountains.)	For a map and other information, see Alliance for Zero Extinction (in References below).	Y

B. Assessments for HCV 1

National or Regional methodologies for assessing occurrences of the HCV 1 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: Identifying occurrences of the HCV 1 Interpretations listed above, along with any other HCV 1 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with Indigenous Peoples and rights-holders, and stakeholders interested in HCV conservation.	Y
For all HCV 1: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., mining, dam construction, agricultural conversion, climate change, fire, poaching, poaching-related poisonings, unsustainable fishing, invasive species (e.g., wattle, pine), grazing, wood cutting for household firewood, “farm brick” kilns, tobacco curing, and charcoal). (Per: PWMA, 2023; SGS, 2022; WWF, 2012; Mongabay, 2022, 2022a, and 2022b; METH, undated)	See the BAI in Section A and the Overarching BAI, including re. engagement.	Y
For protected areas: Confirm whether policies and practices effectively protect the area and its HCVs.	See the Overarching BAI.	Y
For Key Biodiversity Areas.	For summary descriptions of their values, see the factsheets at Key Biodiversity Areas (References).	N
For Endemic Bird Areas.	For summary descriptions of their values, see Endemic Bird Areas (in References).	N
For endemic and rare, threatened, or endangered (RTE) species.	Consider any relevant publications at PWMA – Research (in References).	N

For additional guidance in identifying and assessing HCV 1 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.1, Identification of HCV 1).

C. Strategies for Maintaining and Enhancing HCV 1

National or Regional strategies for maintaining and/or enhancing the HCV 1 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of biological diversity and the ecological communities and habitats upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the habitats and species occurrences.	See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts. Also consider relevant conservation plans, species recovery manuals, and other published information.	Y
For all HCV 1: Where enhancement is identified as the objective, measures to develop, expand, and/or restore habitats for such species.	See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts.	Y
For protected areas, TFCAs, and conservancies, consider Co-management with Indigenous Peoples and local communities; genuinely community-based eco-tourism that provides equitable and transparent benefits; and use of traditional knowledge. (Per: Mongabay, 2015; METH, undated)	Consider the experience of BioHub Trust and the Zambezi Valley Biodiversity Project. See also the Overarching BAI.	N
For protected areas, TFCAs, and conservancies, also: Prevent poaching and unauthorized and unsustainable tree cutting; work with Indigenous Peoples to provide opportunities for traditional hunting and gathering; prevent encroachment by mining, development, and agriculture. Consider use of park guards and co-monitoring with local communities and Indigenous Peoples.	See the Overarching BAI. For use of patrols (e.g., rangers), consider the experience of the Save Valley Conservancy and the International Anti-Poaching Foundation's Akashinga Program.	N
In areas adjacent to protected areas: Provide buffer zones, and	See the Overarching BAI.	Y

National or Regional strategies for maintaining and/or enhancing the HCV 1 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
<p>coordinate with protected area managers to help restrict unauthorized activities. Consider establishing Community Conservancies and other methods to help support and diversify local livelihoods. (Per: PWMA, 2023b; METH, undated)</p>		
<p>For RTE wildlife: Adopt controls and cooperative programs to prevent poaching, illegal harvest, and unsustainable harvest, including in cooperation with authorities and local communities. (Per: PWMA, 2023)</p>	<p>See the Overarching BAI. For anti-poaching and monitoring strategies, consider the experience of the African Wildlife Foundation and the Zambezi Society.</p>	<p>N</p>
<p>For Elephant, lion, cheetah, African wild dog, rhino, leopard, vulture: Also consider the species management plans published by the Parks & Wildlife Management Authority (PWMA).</p>	<p>For species plans, see PWMA – Species Plans (in References). For community/wildlife conflicts, see the PWMA, WWF Zimbabwe, and BioHub.</p>	<p>Y</p>
<p>Where wood harvest for firewood, charcoal, tobacco curing, or brick kilns is a threat: Work with local communities to support use of more efficient or alternate fuel stoves, more efficient tobacco curing methods, etc. Consider establishing firewood plantations on degraded sites where ecosystem restoration is not a priority. Per: AFW, 2023; FC, 2023b)</p>	<p>For alternate tobacco curing methods, see the African Wildlife Federation.</p>	<p>N</p>
<p>For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.</p>		

D. Monitoring for HCV 1

National or Regional methodologies for monitoring occurrences of the HCV 1 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For some HCV Interpretations and occurrences, direct indicators should be used, e.g., field surveys of flora and fauna, or surveillance with drones. For others, indirect indicators may be sufficient and more efficient, e.g., changes in the quantity and quality of habitats for RTE species.	See the Overarching BAI.	Y
Consider co-monitoring with local communities and Indigenous Peoples, including for monitoring of potential impacts and of potential illegal or unauthorized activities in the forest. Information management systems like SMART may be helpful (https://smartconservationtools.org/).	See the Overarching BAI.	Y
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2).		

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

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

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

National or Regional Interpretations of HCV 2:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Intact forest landscapes:		
Not applicable. Intact Forest Landscapes as defined in the FSC International Generic Indicators and by Global Forest Watch are not present in Zimbabwe.		
Element 2: Large landscape-level ecosystems that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:		
Important wetlands, e.g., RAMSAR sites, i.e.: Lake Chivero and Manyame; Chinhoyi Caves Recreational Park; Cleveland Dam; Driefontein Grasslands; Mana Pools National Park; Monavale Wetland; Victoria Falls National Park.	For lists and maps of RAMSAR sites, see RAMSAR Sites (in References).	Y
Native forests that, in the context of Zimbabwe, are relatively large, relatively unaffected by industrial management, and have successional stages, forest structure, and species composition similar in distribution to native forests that have experienced minimal human disturbance (traditional Indigenous management regimes notwithstanding). Not all species need be present for areas to qualify. “Large” may be understood on the order of 5,000 to 10,000 ha.	Mapping and other data on forest cover, age, succession, structure, species composition, anthropogenic disturbance, etc. See also the Overarching BAI.	N
(Note that some ecosystems listed at HCV 3 might also be relevant.)		

National or Regional Interpretations of HCV 2:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 3: Ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:		
Connectivity corridors proposed between protected areas and/or other HCV 1, HCV 2, or HCV 3 occurrences, including corridors in degraded or converted landscapes. E.g., the Sengwe Corridor (between Gonarezhou NP and Kruger and Limpopo NPs).	For examples of corridors, see the Peace Parks Foundation and PPF – Maps (in References). See also the Parks and Wildlife Management Authority and the African Wildlife Foundation. See also the Overarching BAI.	Y
Transfrontier Conservation Areas (TFCAs) (as both corridors and mosaics). (For a list of TFCAs, see HCV 1). (Per: WWF, 2012)	Peace Parks Foundation and PPF – Maps (in References). Parks and Wildlife Management Authority.	Y
The Chimanimani Biosphere Reserve (as a mosaic).	See UNESCO Biosphere Reserves (in References).	Y
Other forest ecosystems forming a significant landscape-level mosaic with other vegetation types used by a diversity of most native species.	See the Overarching BAI.	Y

B. Assessments for HCV 2

National or Regional methodologies for assessing occurrences of the HCV 2 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 2: Identifying occurrences of the HCV 2 Interpretations listed above, along with any other HCV 2 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with Indigenous Peoples and rights-holders, and stakeholders interested in HCV conservation. Also consider HCV assessors with local experience.	Y
For all HCV 2: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., mining, dam construction, agricultural conversion, conversion to settlements, unsustainable wood cutting, climate change, etc.). (Per: METH, undated)	See the BAI in Section A and the Overarching BAI, including re. engagement.	Y
For additional guidance in identifying and assessing HCV 2 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.2, Identification of HCV 2).		

C. Strategies for Maintaining and Enhancing HCV 2

National or Regional strategies for maintaining and/or enhancing the HCV 2 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
<p>For all HCV 2 Interpretations: Strategies that fully maintain the extent and intactness of the forest ecosystems and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact natural forest ecosystems. Examples include protection zones and set-aside areas, with any commercial activity in areas that are not set-aside being limited to low-intensity operations that fully maintain forest structure, composition, regeneration, and disturbance patterns at all times.</p>	<p>See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts.</p>	<p>Y</p>
<p>For all HCV 2: Where enhancement is identified as the objective, measures to restore and reconnect forest ecosystems, their intactness, and habitats that support natural biological diversity are in place.</p>	<p>See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts.</p>	<p>Y</p>
<p>For RAMSAR Sites and TFCAs: Consider co-management with Indigenous Peoples and local communities; see HCV 1 for more detail.</p>	<p>See the BAI for HCV 1.</p>	<p>Y</p>
<p>Where wood cutting is a threat: See the Strategies for HCV 1.</p>	<p>See the BAI for HCV 1.</p>	<p>Y</p>
<p>For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2), including with regard to the overall process for developing strategies.</p>		

D. Monitoring for HCV 2

National or Regional methodologies for monitoring occurrences of the HCV 2 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 2 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also, consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For some HCV 2 occurrences, remote surveillance with drones or satellite imagery may be helpful. If satellite imagery is used, it should be of sufficient resolution to detect below-the-canopy conditions where relevant.	See the Overarching BAI.	Y
Consider co-monitoring with local communities and Indigenous Peoples; see HCV 1 for more details.	See the Overarching BAI.	Y
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2).		

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

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

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

National or Regional Interpretations of HCV 3:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Rare, threatened, or endangered ecosystems:		
Fromontane forests; the “mist” forests of the Vumba mountains; and other forests in the Eastern Highlands. (Per: USDA FS, 2020)	See the Overarching BAI.	Y
Primary forests and woodlands. (Per: WWF, 2012)	For a coarse map, see Global Forest Watch - Primary Forest (in References). (Note the map data is from 2001 and ground truthing is likely required. Some primary forests might also not be covered in the map.) See also the Overarching BAI.	Y
Wetlands and wet grasslands. (Per: WWF, 2012)	See the Overarching BAI.	Y
UNESCO Biosphere Reserves, i.e.: Middle Zambezi Biosphere Reserve and Chimanimani Biosphere Reserve.	See UNESCO Biosphere Reserves (in References)	Y
Per the precautionary approach and pending further assessment: Ecological communities on Inselbergs.	See the Overarching BAI.	Y
Per the precautionary approach and pending further assessment: Teak, miombo, mopane, and Cryptosepalum forests, woodlands, and habitats. (Note that Central and Eastern Miombo Woodlands is also a WWF Global 200 Ecoregion.) (Per: WWF, 2012)	See the Overarching BAI.	Y
Other ecosystems that are threatened, greatly reduced in extent or function, or poorly protected at bioregional scales.	See the Overarching BAI.	Y
Element 2: Rare, threatened, or endangered habitats:		

National or Regional Interpretations of HCV 3:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Habitats and habitat features that are vulnerable and/or important to HCV 1 biodiversity or species, e.g., Zambezi Transfrontier Conservation Area (KAZA) (for elephant, etc.). (Per: IUCN, 2021)	See the Interpretations for HCV 1. Peace Parks Foundation. Parks and Wildlife Management Authority. See also the Overarching BAI	Y
Per the precautionary approach and pending further assessment: protected areas, TFCAs, and conservancies should be considered to include RTE habitats. (See HCV 1.)	See the Interpretations for HCV 1.	Y
Other rare, threatened, or endangered habitats	See the Overarching BAI.	Y
(Note that RTE ecosystems listed above may also be RTE habitats.)	See Element 1 above.	Y
Element 3: Refugia:		
Sacred sites, sites protected by taboo, protected archaeological sites, and other areas where activities have been restricted and RTE species and other values are likely to persist. (Per: SGS, 2009; Byers et al, 2001; Yes, 2022)	See the Overarching BAI.	Y
Isolated or inaccessible areas or features (e.g., Inselbergs) where significant human disturbance has been precluded, or that are especially resilient to climate change, enabling native biodiversity to survive.	See the Overarching BAI.	Y
(Note that protected areas and areas important to migratory species may also be refugia; see HCV 1.)	See the Interpretations for HCV 1.	Y

B. Assessments for HCV 3

National or Regional methodologies for assessing occurrences of the HCV 3 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 3: Identifying occurrences of the HCV 3 Interpretations listed above, along with any other HCV 3 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with Indigenous Peoples and rights-holders, and stakeholders interested in HCV conservation. Also consider HCV assessors with local experience.	Y
For all HCV 3: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., agricultural conversion, conversion to settlements, mining, biofuel development, invasive species, climate change, fire, wood cutting for household firewood, “farm brick” kilns, tobacco curing, and charcoal). (Per: FC, 2023; WWF, 2012; Wikipedia, 2023b; Mongabay, 2022; METH, undated)	See the BAI in Section A and the Overarching BAI, including re. engagement.	Y
For RTE ecosystems and habitats.	Consider any relevant publications at PWMA – Research (see References)	Y
For additional guidance in identifying and assessing HCV 3 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.3, Identification of HCV 3).		

C. Strategies for Maintaining and Enhancing HCV 3

National or Regional strategies for maintaining and/or enhancing the HCV 3 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 3 Interpretations: Strategies that fully maintain the extent and integrity of rare or threatened ecosystems, habitats, or refugia.	See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts.	Y
For all HCV 3: Where enhancement is identified as the objective, measures to restore and/or develop rare or threatened ecosystems, habitats, or refugia are in place.	See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts.	Y
For protected areas, TFCAs, and conservancies: Consider co-management with Indigenous Peoples and local communities; see the Strategies for HCV 1 for more detail.	See the BAI for HCV 1.	Y
Where wood cutting is a threat: See the Strategies for HCV 1.	See the BAI for HCV 1.	Y
Where ecosystems are threatened by fires: Manage for fire regimes of natural intensity. Reduce and prevent more intensive fires, including by addressing drivers of excessive fires.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.		

D. Monitoring for HCV 3

National or Regional methodologies for monitoring occurrences of the HCV 3 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 3 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For some HCV Interpretations and occurrences, direct indicators should be used, e.g., field surveys of the extent and condition of ecosystems and habitat. For others, indirect indicators may be sufficient and more efficient, e.g., monitoring of indicator species.	See the Overarching BAI.	Y
If satellite imagery is used, it should be of sufficient resolution to detect below-the-canopy conditions and forest degradation.	See the Overarching BAI.	Y
For terrestrial and aquatic ecosystems and habitats.	Consider the expertise at the Terrestrial and Aquatic Ecology Units of the PWMA.	Y
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1 and the example monitoring techniques in Annex 2).		

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

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

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

National or Regional Interpretations of HCV 4:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Water catchments in critical situations:		
Watersheds, streams, rivers, and other water sources relied upon by Indigenous Peoples and other communities for drinking water, irrigation, or other daily uses, or that are otherwise a priority for water provisioning. (See also HCV 5.)	See the BAI for HCV 5.	Y
The Vumba Mountains and other mountains that are critical river headwaters. (Per: COM, 2017)	See the Overarching BAI.	Y
RAMSAR sites. (For a list of sites, see HCV 2).	See RAMSAR sites (in References).	Y
Per the precautionary approach and pending further assessment: Other watercourses, waterbodies, and riparian areas. (Per: SGS, 2022)	See the Overarching BAI.	Y
Other water catchments in critical situations, e.g., areas important for groundwater recharge.	Consider listings of water catchments or downstream water uses, hydrological maps, etc. Consider consulting with hydrologists or other experts.	N
Element 2: Control of erosion of vulnerable soils and slopes in critical situations:		
Erosion vulnerable areas, e.g.: miombo forests; slopes along rivers. (Per: WWF, 2021)	Soil maps, maps of erodible soils. Field observations/surveys of steep slopes, vulnerable soils etc. Consultation with geologists or local experts, authorities, and communities.	N

National or Regional Interpretations of HCV 4:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Landslide prone areas, and other vulnerable soils and slopes in critical situations, if any.	Maps of steep and/or, unstable soils, flood risk maps. Field observations/surveys of steep slopes, vulnerable soils etc. Consider consultation with communities, geologists, or other local experts.	N
Element 3: Other ecosystem services in critical situations:		
Provision of food, water, and shelter to local communities and Indigenous Peoples. (See also HCV 5.)	See the BAI for HCV 5.	Y
Wildlife tourism that is equitably, transparently, and financially supportive of local communities and Indigenous Peoples.	See the Overarching BAI.	Y
Other ecosystem services in critical situations, e.g., high carbon forest sites and other ecosystems (e.g., peat) that are especially valuable for carbon storage and sequestration. (Per: FC, 2023; USDA FS, 2020)	See the Overarching BAI. For coarse-scale maps of global peatlands, see GFW – Peatlands (in References).	N

B. Assessments for HCV 4

National or Regional methodologies for assessing occurrences of the HCV 4 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 4: Identifying occurrences of the HCV 4 Interpretations listed above, along with any other HCV 4 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with Indigenous Peoples and rights-holders, and stakeholders interested in HCV conservation.	Y
For all HCV 4: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., mining, dam construction, fire, climate change, etc.). (Per: WWF, 2012)	See the BAI in Section A and the Overarching BAI, including re. engagement.	Y
For water catchments and other ecosystem services critical to local communities or Indigenous Peoples.	See the BAI for HCV 5.	Y
For various ecosystem services.	See the Overarching BAI. Consider the Toolkit for Ecosystem Services Site-Based Assessment (TESSA), per Birdlife Zimbabwe. The FSC Ecosystem Services Procedure (FSC, 2021b) may also be helpful in some situations.	N
For additional guidance in identifying and assessing HCV 4 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.4, Identification of HCV 4).		

C. Strategies for Maintaining and Enhancing HCV 4

National or Regional strategies for maintaining and/or enhancing the HCV 4 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For 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: 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.	See the Overarching BAI, including re. engagement with Indigenous Peoples, rights-holders, stakeholders, and experts. For additional considerations, see: FSC (2020a) and HCVRN (2018) (e.g., Part 2, including section 2.3.4).	Y
For climate regulation: Strategies to maintain or enhance carbon sequestration and storage are in place.	See the Overarching BAI.	Y
For RAMSAR Sites: See the Strategies at HCV 2.	See the BAI at HCV 2.	Y
For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.		

D. Monitoring for HCV 4

National or Regional methodologies for monitoring occurrences of the HCV 4 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 4 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y

For water quality and quantity, soils, and other ecosystem services: See Annex B of FSC (2021b) for basic factors to consider monitoring.

For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2).

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

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

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

National or Regional Interpretations of HCV 5:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Sites and resources fundamental for satisfying the basic necessities of local communities (for livelihoods, health, nutrition, water, etc.):		
Watersheds, rivers, streams, and other water sources relied upon for drinking, other daily use, or irrigation.	Culturally appropriate engagement with the local communities.	Y
Hunting grounds, fisheries, fuelwood, plants, beekeeping trees, and sites used for harvest of medicinals, thatch and other building materials, Baobab pulp, wild fruits (e.g., Mazhanje [Uapca kirkiana], matamba [Strychnos], matohwe), honey, mopane worms, and other resources for subsistence and livelihoods in local communities, including in miombo and mopane woodlands. (Not inclusive of poaching, illegal harvest, unsustainable harvest levels, or harvest that significantly harms RTEs or other HCVs.) (Per: USDA FS, 2020; Mongabay, 2022 and 2022b; Yes, 2022)	Culturally appropriate engagement with the local communities.	Y
Other sites and resources from which local communities satisfy basic needs.	Culturally appropriate engagement with the local communities.	Y
Opportunities for genuinely community-based and community-beneficial eco-tourism, especially where other opportunities for ecologically sustainable revenue generation are limited. (Per: PWMA, 2023;	The local communities. The Parks and Wildlife Management Authority. See also the Overarching BAI.	N

National or Regional Interpretations of HCV 5:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
WWF, 2012; Mongabay, 2015; METH, undated)		
The Chimanimani Biosphere Reserve.	See UNESCO Biosphere Reserves (in References).	Y
For all HCV Interpretations.	Supplemental BAI may include: databases and maps; community development organizations and professionals; and sociologists and other experts. See also the Overarching BAI.	
Element 2: Sites and resources fundamental for satisfying the basic necessities of Indigenous Peoples (for livelihoods, health, nutrition, water, etc.):		
Water sources relied upon for drinking, other daily use, or irrigation.	Culturally appropriate engagement with the Indigenous Peoples.	Y
Hunting grounds, foraging sites, fisheries, fuelwood, plants, and growing areas used for subsistence and livelihoods. (Not inclusive of poaching, illegal harvest, unsustainable harvest levels, or harvest that significantly harms RTEs or other HCVs.)	Culturally appropriate engagement with the Indigenous Peoples.	Y
Other sites and resources used by Indigenous Peoples to satisfy basic, traditional needs.	Culturally appropriate engagement with the Indigenous Peoples.	Y
For all HCV Interpretations.	Supplemental BAI may include: databases and maps; organizations that represent or provide services for Indigenous Peoples; and anthropologists and other experts. See also the Overarching BAI.	N

B. Assessments for HCV 5

National or Regional methodologies for assessing occurrences of the HCV 5 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 5: Identifying occurrences of the HCV 5 Interpretations listed above, along with any other HCV 5 occurrences, is the first, essential part of assessments.	Culturally appropriate engagement with local communities and Indigenous Peoples is the primary BAI. For supplemental BAI, see Section A and the Overarching BAI.	Y
For all HCV 5: Other assessment elements include: engaging with stakeholders interested in HCV conservation, and identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., mining, dam construction, climate change, etc.).	Culturally appropriate engagement with local communities and Indigenous Peoples is the primary BAI. For supplemental BAI, see Section A and the Overarching BAI.	Y
For all HCV 5 Interpretations: Consider conducting participatory mapping with the local communities or Indigenous Peoples. Consider doing the mapping early in the overall HCV and management planning process, to avoid disturbing culturally sensitive sites. Also consider initiating FPIC conversations before the mapping and assessment process.	The local communities and Indigenous Peoples.	Y
For values related to Indigenous Peoples: Assessments should not assume that existing laws or practices recognize or respect Indigenous Peoples or their rights. (Per: IWGIA, 2019; Minority Rights, 2018b and 2018c; The Independent, 2022)	See the Overarching BAI.	Y
For values related to Indigenous Peoples: In addition to currently used sites, assessments may need to consider sites that were important prior to dislocations. (Per: IWGIA, 2019; Minority Rights, 2018b and 2018c; The Independent, 2022)	See the Overarching BAI.	Y

For additional guidance in identifying and assessing HCV 5, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.5, Identification of HCV 5).

C. Strategies for Maintaining and Enhancing HCV 5

National or Regional strategies for maintaining and/or enhancing the HCV 5 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 5 Interpretations: 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.	Culturally appropriate engagement with local communities and Indigenous Peoples is the primary BAI; see the Overarching BAI for more detail. For supplemental BAI, see Section A and the Overarching BAI.	Y
For all HCV 5 Interpretations: Consider designating community or Indigenous Peoples' usage areas, through a participatory process with local leaders. Management should be limited to sustainable levels of harvest/use. Also consider supporting related value-added community enterprises (e.g., honey production).	See the Overarching BAI.	Y
Where Indigenous Peoples rely on hunting, or need to rely on it: Consider issuing subsistence hunting licenses.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2).		

D. Monitoring for HCV 5

National or Regional methodologies for monitoring occurrences of the HCV 5 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 5 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For all HCV 5 Interpretations: Monitoring conducted by or with the local communities or Indigenous Peoples, or using methodologies developed in cooperation with them through culturally appropriate engagement. Monitoring not conducted by the local communities or Indigenous Peoples should be validated by them.	See the Overarching BAI.	Y
For all HCV 5 Interpretations: Factors to consider monitoring include the condition of the sites and resources, whether access is sufficient, whether use levels are sustainable, and the extent and nature of any conflicts regarding the HCV occurrences.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3 and the resources in Annex 1).		

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

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

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

National or Regional Interpretations of HCV 6:	Best Available Information for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance:		
World Heritage sites and proposed World Heritage sites, i.e.: Great Zimbabwe National Monument, Khami Ruins National Monument, Matobo Hills, Mosi-oa-Tunya/Victoria Falls, Naletale Cluster of Dzimbabwes (proposed), Ziwa National Monument (proposed).	See World Heritage (in References).	Y
The Chimanimani Biosphere Reserve (for archaeological values).	See UNESCO Biosphere Reserves (in References).	Y
Other National Monuments.	National Monuments and Museums.	Y
Other internationally or nationally important cultural, archaeological, or historical sites, resources, habitats, or landscapes	Databases and expert organizations, e.g., museums, archaeologists, anthropologists. See also the Overarching BAI.	Y
Element 2: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities:		
Grave sites, sacred forests, sacred hills, sites protected by taboo, historical sites. (Per: SGS, 2022; USDA FS, 2022; Byers et al, 2001; Yes, 2022)	Culturally appropriate engagement with the local communities.	Y
Other sites, resources, habitats, or landscapes of cultural, ecological, economic, or religious/sacred importance to local communities.	Culturally appropriate engagement with the local communities.	Y

National or Regional Interpretations of HCV 6:	Best Available Information for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
For all Interpretations.	Supplemental BAI may include: databases and maps; community development organizations and other experts. See also the Overarching BAI.	N
Element 3: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of Indigenous Peoples:		
Sites, resources, habitats, or landscapes of cultural, ecological, economic, or religious/sacred importance to Indigenous Peoples, including but not limited to: plants, animals, and sites used for traditional ceremonies.	Culturally appropriate engagement with the Indigenous Peoples.	Y
(Note that some of the examples listed for Element 2 may also be relevant for Indigenous Peoples.)		
For all Interpretations.	Supplemental BAI may include: databases; organizations that represent or provide services for Indigenous Peoples; and archaeologists, anthropologists, and other experts. See also the Overarching BAI.	N

B. Assessments for HCV 6

National or Regional methodologies for assessing occurrences of the HCV 6 Interpretations:	Best Available Information for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 6: Identifying occurrences of the HCV 6 Interpretations listed above, along with any other HCV 6 occurrences, is the first, essential part of assessments.	For Elements 2 and 3, HCVs important to local communities and Indigenous Peoples, and culturally appropriate engagement with the communities and Indigenous Peoples is the primary BAI. For Element 1 and supplemental BAI for Elements 2 and 3, see Section A and the Overarching BAI.	Y
For all HCV 6: Other assessment elements include: engaging with stakeholders interested in HCV conservation; and identifying HCV Areas, the condition of the HCVs,	The BAI in Section A and the Overarching BAI.	Y

National or Regional methodologies for assessing occurrences of the HCV 6 Interpretations:	Best Available Information for assessing occurrences:	BAI also applies to SLIMF?
and threats to the HCVs. Potential threats include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., mining, dam construction, etc.).		
For Elements 2 and 3, HCVs important to communities and Indigenous Peoples: Consider interactive mapping with the local communities and the Indigenous Peoples. Consider doing the mapping early in the overall HCV and management planning process, to avoid disturbing culturally sensitive sites. Also, consider initiating FPIC conversations before the mapping and assessment process.	The communities and Indigenous Peoples, including elders or other members who may have knowledge of sites whose secrecy is to be guarded, e.g., grave sites, sacred sites, etc.	Y
For sites and resources related to Indigenous Peoples: Assessments should not assume that existing laws or practices recognize or respect Indigenous Peoples or their rights. (Per: IWGIA, 2019; Minority Rights, 2018b and 2018c; The Independent, 2022)	See the Overarching BAI.	Y
For values related to Indigenous Peoples: In addition to currently used sites, assessments may need to consider sites that were important prior to dislocations. (Per: IWGIA, 2019; Minority Rights, 2018b and 2018c; The Independent, 2022)	See the Overarching BAI.	Y
For additional guidance in identifying and assessing HCV 6, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.6, Identification of HCV 6).		

C. Strategies for Maintaining and Enhancing HCV 6

National or Regional strategies for maintaining and/or enhancing the HCV 6 Interpretations:	Best Available Information for management strategies:	BAI also applies to SLIMF?
For HCV occurrences related to Indigenous Peoples and/or local communities: Strategies to protect the cultural values are developed in cooperation with representatives and members of the local communities and the Indigenous Peoples.	Culturally appropriate engagement with local communities and Indigenous Peoples is the primary BAI; see the Overarching BAI for more detail. For supplemental BAI, see Section A and the Overarching BAI.	Y
For HCV occurrences related to Indigenous Peoples and/or local communities: Identify, protect, buffer, or otherwise appropriately manage the sites and resources, as well the routes connecting these areas to communities or other inhabitations. Where relevant, maintain the sites' secrecy.	See the Overarching BAI.	Y
For other HCV occurrences identified primarily due to historical or archaeological significance: Strategies are based on Best Available Information, and considered effective for maintaining and/or enhancing the HCV.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging Indigenous Peoples and communities, and HCVRN (2018) (e.g., Part 2).		

D. Monitoring for HCV 6

National or Regional methodologies for monitoring occurrences of the HCV 6 Interpretations:	Best Available Information for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 6 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For HCV occurrences related to local communities or Indigenous Peoples: Monitoring conducted by or with the local communities or Indigenous Peoples, or using methodologies developed in cooperation with them through culturally appropriate engagement. Monitoring not conducted by the local communities or Indigenous Peoples should be validated by them.	See the Overarching BAI.	Y
For all HCV 6 Interpretations: Factors to consider monitoring include the condition of the sites and resources, whether access is sufficient where appropriate, whether the secrecy of the sites is protected where appropriate, and the extent and nature of any conflicts regarding the HCV occurrences	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3), and the resources in Annex 1).		

Examples of Relevant Stakeholders and Experts

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

Environmental Stakeholders:

- Bhejane Trust
- Birdlife Zimbabwe
- Centre for Natural Resource Governance (CNRG)
- Friends of the Vumba
- Painted Dog Conservation
- Speak Out for Animals (SOFA)
- World Wildlife Fund, Zimbabwe
- Zambezi Society

Social Stakeholders and Community Development Organizations:

- BioHub Trust
- Chibememe Earth Healing Association (CHIEHA)
- Institute for Community Development in Zimbabwe (ICODZIM)
- Natural Justice

Indigenous Peoples Organizations:

- Mhakwe Heritage Foundation Trust
- Natural Justice
- Tsoro-o-tso San Development Trust (TSDT)

Other Expert Organizations – Environmental:

- African Wildlife Foundation
- Biodiversity Foundation for Africa
- Department of Forest Resources and Wildlife Management, NUST
- IUCN, Zimbabwe
- Midlands State University
- National Botanical Gardens
- National University of Science and Technology (NUST)
- Department of Archaeology, Natural History Museum of Zimbabwe
- Peace Parks Foundation
- Southern African Botanical Diversity Network (SABONET)
- Tree Society of Zimbabwe
- University of Zimbabwe

Other Expert Organizations – Social:

(None identified)

Government Agencies:

- Environmental Management Agency (EMA), Ministry of Environment, Water, and Climate (MEWC)
- Forestry Commission (FC) (Parastatal of Ministry of Environment, Climate, Tourism and Hospitality)
- National Museums and Monuments (NMM), (Parastatal)
- Parks and Wildlife Management Authority (PWMA), Ministry of Environment, Water, and Climate (MEWC)

References

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

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- Alliance for Zero Extinction. For a map of sites and links to basic information, see <https://zeroextinction.org/site-identification/2018-global-aze-map/> and select “Zimbabwe” as the country.

For the possible Chimanimani Mountains site, click on “Alliance for Zero Extinction” at the “Biodiversity” tab at: <https://www.globalforestwatch.org/map/>.
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- FSC. 2021b. Ecosystem Services Procedure: Impact Demonstration and Market Tools. FSC-PRO-30-006 V1-2. <https://connect.fsc.org/document-centre/documents/resource/316>.
- GFW – Biodiversity Hotspots. Click on “Biodiversity Hotspots” at the “Biodiversity” tab at: <https://www.globalforestwatch.org/map/>.
- GFW – Peatlands. Click on “Global Peatlands” at the “Land Cover” tab at: <https://www.globalforestwatch.org/map/>.
- GFW – Primary Forest. Click on “Primary Forest” at the “Land Cover” tab at: <https://www.globalforestwatch.org/map/>.
- HCVRN. 2017. Common Guidance for the Identification of High Conservation Values. High Conservation Value Resource Network. October 2013, amended September, 2017. <https://hcvnetwork.org/library/common-guidance-for-the-identification-of-high-conservation-values/>.
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Annex K International Generic Indicators for the use and risk management of highly hazardous pesticides

- 10.7.11 A trend of replacement, reduction and/or removal of highly hazardous pesticides over time is demonstrated, or continued use is justified.
- 10.7.12 Control measures are proactively considered and/or implemented based on the likely impacts of the targeted pest, weed or disease and any intervention threshold to avoid unacceptable impacts on economic, environmental or social values.
- 10.7.13 Programmes are in place that have specific actions, timelines, targets and resources allocated to conduct, or support, research to identify and test less hazardous alternatives to replace FSC highly restricted highly hazardous pesticides and restricted highly hazardous pesticides.

Guidance note: Less hazardous alternatives may include changes to management practices, species choice and tree breeding, biological control agents, non-chemical pesticides or other chemical pesticides.

- 10.7.14 Risk mitigation measures prioritise avoiding exposure of workers, affected stakeholders and/or environmental values to highly hazardous pesticides.
- 10.7.15 Risk mitigation measures for workers include the use of appropriate personal protective equipment consistent with <FSC-POL-30-001b Personal Protective Equipment>.
- 10.7.16 A pesticides buffer zone is established where a highly hazardous pesticide and/or application method requires one to ensure the protection of environmental values and social values.
- 10.7.17 An exclusion zone is established where a highly hazardous pesticide and/or application method requires one, as instructed by the label or other applicable sources, to avoid workers and affected stakeholders from being exposed to harm.
- 10.7.18 The location and duration of such an exclusion zone is communicated in a culturally appropriate manner.
- 10.7.19 Training programmes (see Criterion 2.5) for the use of highly hazardous pesticides include informing workers of known risks to human health and environmental values, and mitigation measures identified in the Environmental and Social Risk Assessment.
- 10.7.20 The implementation of risk mitigation measures is monitored.
- 10.7.21 The exposure of individual workers to highly hazardous pesticides is monitored.

Guidance note: Examples of monitoring approaches can include:

- Records of highly hazardous pesticide applications,
 - Checks on correct personal protective equipment use,
 - Records of reported or observed health effects,
 - Medical biomonitoring.
- 10.7.22 Environmental impacts of highly hazardous pesticide use and changes in environmental condition are monitored.

Guidance note: Examples of monitoring approaches can include:

- Records of highly hazardous pesticide applications,
- Records of reported or observed environmental impacts,
- Environmental biomonitoring, e.g., using trigger values for particular organisms or groups of organisms.

- 10.7.23 Environmental and Social Risk Assessment(s), site operational plans, and site-specific risk mitigation and monitoring measures are consistent with safety data sheets (MSDS) and chemical label instructions.
- 10.7.24 Based on monitoring results, corrective action is taken where mitigation measures are not implemented as appropriate, or are not effective in managing risks to human health and environmental values.
- 10.7.25 Harm caused to workers and affected stakeholders by over-exposure to highly hazardous pesticide is treated. When treatment is not possible, fair compensation is provided.
- 10.7.26 Damage caused to environmental values by highly hazardous pesticides is repaired. When repairing damage is not possible, fair compensation is provided.
- 10.7.27 When highly hazardous pesticides are used in an emergency or by government order, use conforms with the procedure for the exceptional use of prohibited highly hazardous pesticides in Annex 3 of <FSC-POL-30-001 FSC Pesticides Policy>.

Guidance note: While Annex 3 of the FSC Pesticides Policy addresses the use of Prohibited highly hazardous pesticides in emergency situations or by government orders, this indicator allows certificate holders to apply the same procedure to restricted highly hazardous pesticides and highly restricted highly hazardous pesticides in these situations, providing a window of thirty (30) days after starting the use of the chemical pesticide in which to complete a site specific Environmental and Social Risk Assessment.

Table. Reference Documents of HHP:

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

Reference Document	HC 1	HC 2	HC 3	HC 4	HC 5	HC 6	HC 7	HC 8	HC 9	HC 10
FSC POL-30-001a FSC Lists of highly hazardous pesticides (FSC)	All	All	All	All	All	All	All	All	All	All
Global Harmonized System of Classification and Labelling of Chemicals (UN)	Pt. 3 Ch 3.1, 3.5, 3.9 & Pt. 4 Ch. 4.2	Pt. 3, Ch. 3.1	Pt. 3, Ch. 3.6	Pt. 3, Ch. 3.5	Pt. 3, Ch. 3.7	Pt. 3, Ch. 3.9			Pt. 3, Ch. 3.8	Pt. 3, Pt. 4
The WHO Recommended Classification of Pesticides by Hazard and Guidelines to Classification (WHO, IPCS & IOMC)	Tbl. 1, 6, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 4, 7				
International tools for preventing local pesticide problems: A consolidated guide to chemical codes and conventions (ECSPHR)	Sec. 3, Sec. 5.2.1		Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6	Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6						
International Code of Conduct on Pesticide Management. Guidelines for personal protection when handling and applying pesticides (FAO & WHO)	Pt. 1, Sec. 1.1, 1.3,	Pt. 1, Sec. 1.1, 1.3,	Pt. 1, Sec. 1.1, 1.3,	Pt. 1, Sec. 1.1, 1.3,	Pt. 1, Sec. 1.1, 1.3,	Pt. 1, Sec. 1.1, 1.3,				

Reference Document	HC 1	HC 2	HC 3	HC 4	HC 5	HC 6	HC 7	HC 8	HC 9	HC 10
	1.4 & Annex 6	1.4 & Annex 6	1.4 & Annex 6	1.4 & Annex 6	1.4 & Annex 6	1.4 & Annex 6				
International Code of Conduct on Pesticide Management. Guidelines on Highly Hazardous Pesticides (FAO & WHO)		Ch. 2,3 & 6			Ch. 2,3 & 6	Ch. 2,3 & 6				
Considerations of assessing the risks of combined exposure to multiple chemicals. Series on testing and assessment. No 296. 2018 (OECD)							Ch. 7			
WHO IPCS Integrated Risk Assessment (WHO)							All	Ch. 7		
Metabolites impact on non – target arthropods and pollinators								All		
International Code of Practice for use of pesticides (WHO)									All	All
Strategic Approach to International Chemicals management (UNEP)									All	All

Annex L Glossary of terms

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

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

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

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

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

Additionality:

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

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

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

Affected Rights Holder: Persons and groups, including Indigenous Peoples, traditional peoples and local communities with legal or customary rights whose free, prior and informed consent is required to determine management decisions.

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

- Local communities
- Indigenous Peoples
- Workers
- Forest dwellers
- Neighbours
- Downstream landowners

- Local processors
- Local businesses
- Tenure and use rights holders, including landowners
- Organizations authorized or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labour unions, etc.

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

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

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

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

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

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

Binding Agreement: A deal or pact, written or not, which is compulsory to its signatories and enforceable by law. Parties involved in the agreement do so freely and accept it voluntarily.

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

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

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

Child: any person under the age of 18 (ILO Convention 182, Article 2).

Collective bargaining: a voluntary negotiation process between employers or employers' organization and workers' organization, with a view to the regulation of terms and conditions of employment by means of collective agreements (ILO Convention 98, Article 4).

Confidential information: Private facts, data and content that, if made publicly available, might put at risk The Organization, its business interests or its relationships with stakeholders, clients and competitors.

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

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

Conservation Areas Network: Those portions of the Management Unit for which conservation is the primary and, in some circumstances, exclusive objective; such areas include representative sample areas, conservation zones, protection areas, connectivity areas and High Conservation Value Areas.

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

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

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

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

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

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

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

Core area: The portion of each Intact Forest Landscape designated to contain the most important cultural and ecological values. Core areas are managed to exclude industrial activity. Core Areas meet or exceed the definition of Intact Forest Landscape.

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

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

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

Culturally appropriate [mechanisms]: Means/approaches for outreach to target groups that are in harmony with the customs, values, sensitivities, and ways of life of the target audience.

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

Customary rights: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit (Source: FSC-STD-01-001 V5-2).

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

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

Discrimination: includes- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, sexual orientation, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; b) such other

distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organization where such exist, and with other appropriate bodies (adapted from ILO Convention 111, Article1). 'Sexual orientation' was added to the definition provided in Convention 111, as it has been identified as an additional type of discrimination which may occur.

Dispute: for the purpose of the IGI, this is an expression of dissatisfaction by any person or organization presented as a complaint to The Organization, relating to its management activities or its conformity with the FSC Principles and Criteria, where a response is expected (Source: based on FSC-PRO-01-005 V3-0 Processing Appeals).

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

Dispute of substantial magnitude For the purpose of the International Generic Indicators, a dispute of substantial magnitude is a dispute that involves one or more of the following:

- Affects the legal or customary rights of Indigenous Peoples and local communities;
- Where the negative impact of management activities is of such a scale that it cannot be reversed or mitigated;
- Physical violence;
- Destruction of property;
- Presence of military bodies;
- Acts of intimidation against forest workers and stakeholders.

This list should be adapted or expanded by Standard Developers.

Due consideration: To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (Black's Law Dictionary, 1979).

Economic viability: The capability of developing and surviving as a relatively independent social, economic or political unit. Economic viability may require but is not synonymous with profitability (Source: Based on the definition provided on the website of the European Environment Agency).

Eco-regional: Large unit of land or water containing a geographically distinct assemblage of species, natural communities, and environmental conditions (Source: WWF Global 200. http://wwf.panda.org/about_our_earth/ecoregions/about/what_is_an_ecoregion/).

Ecosystem: A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit (Source: Convention on Biological Diversity 1992, Article 2).

Ecosystem function: An intrinsic ecosystem characteristic related to the set of conditions and processes whereby an ecosystem maintains its integrity (such as primary productivity, food chain, biogeochemical cycles). Ecosystem functions include such processes as decomposition, production, nutrient cycling, and fluxes of nutrients and energy. For FSC purposes, this definition includes ecological and evolutionary processes such as gene flow and disturbance regimes, regeneration cycles and ecological seral development (succession) stages. (Source: Based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC; and R.F. Noss. 1990. Indicators for monitoring biodiversity: a hierarchical approach. Conservation Biology 4(4):355–364).

Ecosystem services: The benefits people obtain from ecosystems. These include:

- provisioning services such as food, forest products and water;
- regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- supporting services such as soil formation and nutrient cycling; and
- cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits.

(Source: Based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC).

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

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

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

Employment and Occupation: includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (ILO Convention 111, Article1.3).

Engaging / engagement: The process by which The Organization communicates, consults and/or provides for the participation of interested and/or affected stakeholders ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and updating of the management plan (Source: FSC-STD-01-001 V5-2).

Environmental and social risk assessment (ESRA): A process to predict, assess and review the likely or actual environmental and social effects of a well-defined action, evaluate alternatives, and design appropriate mitigation, management and monitoring measures.

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

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

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

Environmental Impact Assessment (EIA): Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome,-STD-01-001 V5-2).

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

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

- atmosphere;
- landscape values (including cultural and spiritual values).

The actual worth attributed to these elements depends on human and societal perceptions (Source: FSC-STD-01-001 V5-2).

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

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

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

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

Externalities: The positive and negative impacts of activities on stakeholders that are not directly involved in those activities, or on a natural resource or the environment, which do not usually enter standard cost accounting systems, such that the market prices of the products of those activities do not reflect the full costs or benefits (Source: FSC-STD-01-001 V5-2).

Fair compensation: Remuneration that is proportionate to the magnitude and type of services rendered by another party or of the harm that is attributable to the first party.

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

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

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

Forced or compulsory labour: work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself/ herself voluntarily (ILO Convention 29, Article 2.1)

Forest: A tract of land dominated by trees (Source: FSC-STD-01-001 V5-0. Derived from FSC Guidelines for Certification Bodies, Scope of Forest Certification, Section 2.1 first published in 1998, and revised as FSC-GUI-20-200 in 2005, and revised again in 2010 as FSC-DIR-20-007 FSC Directive on Forest Management Evaluations, ADVICE-20-007-01).

Formal and informal workers organization: association or union of workers, whether recognized by law or by The Organization or neither, which have the aim of promoting workers rights and to represent workers in dealings with The Organization particularly regarding working conditions and compensation.

Fragmentation: The process of dividing habitats into smaller patches, which results in the loss of original habitat, loss in connectivity, reduction in patch size, and increasing isolation of patches. Fragmentation is considered to be one of the single most important factors leading to loss of native species, especially in forested landscapes, and one of the primary causes of the present extinction crisis. In reference to Intact

Forest Landscapes, the fragmentation of concern is understood to be that caused by human industrial activities. (SOURCE: Adapted from: Gerald E. Heilman, Jr. James R. Strittholt Nicholas C. Slosser Dominick A. Dellasala, BioScience (2002) 52 (5): 411-422.)

Free, Prior, and Informed Consent (FPIC): A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval (Source: Based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

FSC Transaction: Purchase or sale of products with FSC claims on sales documents (Source: ADV-40-004-14).

Gender equality: Gender equality or gender equity means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development (Source: Adapted from FAO, IFAD and ILO workshop on 'Gaps, trends and current research in gender dimensions of agricultural and rural employment: differentiated pathways out of poverty', Rome, 31 March to 2 April 2009.).

Genetically modified organism: An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination. (Source: Based on FSC-POL-30-602 FSC Interpretation on GMO (Genetically Modified Organisms)).

Genotype: The genetic constitution of an organism (Source: FSC-STD-01-001 V5-2).

Good faith: A process of engagement where the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid delays in negotiations, respect agreements concluded and under development, and give sufficient time to discuss and settle disputes (adapted from Motion 40:2017).

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

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

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

Habitat: The place or type of site where an organism or population occurs (Source: Based on the Convention on Biological Diversity, Article 2).

Habitat features: Forest stand attributes and structures, including but not limited to:

- Old commercial and non-commercial trees whose age noticeably exceeds the average age of the main canopy;
- Trees with special ecological value;
- Vertical and horizontal complexity;
- Standing dead trees;

- Dead fallen wood;
- Forest openings attributable to natural disturbances;
- Nesting sites;
- Small wetlands, bogs, fens;
- Ponds;
- Areas for procreation;
- Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation.

Hazardous work (in the context of child labour): any work which is likely to jeopardize children's physical, mental or moral health, should not be undertaken by anyone under the age of 18 years. Hazardous child labour is work in dangerous, or unhealthy conditions that could result in a child being killed or injured/maimed (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements.

In determining the type of hazard child labour referred to under (Article 3(d) of the Convention No 182, and in identifying where they exist, consideration should be given, inter alia, to

- Work which exposes children to physical, psychological or sexual abuse;
- Work underground, under water at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in unhealthy environment which may, for examples, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer (ILO, 2011: IPEC Mainstreaming Child labour concerns in education sector plans and Programmes, Geneva, 2011& ILO Handbook on Hazardous child labour, 2011).

Heavy work (in the context of child labour): refers to work that is likely to be harmful or dangerous to children's health (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

High Conservation Value (HCV): Any of the following values:

- **HCV1:** Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- **HCV 2:** Landscape-level ecosystems and mosaics. Intact Forest Landscapes, large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- **HCV 3:** Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.
- **HCV 4:** Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- **HCV 5:** Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.

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

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

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

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

High grading: High grading is a tree removal practice in which only the best quality, most valuable timber trees are removed, often without regenerating new tree seedlings or removing the remaining poor quality and suppressed understory trees and, in doing so, degrading the ecological health and commercial value of the forest. High grading stands as a counterpoint to sustainable resource management (Source: based on Glossary of Forest Management Terms. North Carolina Division of Forest Resources. March 2009).

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

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

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

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

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

ILO Core (Fundamental) Conventions: these are labour standards that cover fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

The eight Fundamental Conventions are:

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

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

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour conference at its Eighty-sixth Session, Geneva, 18th June 1998 (Annex revised 15 June 2010): is a resolute reaffirmation of ILO principles (art 2) which declares that all Members, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the organization, to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination in respect of employment and occupation.

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

Indicator: A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a Management Unit complies with the requirements of an FSC Criterion. Indicators and the associated thresholds thereby define the requirements for responsible forest management at the level of the Management Unit and are the primary basis of forest evaluation (Source: FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

Indigenous cultural landscapes: Indigenous cultural landscapes are living landscapes to which Indigenous Peoples attribute environmental, social, cultural and economic value because of their enduring relationship with the land, water, fauna, flora and spirits and their present and future importance to their cultural identity. An Indigenous cultural landscape is characterized by features that have been maintained through long-term interactions based on land-care knowledge, and adaptive livelihood practices. They are landscapes over which Indigenous Peoples exercise responsibility for stewardship.

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

Indigenous Peoples: People and groups of people that can be identified or characterized as follows:

- The key characteristic or Criterion is self-identification as Indigenous Peoples at the individual level and acceptance by the community as their member;
- Historical continuity with pre-colonial and/or pre-settler societies;
- Strong link to territories and surrounding natural resources;
- Distinct social, economic or political systems;

- Distinct language, culture and beliefs;
- Form non-dominant groups of society;
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

(Source: Adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

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

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

Infrastructure: In the context of forest management, roads, bridges, culverts, log landings, quarries, impoundments, buildings and other structures required in the course of implementing the management plan.

Intact Forest Landscape: a territory within today's global extent of forest cover which contains forest and non-forest ecosystems minimally influenced by human economic activity, with an area of at least 500 km² (50,000 ha) and a minimal width of 10 km (measured as the diameter of a circle that is entirely inscribed within the boundaries of the territory) (Source: Intact Forests / Global Forest Watch. Glossary definition as provided on Intact Forest website. 2006-2014).

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

Intellectual property: Practices as well as knowledge, innovations and other creations of the mind (Source: Based on the Convention on Biological Diversity, Article 8(j); and World Intellectual Property Organization. What is Intellectual Property? WIPO Publication No. 450(E)).

Intensity: A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts (Source: FSC-STD-01-001 V5-2).

Interested stakeholder: Any person, group of persons, or entity that has shown an interest, or is known to have an interest, in the activities of a Management Unit. The following are examples of interested stakeholders.

- Conservation organizations, for example environmental NGOs;
- Labor (rights) organizations, for example labour unions;
- Human rights organizations, for example social NGOs;
- Local development projects;
- Local governments;
- National government departments functioning in the region;

- FSC National Offices;
- Experts on particular issues, for example High Conservation Values.

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

Internationally accepted scientific protocol: A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature (Source: FSC-STD-01-001 V5-2).

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

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

Lands and territories: For the purposes of the Principles and Criteria these are lands or territories that Indigenous Peoples or local communities have traditionally owned, or customarily used or occupied, and where access to natural resources is vital to the sustainability of their cultures and livelihoods (Source: Based on World Bank safeguard OP 4.10 Indigenous Peoples, section 16 (a). July 2005.).

Landscape: A geographical mosaic composed of interacting ecosystems resulting from the influence of geological, topographical, soil, climatic, biotic and human interactions in a given area (Source: Based on World Conservation Union (IUCN). Glossary definitions as provided on IUCN website).

Landscape values: Landscape values can be visualized as layers of human perceptions overlaid on the physical landscape. Some landscape values, like economic, recreation, subsistence value or visual quality are closely related to physical landscape attributes. Other landscape values such as intrinsic or spiritual value are more symbolic in character and are influenced more by individual perception or social construction than physical landscape attributes (Source: Based on website of the Landscape Value Institute).

Legal: In accordance with primary legislation (national or local laws) or secondary legislation (subsidiary regulations, decrees, orders, etc.). 'Legal' also includes rule-based decisions made by legally competent agencies where such decisions flow directly and logically from the laws and regulations. Decisions made by legally competent agencies may not be legal if they do not flow directly and logically from the laws and regulations and if they are not rule-based but use administrative discretion (Source: FSC-STD-01-001 V5-2).

Legally competent: Mandated in law to perform a certain function (Source: FSC-STD-01-001 V5-2).

Legal registration: National or local legal license or set of permissions to operate as an enterprise, with rights to buy and sell products and/or services commercially. The license or permissions can apply to an individual, a privately-owned enterprise or a publicly-owned corporate entity. The rights to buy and sell products and/or services do not carry the obligation to do so, so *legal* registration applies also to Organizations operating a Management Unit without sales of products or services; for example, for unpriced recreation or for conservation of biodiversity or habitat (Source: FSC-STD-01-001 V5-2).

Legal status: The way in which the Management Unit is classified according to law. In terms of tenure, it means the category of tenure, such as communal land or leasehold or freehold or State land or government land, etc. If the Management Unit is being converted from one category to another (for example, from State land to communal indigenous land) the status includes the current position in the transition process. In terms of administration, legal status could mean that the land is owned by the nation as a whole, is administered on behalf of the nation by a government department, and is leased by a government Ministry to a private sector operator through a concession (Source: FSC-STD-01-001 V5-2).

Light work: national laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is- a) not likely to be harmful to their health or development; and b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received (ILO Convention 138, Article 7).

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

Local communities: Communities of any size that are in or adjacent to the Management Unit, and also those that are close enough to have a significant impact on the economy or the environmental values of the Management Unit or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the Management Unit (Source: FSC-STD-01-001 V5-2).

Local laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees) which is limited in application to a particular geographic district within a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws. Laws derive authority ultimately from the Westphalian concept of sovereignty of the Nation State (Source: FSC-STD-01-001 V5-2).

Long-term: The time-scale of the forest owner or manager as manifested by the objectives of the management plan, the rate of harvesting, and the commitment to maintain permanent forest cover. The length of time involved will vary according to the context and ecological conditions, and will be a function of how long it takes a given ecosystem to recover its natural structure and composition following harvesting or disturbance, or to produce mature or primary conditions (Source: FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

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

Management plan: The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the Management Unit, including statements of objectives and policies (Source: FSC-STD-01-001 V5-2).

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

Management Unit: A spatial area or areas submitted for FSC certification with clearly defined boundaries managed to a set of explicit long term management objectives which are expressed in a management plan. This area or areas include(s):

- all facilities and area(s) within or adjacent to this spatial area or areas under legal title or management control of, or operated by or on behalf of The Organization, for the purpose of contributing to the management objectives; and
- all facilities and area(s) outside, and not adjacent to this spatial area or areas and operated by or on behalf of The Organization, solely for the purpose of contributing to the management objectives.

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

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

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

Minimum age (of employment): is not less than the age of finishing compulsory education, and which in any case, should not be less than 15 years. However, a country, whose economy and educational facilities are insufficiently developed, may initially specify a minimum age of 14 years. National laws may also permit the employment of 13-15 year olds in light work which is neither prejudicial to school attendance, nor harmful to a child's health or development. The ages 12-13 can apply for light work in countries that specify a minimum age of 14 (ILO Convention 138, Article 2).

National laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees), which is applicable to a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws (Source: FSC-STD-01-001 V5-2).

Native species: Species, subspecies, or lower taxon, occurring within its natural range (past or present) and dispersal potential (that is, within the range it occupies naturally or could occupy without direct or indirect introduction or care by humans) (Source: Convention on Biological Diversity (CBD). Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

Natural conditions/native ecosystem: For the purposes of the Principles and Criteria and any applications of restoration techniques, terms such as 'more natural conditions', 'native ecosystem' provide for managing sites to favor or restore native species and associations of native species that are typical of the locality, and for managing these associations and other environmental values so that they form ecosystems typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-2).

Natural forest: A forest area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.

'Natural forest' includes the following categories:

- Forest affected by harvesting or other disturbances, in which trees are being or have been regenerated by a combination of natural and artificial regeneration with species typical of natural forests in that site, and where many of the above-ground and below-ground characteristics of the natural forest are still present. In boreal and north temperate forests which are naturally composed of only one or few tree species, a combination of natural and artificial regeneration to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, is not by itself considered as conversion to plantations;
- Natural forests which are maintained by traditional silvicultural practices including natural or assisted natural regeneration;
- Well-developed secondary or colonizing forest of native species which has regenerated in non-forest areas;
- The definition of 'natural forest' may include areas described as wooded ecosystems, woodland and savannah.

The description of natural forests and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.

'Natural forest' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest after some years of ecological progression. FSC Forest Stewardship

Standards may indicate when such areas may be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

FSC has not developed quantitative thresholds between different categories of forests in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples. Pending such guidance, areas dominated by trees, mainly of native species, may be considered as natural forest.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest communities and ecosystems included in the Management Unit, including grassland, bushland, wetlands, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the principal characteristics and key elements of native ecosystems. This may be considered as natural forest through ecological progression after the passage of years;
- Young natural regeneration growing in natural forest areas may be considered as natural forest, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground;
- Areas where deforestation and forest degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

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

Natural Hazards: disturbances that can present risks to social and environmental values in the Management Unit but that may also comprise important ecosystem functions; examples include drought, flood, fire, landslide, storm, avalanche, etc.

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

Non-timber forest products (NTFP): All products other than timber derived from the Management Unit (Source: FSC-STD-01-001 V5-2).

Objective: The basic purpose laid down by The Organization for the forest enterprise, including the decision of policy and the choice of means for attaining the purpose (Source: Based on F.C. Osmaston. 1968. The Management of Forests. Hafner, New York; and D.R. Johnston, A.J. Grayson and R.T. Bradley. 1967. Forest Planning. Faber & Faber, London).

Obligatory code of practice: A manual or handbook or other source of technical instruction which The Organization must implement by law (Source: FSC-STD-01-001 V5-2).

Occupational accident: An occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational disease: Any disease contracted as a result of an exposure to risk factors arising from work activity (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational injuries: Any personal injury, disease or death resulting from an occupational accident (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

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

Peatland: Is constituted by flooded and soggy areas, with large accumulations of organic material, covered by a layer of poor vegetation associated with a certain degree of acidity, and which presents a characteristic amber color (Source: Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

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

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

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

Plantation: A forest area established by planting or sowing with using either alien or native species, often with one or few species, regular spacing and even ages, and which lacks most of the principal characteristics and key elements of natural forests. The description of plantations may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples, such as:

- Areas which would initially have complied with this definition of 'plantation' but which, after the passage of years, contain many or most of the principal characteristics and key elements of native ecosystems, may be classified as natural forests.
- Plantations managed to restore and enhance biological and habitat diversity, structural complexity and ecosystem functionality may, after the passage of years, be classified as natural forests.
- Boreal and north temperate forests which are naturally composed of only one or few tree species, in which a combination of natural and artificial regeneration is used to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, may be considered as natural forest, and this regeneration is not by itself considered as conversion to plantations.

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

Precautionary approach: An approach requiring that when the available information indicates that management activities pose a threat of severe or irreversible damage to the environment or a threat to human welfare, The Organization will take explicit and effective measures to prevent the damage and avoid the risks to welfare, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of environmental values are uncertain (Source: Based on Principle 15 of Rio Declaration on Environment and Development, 1992, and Wingspread Statement on the Precautionary Principle of the Wingspread Conference, 23–25 January 1998).

Pre-harvest [condition]: The diversity, composition, and structure of the forest or plantation prior to felling timber and appurtenant activities such as road building.

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

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

Protection: See definition of Conservation.

Protection Area: See definition of Conservation Zone.

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

Publicly available: In a manner accessible to or observable by people generally (Source: Collins English Dictionary, 2003 Edition).

Rare species: Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific habitats, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperilled species (Source: Based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Ratified: The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent legal mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same legal effect (Source: FSC-STD-01-001 V5-2).

Reasonable: Judged to be fair or appropriate to the circumstances or purposes, based on general experience (Source: Shorter Oxford English Dictionary).

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

Refugia: An isolated area where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive (Source: Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

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

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

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

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

Representative Sample Areas: Portions of the Management Unit delineated for the purpose of conserving or restoring viable examples of an ecosystem that would naturally occur in that geographical region.

Resilience: The ability of a system to maintain key functions and processes in the face of stresses or pressures by either resisting or adapting to change. Resilience can be applied to both ecological systems and social systems (Source: IUCN World Commission on Protected Areas (IUCN-WCPA). 2008. Establishing Marine Protected Area Networks – Making it Happen. Washington D.C.: IUCN-WCPA National Oceanic and Atmospheric Administration and The Nature Conservancy.).

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

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

Note: The Organization is not necessarily obliged to restore those environmental values that have been affected by factors beyond the control of The Organization, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public infrastructure, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate.

The Organization is also not obliged to restore environmental values that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations – with the exception of those values negatively affected through instances of conversion and whose restoration form part of a Remedy Plan which The Organization is required to follow. In all instances, however, The Organization is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the Management Unit as a result of such previous impacts.

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

Risk: The probability of an unacceptable negative impact arising from any activity in the Management Unit combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-2).

Scale: A measure of the extent to which a management activity or event affects an environmental value or a Management Unit, in time or space. An activity with a small or low spatial scale affects only a small proportion of the forest each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-2).

Scale, intensity and risk: See individual definitions of the terms 'scale', 'intensity', and 'risk'.

Significant: For the purposes of Principle 9, HCVs 1, 2 and 6 there are three main forms of recognizing significance.

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity;

- A voluntary recognition by the manager, owner or Organization, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-2).

Silviculture: The art and science of controlling the establishment, growth, composition, health and quality of forests and woodlands to meet the targeted diverse needs and values of landowners and society on a sustainable basis (Source: Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

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

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

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

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

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

Tenure: Socially defined agreements held by individuals or groups, recognized by legal statutes or customary practice, regarding the 'bundle of rights and duties' of ownership, holding, access and/or usage of a particular land unit or the associated resources there within (such as individual trees, plant species, water, minerals, etc.) (Source: World Conservation Union (IUCN). Glossary definitions provided on IUCN website).

The Organization: The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-2).

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

Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild. These categories may be re-interpreted for FSC purposes according to official national classifications (which have legal significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures) (Source: Based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK.).

Timber harvesting level: The actual harvest quantity executed on the Management Unit, tracked by either volume (e.g., cubic meters or board feet) or area (e.g., hectares or acres) metrics for the purpose of comparison with calculated (maximum) allowable harvest levels.

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

Traditional Knowledge: Information, know-how, skills and practices that are developed, sustained and passed on from generation to generation within a community, often forming part of its cultural or spiritual identity (Source: based on the definition by the World Intellectual Property Organization (WIPO). Glossary definition as provided under Policy / Traditional Knowledge on the WIPO website).

Traditional peoples: Traditional peoples are social groups or peoples who do not self-identify as indigenous and who affirm rights to their lands, forests and other resources based on long established custom or traditional occupation and use (Source: Forest Peoples Programme (Marcus Colchester, 7 October 2009)).

Transaction verification: Verification by certification bodies and/or Accreditation Services International (ASI) that FSC output claims made by certificate holders are accurate and match with the FSC input claims of their trading partners (Source: FSC-STD-40-004 V3-0).

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

Uphold: To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-2).

Use rights: Rights for the use of resources of the Management Unit that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques (Source: FSC-STD-01-001 V5-2).

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

Verifiable targets: Specific goals, such as desired future forest conditions, established to measure progress towards the achievement of each of the management objectives. These goals are expressed as clear outcomes, such that their attainment can be verified and it is possible to determine whether they have been accomplished or not.

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

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

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

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

Water bodies (including water courses): Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes. Water bodies include riparian or wetland systems, lakes, swamps, bogs and springs.

Water scarcity: A water supply that limits food production, human health, and economic development. Severe scarcity is taken to be equivalent to 1,000 cubic meters per year per person or greater than 40% use relative to supply (Source: Millennium Ecosystem Assessment. 2005. Ecosystems and Human Well-Being: Policy Responses. Findings of the Responses Working Group. Washington DC: Island Press, Pages 599-605).

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

Wetlands: Transitional areas between terrestrial and aquatic systems in which the water table is usually at or near the surface or the land is covered by shallow water (Source: Cowardin, L.M., Carter, V., Golet, F.C., Laroe, E.T. 1979. Classification of Wetlands and Deepwater Habitats of the United States. DC US Department: Washington). Under the Ramsar Convention, wetlands can include tidal mudflats, natural ponds, marshes, potholes, wet meadows, bogs, peatlands, freshwater swamps, mangroves, lakes, rivers and even some coral reefs (Source: IUCN, No Date, IUCN Definitions – English).

Workers: All employed persons including public employees as well as ‘self-employed’ persons. This includes part-time and seasonal employees, of all ranks and categories, including labourers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: ILO Convention 155, Occupational Safety and Health Convention, 1981).

Workers’ organization: any organization of workers for furthering and defending the interest of workers (adapted from ILO Convention 87, Article 10). It is important to note that rules and guidance on composition of workers’ organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to “hire and fire”. Workers’ organizations tend to separate association between those who can “hire and fire” and those who cannot (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

Worst forms of child labour: comprises a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced labour, including forced or compulsory recruitment of children for use in armed conflict; b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performance; c) the use, procuring or offering of a child for illicit activities, in particular for production and trafficking of drugs as defined in the relevant international treaties; d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children (ILO Convention 182, Article 3)



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