



Forest Stewardship Council®



# The FSC Forest Stewardship Standard for the Czech Republic

***FSC-STD-CZE-02-2024 EN***

**Photo credit**

From left to right:

- Photo 1: Beech-Oak forest  
(Tomáš Duda, Photographer)
- Photo 2: Forest audit  
(Jakub Fabík, Photographer)
- Photo 3: Structured spruce forest;  
(Tomáš Duda, Photographer)

**NOTE ON THIS ENGLISH VERSION:**

*This is the official version of the Forest Stewardship Standard that is approved by FSC International, and it is available at <https://connect.fsc.org/document-centre>. Any translation of this version is not an official translation approved by FSC International. If there is any conflict or inconsistency between the approved English version and any translated version, the English version shall prevail.*

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<sup>1</sup> 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 Preface**

### **A.1 Descriptive statement of 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.

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 (FSC A.C. By-Laws, ratified, September 1994; last revision in June 2011).

FSC is an international organization that 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 FSC 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 compliance with FSC's standards. Based on these standards, FSC provides a system for certification for organizations seeking to market their products as FSC certified.

### **A.2 Descriptive statement of the National Office and Standard Development Group (SDG)**

The FSC Czech Republic is a membership-based organisation consisting of three chambers – Economic, Environmental and Social – each having an equal vote. Members of FSC The Czech Republic develop and revise the Czech FSC Forest Stewardship Standard that is prepared by its SDG. FSC The Czech Republic members approve the draft standard prepared by the SDG at their General Assembly.

FSC The Czech Republic is open to new members and observers. For more information, visit the web site of the FSC The Czech Republic: [www.czechfsc.cz](http://www.czechfsc.cz).

## B Preamble

### B.1 Purpose of the standard

This standard sets out the required elements against which FSC accredited Certification Bodies will evaluate forest management practices within the scope (see 2.2.below) of the standard.

The FSC Principles and Criteria (P&C) for Forest Stewardship provides an internationally recognized standard for responsible forest management. However, any international standard for forest management needs to be adapted at the regional or national level in order to reflect the diverse legal, social and geographical conditions of forests in different parts of the world. The FSC P&C therefore requires the addition of *Indicators\** that are adapted to regional or national conditions in order to be implemented at the *Management Unit* (MU) level.

With the approval of *FSC-STD-60-004 V1-0 EN* the FSC *International Generic Indicators* (IGI) by the FSC Board of Directors in March 2015, the adaptation of the P&C to regional or national conditions is done using the IGI standard as the starting point (from 1 July 2018, the second version of this document - *FSC-STD-60-004 V2-0 EN* is effective). This has the advantage to:

- Ensure the consistent implementation of the P&C across the globe;
- Improve and strengthen the credibility of the FSC System;
- Improve the consistency and quality of National Forest Stewardship Standards;
- Support a faster and more efficient approval process of National Forest Stewardship Standards.

The FSC Principles and Criteria together with a set of national *indicators* approved by FSC Policy and Standards Committee (PSC) constitute an FSC Forest Stewardship Standard (FSS).

The development of FSS follows the requirements set out in the following FSC normative documents:

- **FSC-PRO-60-006 V2-0 EN** Development and Transfer of National Forest Stewardship Standards to the FSC Principles and Criteria Version 5-1;
- **FSC-STD-60-002 (V1-0) EN** Structure and Content of National Forest Stewardship Standards AND
- **FSC-STD-60-006 (V1-2) EN** Process requirements for the development and maintenance of National Forest Stewardship Standards.

The above documents have been developed by the FSC Performance and Standards Unit (PSU) to improve consistency and transparency in certification decisions between different Certification Bodies in different parts of the world, and thereby to enhance the credibility of the FSC certification scheme as a whole.

### B.2 Scope of standard

This standard is applicable to all forest operations seeking FSC certification within the Czech Republic. Specifically, this standard shall be applied in the following scope:

<b>Geographic region</b>	<b>Czech Republic</b>
<b>Forest types</b>	All forest types
<b>Ownership types</b>	Public and private
<b>Scale and intensity categories (according to section 6 of FSC-STD-60-002)</b>	All categories of management units, including provisions for small or low intensity managed forests (SLIMF). (See section F for the applicable SLIMF eligibility criteria for this standard)

<b>Forest products (according to FSC-STD-40-004a)</b>	Rough wood NTFPs: Christmas trees
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For the FSC-certification of NTFP on the basis of this FSS, The Organization shall comply with NTFP-specific requirements AND all other requirements of this standard.

### **B.3 Background information on the standard development**

The first Forest Stewardship Standard for the Czech Republic was approved in 2006. The following revision process of the Standard began at the FSC CZ’s General assembly in 2008. All three of the chambers endorsed two representatives of FSC CZ for the SDG. In August 2013, the Standard was finally approved with conditions that were closed in May 2015. There was also a technical revision in 2017 during which 4 *Indicators\** were changed. The transfer process of the Standard to Principles & Criteria V 5 began in May 2017. The aim was to include the relevant International Generic Indicators as well as to revise the current *indicators* reflecting the climate change mitigation measures.

**C Version of the standard**

**C.1 Document reference code**

FSC-STD-CZE-02-2024.

## D Context

### D.1 The Czech Republic

Lies in Central Europe mostly between latitudes 48° and 51° N, and longitudes 12° and 19° E. The country consists mostly of low hills and plateaus surrounded along the borders by low mountains. To the north and northeast in the border area there are mountains, which include the Krkonose Mountains with the highest point in the country (Sněžka at 1,602 m). To the southeast along the Czech-Slovak border are the Carpathian Mountains. The Šumava Mountains in the southwest form the border with Germany. Two areas of lowlands follow the Elbe river and the Morava river. The largest area is covered with forest-agricultural landscapes.

In the Czech Republic, forests represent the most widespread type of ecosystem. They comprise quite a large number of individual natural biotopes currently covering about 34 % (2.677 mil ha) of the total area of the country. Commercial forests make up over 75 % of all woodland.

Regardless of their purpose, forests can be distinguished as near-natural forests (about 30 %, i.e. about 10 % of the country area – those include forests in natural state and those in near-natural state) and semi-natural forests with a relatively low natural value (about 70 %). Forest plantations are very rare - below 0.01 % of forest land. Only plantations of Christmas trees under electricity lines are used. Typical short rotation plantation of poplar and similar species are only on agricultural land – and thus they don't qualify for FSC certification.

Species composition of forests could be in general expressed through key species for commercial harvest: Norway spruce (48.8 %), fir (1.2 %), pine (16.1 %), larch (3.9 %), oak (7.5 %), beech (9.0 %), birch (2.8 %). The area of regenerated *forest stands*\* was 40,286 ha in 2020, a significant increase in comparison with past years. This is an expected consequence of regeneration of clearings after extensive salvage logging. This is caused by combination of global climate change impacts, spruce dominated unstable forests and bark beetle. The share of broadleaves in artificial regeneration is stable in the long term. The share rose slightly in comparison with past years. In 2020 the share was 51.3 %. As a result, the species composition of forest in the Czech Republic is slightly changing in favour of broadleaves (22.3 % in 2000 to 28.2 % in 2020).

At the time of the establishment of the Czech state, forests covered most of the territory. In the 12th to 14th centuries there was intensive settlement in Bohemia and Moravia, which entailed extensive clearing and grubbing up of forests. During the reign of Marie Theresa (middle of the 18<sup>th</sup> century), the forest cover in the Bohemian lands was only 14 %.

Massive deployment of spruce monocultures began and deciduous woods retreated in the 19<sup>th</sup> century. By the beginning of the 20<sup>th</sup> century, through planting (mainly of native Norway spruce and Scots pine), forest cover had already reached 30 %.

In the second half of 20<sup>th</sup> century, high levels of industrial emissions were an ecological disaster for forest ecosystems and have had a significant impact on the quality of the mountain forests.

Until the end of the World War II., private ownership of forests prevailed in Czechoslovakia. The first land reform (1919-1938) had a significant impact on the structure of property ownership due to appropriation and fragmentation, affecting large forest owners with an area of over 10,000 ha. After World War II, another extensive socio-economic land reform took place in Czechoslovakia. The state gradually took over most of the municipal and urban forests.

After 1989, there were gradual privatizations and restitutions of nationalized property in the forestry sector. The restitutions are ongoing. Some properties are still subject to litigation. However, it can be said that forest ownership has settled down in a certain form, with state-owned forests predominating.

Almost 53 % of forest is managed by state (state forest enterprise LČR 44 %, military forests – VLS 5 %, Ministry of Environment 4 % in national parks). Legal persons' ownership makes up 3,5 %, municipalities own 17,5 %, Churches 5,5 %, individuals 19,5 % and forest cooperatives and associations 1 %.

Ownership of forests can influence Health and safety in forest work to some extent. Although the level of legislation on Health and safety is relatively high, the issue of the use of protective equipment and the obligation on appropriate Health and safety training is still unresolved for certain types of employment

(e.g. self-employer).

**D.2 Members of the SDG**

Jaromír Bláha (Hnutí DUHA - Friends of the Earth CZ)	environmental chamber
Richard Višňák (expert on geobotany)	environmental chamber
Tomáš Pařík (Association of the Pulp and Paper Industry)	economic chamber
Vasil Hutník (City forests of Solnice)	economic chamber
Petr Mareš (NaZemi)	social chamber
Jitka Schneiderová (Association for rural development) Replaced by Michal Teraz/Jaroslava Nestěrová (Labour union wood, forests, water)	social chamber

## E References

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.

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

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## F Note on the use of *Indicators*\*

For each Criterion a number of *Indicators*\* are listed. Where *Indicators*\* are simply numbered, with no additional letter (e.g. *Indicator*\* 1.1.1), the *Indicator*\* is intended to be applicable to **all sizes** and **types of forest and plantation**.

In many cases, additional requirements are specified that are applicable only to large forest (i.e. forests which are not small). In these cases the *Indicator*\* numbers are followed by the letter 'L'.

In a number of other cases *Indicators*\* are applicable only to SLIMFs. In the context of this standard, SLIMF is defined as a Management Unit with a size of 1,000 hectares or smaller in total area. In these cases the *Indicator*\* is followed by the letter 'S'.

The following elements of this standard are normative: scope, effectiveness date, validity period, glossary of terms, principles\*, criteria and *Indicators*\*, tables and annexes (unless stated otherwise).

The following elements of this standard are not normative: notes.

## G Principles, Criteria and *Indicators*\*

### 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 The Organization has official documents granted by a legally competent authority providing evidence that it is either a legal entity or a legal person.

**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 *ownership* granted by a legally competent authority to manage and use resources within the scope of the certificate is documented.

Verifiers: documents (excerpt from the registry of deeds, lease agreement)

1.2.2 The boundaries of all certified Management Units are clearly documented and marked on maps. If not clearly visible on the ground, they are marked in the field or at minimum on the map(s), so that they can be identified with certainty.

Verifiers: documents (maps)

**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 management activities are carried out in line with applicable laws and all legal duties related to forest management are fulfilled.

Verifiers: documents, interview

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

Verifiers: documents (invoice and receipt of payment)

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

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

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

Verifiers: interview

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: documents, interview

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

Verifiers: documents, interview

1.4.4 The Organization resolves legislative breaches relating to the implementation of the standard and keeps records thereof.

Verifiers: documents, interview

**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 International agreements related to transportation and trade of forest products up to the point of first sale are fulfilled.

Verifiers: documents (invoices)

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

**1.6 The Organization\* shall identify, prevent and resolve dispute\*s\* 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 L The Organization has a publicly available procedure for the handling of disputes, developed through culturally appropriate engagement with affected stakeholders.

Verifiers: documents (rule of procedure), interview

1.6.2 S The Organization has nominated a contact person for dispute resolution.

Verifiers: documents (e.g., entry in the telephone directory)

1.6.3 Up to date records of disputes related to issues of applicable laws are held including:

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

1.6.4 Written grievances of other parties (local communities and other affected stakeholders) concerning a breach of their rights are responded to in a timely manner, and are either resolved or are in the dispute resolution process.

- 1.6.5 The Organization suspends management activities that are subject:
- 1) of *disputes\** of *substantial magnitude\**, or
  - 2) of *disputes\** of *substantial duration\**, or
  - 3) of *disputes\** involving a *significant\** number of interests,
  - 4) unless there is a *threat\** of even more *significant\** damage resulting from its inactivity.
- Verifiers: documents, interview
- 1.6.6 If there is a *threat\** of even more significant environmental damage resulting from suspended management activities (as required by *Indicator\** 1.6.5), The Organization maintains those activities that avert that *threat\**.
- Verifiers: documents, interview
- 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 The Organization makes a written commitment not to accept or offer bribes of any kind.
- Verifiers: documents (anti-corruption regulations), interview
- 1.7.2 This commitment meets or exceeds related legislation.
- Verifiers: documents (anti-corruption regulations), interview
- 1.7.3 This written commitment is publicly available at no cost.
- Verifiers: documents, interview
- 1.7.4 Bribery and other acts of corruption do not occur.
- Verifiers: documents (anti-corruption regulations), interview
- 1.7.5 Corrective measures are implemented if corruption does occur.
- Verifiers: documents (anti-corruption regulations), interview
- 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 Senior management of The Organisation *establishes and maintains a written policy that includes a commitment to long-term conformity with this Standard.*"
- Verifiers: documents (website), interview
- 1.8.2 The policy is publicly available at no cost.
- Verifiers: documents (website), interview

**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 does not use child labour and follows the Labour Code (§ 243 - 247).

Verifiers: interview with workers

2.1.2 The Organization eliminates all forms of *forced and* compulsory labour.

Verifiers: interview with workers

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

Verifiers: interview with workers

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

- Physical and sexual violence
- Bonded labour
- Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- Restriction of mobility/movement
- Retention of passport and identity documents
- Threats of denunciation to the authorities

Verifiers: interview with workers

2.1.3 The Organization ensures that no *discrimination\** happens at work, especially *discrimination\** in the assignment of work, training and conditions at work.

Verifiers: documents (minutes, order of business, invitation), interview with workers

2.1.4 The Organization respects freedom of association and the right to *collective bargaining\**.

Verifiers: interview with workers

2.1.5 The Organization allows *employees\** to participate in trade union-related activities and does not discriminate, or punish *employees\** for exercising these rights.

Verifiers: interview with workers

2.1.6 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: interview with workers

2.1.7 *Collective bargaining\** agreements are implemented where they exist.

Verifiers: interview with workers

2.1.8 There is no evidence that working standards and workers rights fall below those required by national legislation, reflecting the Conventions of the International Labour Organization (ILO) and the Declaration on Fundamental Principles and Rights at Work (1998).

Verifiers: interview with workers

**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 Working activities and procedures prevent any gender *discrimination\** and promote *gender equality\**.

Verifiers: documents, interview (internal rules to adhere to the regarding laws

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: documents (call for tenders, practice of staffing), interview

2.2.3 The Organization complies with the rules of equal remuneration according to existing legislation.

Note: See Labour Code No. 262/2006 Coll., as amended (section 110) and other relevant laws.

2.2.4 Women and men are paid directly and using mutually agreed methods (e.g. direct bank transfer etc.) to ensure they safely receive and retain their wages.

Verifiers: documents, interview with *employees\**

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

Verifiers: documents, interview with *employees\**

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

Verifiers: documents (attendance lists/minutes), interview with *employees\**

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

Verifiers: documents (attendance lists/minutes), interview with *employees\**

2.2.8 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and *discrimination\** based on gender, marital status, parenthood, sexual orientation, race, ethnic origin, nationality, age, disability, religion, belief or view of the world.

Verifiers: all Organizations larger than ten *employees\**: official instructions and operating instructions (own or, e.g., those of the municipal authority), bylaw; all: Interview with workers

**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 All forest operations are organized and carried out by workers in accordance with existing Health and Safety legislation based on the Labour Code (No. 262/2006 Coll., especially part nr. 5) and subsequent legislation (e.g. as Government Decree No. 28/2002 of the Coll.).

Verifiers: documents (contracts, assignments), interview with workers

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

Verifiers: documents (contracts, assignments), interview with workers

2.3.3 Use of personal protective equipment is enforced.

Verifiers: documents (contracts, assignments), interview with workers

2.3.4 The Organization documents work injuries, including frequency of accidents and accidents that cause incapacity for work, evaluates their causes and takes measures to prevent them.

Verifiers: documents (registration and evaluation of accidents, first aid kit record)

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

Verifiers: documents (documentation of the safety-related guidance in accordance with accident prevention regulations, interview with workers)

**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 The Organization ensures that wages paid, or corresponding contracted remunerations, are the same or higher than the legal minimum wage.

Verifiers: interview with workers

2.4.2 The employer respects the applicable basic wage and collective wage agreements negotiated between employers' associations and trade unions, or between the workers and The Organization.

Verifiers: interview with workers

2.4.3 The Organization agrees to the wages in writing, as well as the date of a pay day.

Verifiers: interview with workers

2.4.4 Wages, salaries and contracts are paid in due form and in timely manner according to negotiated due dates.

Verifiers: interview with workers

2.4.5 Layoffs of *employees\** are operationally justified, and are carried out after consultation with trade unions (where applicable).

**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 All workers have training to implement planned management activities correctly, safely and effectively (see Annex I).

Verifiers: documents (general terms and conditions, course proofs) recognised contractor certificate, interview

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

2.5.3 A designated person is always responsible for the supervision of conformance to the management measures, and for the monitoring of operations.

Verifiers: review of documents, interviews with management

2.5.4 *Employees\** are supported in continuing their education and extending their proficiency by the employer. Participation in such training and schooling is considered to be a part of working time.

Verifiers: interviews with workers

2.5.5 Only entities with a license and qualified to pursue the work in question are hired.

Verifiers: review of documentation, interview with workers and representatives of local stakeholders

2.5.6 Contracts include an option to terminate if the *employees\** of the entities concerned (see *Indicator\** 2.5.5) prove to be insufficiently qualified or in case of violation of the work or safety regulations by the contracted entities.

Verifiers: review of documentation

**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**

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

Verifiers: Documents, interview with workers

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

Verifiers: Documents, interview with workers

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

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

Verifiers: Documents, interview with workers

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

Verifiers: Documents, interview with workers

### PRINCIPLE 3: INDIGENOUS PEOPLES' RIGHTS

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

*Note:* According to the definition by the United Nations, there are no indigenous peoples\* in the Czech Republic that would feel or define themselves as such. Therefore, the principle in this form is not applicable. Criteria 3.1-3.6 can therefore be considered to be inapplicable in the case of the Czech Republic. Aspects of this principle, which are logically related to the interests of the local population, are covered under Principle 2 (workers' rights) and Principle 4 (community interests).

## 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 may be affected by management activities are identified.

Verifiers: documents (map), interview

4.1.2 Through culturally appropriate engagement with the local communities, The Organization:

- 1) identifies their legal rights and obligations related to the MU (right of use, access, etc.),
- 2) Summarizes the means by which the legal rights, and contested rights are addressed,
- 3) documents the aspirations and goals of local communities related to management activities,
- 4) documents areas where rights are contested between local communities, governments and/or others.

Verifiers: documents, interview

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

4.2.1 The Organization appoints a contact person who can be consulted by *local communities* in case they have any comments on the management activities.

Verifiers: documents (homepage, entry in the telephone directory), interview

4.2.2 S The contact person mentioned in *Indicator\** 4.2.1 is the owner of The Organization, unless determined otherwise.

Verifiers: documents, interview

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

Verifiers: interview

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

Verifiers: documents, interview

**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 Local communities, contractors, and suppliers receive, to an extent proportionate to the size of the certified forest area, information and offers related to jobs, training and other services.

Verifiers: documents (work instructions and company rulings, bylaws, procurement and purchase directives), interview

**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 The Organization, through culturally appropriate engagement with local communities and other relevant organizations, to an extent proportionate to the size of the certified forest area, identifies, offers and implements, or supports, projects for further social and economic development in the region.

Verifiers: interview with enterprise and local population.

4.4.2 Where it is appropriate and possible and in accordance with legislation, The Organization allows local schools or other organizations to use the forest for the purposes of further education.

Verifiers: interview

**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 The Organization identifies representatives of local affected stakeholders *and interested* stakeholders, non-governmental organisations and other partners. The Organization keeps evidence of their initiatives and discussions with them.

Verifiers: interview with Organization and local population

4.5.2 L Prior to commencement of the certification process The Organization informs the company's trade union (contact details available at the MPSV website), or, if it does not exist, union association, about certification, the opportunities it offers, and potential social impacts.

Verifiers: documents (correspondence)

4.5.3 Potential significant negative social, environmental and economic impacts of management activities are identified through culturally appropriate engagement with local communities and appropriate measures are taken to prevent or mitigate these impacts.

Verifiers: documents (information, correspondence), interview with Organization and local population.

**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: documents (correspondence)

4.6.2 Written 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: documents (correspondence)

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: documents (correspondence)

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: documents, interview, forest inspection

**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 In cooperation with local communities, The Organization identifies and keeps records of sites that have a special cultural, environmental, economic, spiritual or religious significance for those communities.

Verifiers: documents (correspondence, maps, registers), interview, forest inspection

4.7.2 Management activities respect and protect sites identified according to *Indicator\** 4.7.1. 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: documents (correspondence, maps, registers), interview

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 with the local communities, and as directed by local and *national laws\**.

Verifiers: documents (correspondence, maps, registers), interview, forest inspection

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

Note: There are no cases of *local communities'* traditional knowledge utilization in the Czech Republic. The Criterion is therefore not relevant and respective *Indicators\** have not been included.

## 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 L The Organization has identified the range of potential products and services that could be supplied from their MU; This includes Non-timber Forest Products (NTFPs), opportunities for forest recreation and economically valuable (but underused in the forest management) tree species such as *Prunus avium*, *Sorbus torminalis*, etc.

Verifiers: documents (marketing results), interview

5.1.2 S The Organization has identified products and services existing in the MU.

Verifiers: documents (marketing results), interview

5.1.3 Depending on the potential of the Management Unit, The Organization produces and introduces to the market a variety of forest products.

Verifiers: Interview with The Organization

5.1.4 When deciding on the types and amounts of products, The Organization considers the needs of the local and regional economy.

Verifiers: Interview with The Organization

5.1.5 When The Organization uses FSC Ecosystem Services Claims, The Organization complies with applicable requirements in 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 The volume of planned harvesting and its composition (improvement felling and final felling) is based on the best available information on the conditions of *forest stands\**, standing volume, growth and on the preservation of ecosystem services.

Verifiers: documents (management plan), interview

5.2.2 Actual annual harvest levels for timber are recorded and the harvest over a defined period does not exceed the allowable cut determined in *Indicator\** 5.2.1 for the same defined period.

Verifiers: documents (LHE)

5.2.3 Harvesting and collection of Non-timber Forest Products carried out by The Organization does not exceed a sustainable level.

Verifiers: documents (*management plan*), interview

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

5.3.1 The Organization quantifies and documents costs related to preventing, mitigating or compensating for negative social and environment impacts of management activities.

Verifiers: documents, interview

5.3.2 The Organization identifies and documents benefits related to positive social and environment impacts of management activities.

Verifiers: documents, interview

**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 The Organization provides equal opportunities for local and non-local processors and service and goods providers.

Verifiers: documents (work instructions and company rulings, bylaws, procurement and purchase directives), interview

**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 The Organization secures sufficient resources to implement the management plan, meet the requirements of this standard and ensure long-term economic viability.

Note: It is up to The Organization what kind of written evidence they provide, e.g. accounting, decision on a granted subsidy.

Verifiers: documents (annual accounts, balance sheet, operating data, cash-basis accounting, etc.)

## 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.

Note: Based on the available maps, databases, other expert sources, consultations with local/regional experts, stakeholders or through field survey, The Organization has to identify environmental values, and where feasible include them in the management plan and maps. In particular, The Organization has to especially focus on *reference sites\** in *natural state\**, High Conservation Value areas, wetlands, spring areas, pools, watercourses and water areas, *natural forest-free areas\**, protection forests, lists of *highly protected and endangered species\**, and places of their occurrences/sites (e.g. nesting places) within the Management Unit, data on species composition of the forest, water regime, amount of dead wood, and old tree to stay and decay.

Verifiers: documents (maps of protected areas, soils, forest functions and sites; regulations)

6.1.2 The Organisation is aware of the forest management options for influencing forest soil conditions and the capacities of these soils to bind and store carbon (Annex F).

Verifiers: documents (maps of protected areas, soils, forest functions and sites; regulations); Interview

6.1.3 Assessments of environmental values are conducted with a level of detail and frequency which is sufficient to support The Organization in meeting the requirements of Criteria 6.2, 6.3 and Principle 8.

Verifiers: documents (maps of protected areas, soils, forest functions and sites; regulations); Interview

**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, prior to the start of site-disturbing activities.

Note: A binding opinion of the nature conservation authority on the forest management plan is equivalent to an environmental impact assessment, as it generally serves the same purpose as the EIA.

Verifiers: documents, interview

**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: documents (management instruments), site inspection, interview

6.3.2 Management activities prevent negative impacts to environmental values.

Verifiers: documents (management instruments), site inspection, interview

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: documents (management instruments), site inspection, interview

6.3.4 There is no burning of felling debris'. Exceptions may be made in cases of catastrophic outbreaks of pests living under the bark.

Verifiers: review of documentation, field inspection, interviews

6.3.5 Slash and felling debris are left on site or piled. Mechanical treatment of slash and felling debris is permissible only in justified cases - especially in case of catastrophic outbreaks of pests living under the bark.

Verifiers: review of documentation, interviews, field inspection

6.3.6 Slash and felling debris removal from the forest is permissible only within forest type groups SLT listed in Annex D.

Verifiers: review of documentation, interviews, field inspection

6.3.7 There is no utilization of stumps.

Verifiers: field inspection, interviews with workers

6.3.8 Removal of leaves and needles is permissible only in justified cases where there is no demonstrable nutrient depletion in forest soil.

Verifiers: review of documentation, interviews, field inspection

6.3.9 The Organization does not employ whole tree harvesting, except when clearing due to *salvage logging*\* or in cable system terrain while fulfilling *Indicator*\* 6.3.5.

Verifiers: field inspection, interviews with workers

6.3.10 If comparable economic performance can be achieved, The Organization chooses more environmentally and socially friendly technologies and methods.

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

6.4.1 Best available information is used to identify *highly protected and endangered species\**, and their habitats, including CITES species (where applicable) and those listed on national, regional and local lists of *highly protected and endangered species\** that are present or likely to be present within and adjacent to the Management Unit.

Verifiers: documents (species distribution maps), interview

6.4.2 Potential impacts of management activities on *highly protected and endangered species\** and their conservation status and habitats are identified and management activities are modified to avoid negative impacts.

Verifiers: documents (maps, lists) site inspection

6.4.3 The *highly protected and endangered species\** and their habitats are protected, including through the provision of *protection zones\**, connectivity, and other direct means consulted with nature protection authorities for their survival and viability, such as species' recovery programs.

Verifiers: documents (maps, lists) site inspection

6.4.4 The Organisation prevents hunting, fishing, trapping and collecting of *highly protected and endangered species\** within the limits of its statutory powers - for example, by appointing a hunting guard, commenting on the hunting plan and contracting with the hunting ground user. The Organisation cooperates with the nature protection authorities (Czech Environmental Inspectorate) or the Police of the Czech Republic to prevent hunting, fishing, trapping and collecting of *specially protected and endangered species\**, if requested by those authorities.

Note: The hunting plan drawn up by the hunting ground user is subject to the opinion of the hunting ground holder. If there is no agreement on the plan, the state hunting administration authority shall decide (according to Czech legislation) on the resulting plan.

Verifiers: documents, interview

**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 Using Best available information, The Organization selects (existing or potential) *Conservation Areas Network\** and *reference sites\** in the Management Unit that include preferentially ecosystems in *natural state\** and/or in *near-natural state\**.

Note: Existing special protected areas, *Territorial System of Ecological Stability\**, High Conservation Value forests (according to Principle 9), demarcated natural biotopes of Natura 2000, hard to reach localities, protected forests and the like, are preferentially introduced among *reference sites*. The *reference sites* serve as examples of forest ecosystems with natural dynamics of development. Therefore, it is appropriate to try to change their classification from 'production forests' to 'special purpose forests'. The area of individual *reference sites* must be as large as possible, so that desirable natural processes can be in progress. It is preferable to demarcate a larger continuous area of not fully optimal parameters instead of several small areas, even though they may be in better condition. Demarcation of the *reference site* in the field is not necessary, but it is advantageous. It is convenient to associate the monitoring of *reference sites* with the renewal of MP. *Reference sites* must be permanently removed from intensive forest use. Conceivable management interventions within the area of the demarcated *reference sites* shall lead only to the attainment of natural conditions of the forest ecosystem. Therefore, these interventions must lead to the renewal of potential species composition and approach to natural forest structure. Stands whose species composition and structure are similar to presumed natural condition are kept in non-intervention management. Any intervention in these stands is possible only within the bounds of legal measures for pest control.

Verifiers: documents (maps, lists); site inspection

6.5.2 L The Organization identifies at least 2% of the Management Unit as *reference sites\** (without reducing the overall % of *Conservation Areas Network\** in the Management Unit). These are added to the *Conservation Areas Network\** to create a total area of at least 10% of the Management Unit (see Annex J). For Management Units in municipal forests, the area of *reference sites\** increases to 3% of the Management Unit progressively over the next 10 years from the first evaluation against this standard. For Management Units in State-owned forests, the area of *reference sites\** increases to 5% of the Management Unit progressively over the next 10 years from the first evaluation against this standard (without reducing other elements of the *Conservation Areas Network\** in municipal as well as in State-owned forests).

Verifiers: documents (maps, lists); site inspection

- 6.5.3 The *reference sites\** are permanently removed from intensive forest use and serve as examples of forest ecosystems with natural dynamics of development. Only interventions leading to forest in *near-natural state\** (including restoration of *forest stands\** that are not in a *natural state\** or *near-natural state\**) are carried out.
- Verifiers: documents (maps, lists); site inspection
- 6.5.4 Stands or their parts in *natural state\** or *near-natural state\** that are included in *reference sites\** are left for spontaneous development.
- Verifiers: documents (maps, lists); site inspection
- 6.5.5 *Reference sites\** are represented on maps and if possible are also demarcated in the field.
- Verifiers: documents (maps, lists); site inspection
- 6.5.6 *Reference sites\** are sufficiently large to support their key characteristics of *natural species composition\** and spatial and age structure.
- Verifiers: documents (maps, lists); site inspection
- 6.5.7 S *Reference sites\** in combination with other components of the *Conservation Areas Network\** comprise an area greater than 10 % of the area of the Management Unit (see Annex J).
- Verifiers: documents (maps, lists); site inspection
- 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 The extent of game populations permits the *natural regeneration\** of *site appropriate tree species\**.
- Verifiers: documents (concepts, results of browsing and bark damage inventory, hunting plans and statistics), interview
- 6.6.2 If damage from game to forest regeneration is noticeable, The Organization, employing all existing legal measures, strives to reduce game populations.
- Verifiers: documents (concepts, results of browsing and bark damage inventory, hunting plans and statistics), interview
- 6.6.3 The influence of game populations on the forest and respective economic impact is evaluated at least annually.
- Verifiers: documents (concepts, results of browsing and bark damage inventory, hunting plans and statistics), interview
- 6.6.4 If damage is identified, then the outcome of the evaluation justifies the steps taken to reduce game populations (in line with *Indicator\** 6.6.2) and claims for compensation.
- Verifiers: documents (concepts, hunting plans and statistics), interview

- 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.

Note: There is no hunting of protected animal species listed on the national-level Red List (in categories critically endangered, endangered and vulnerable). See also *Indicator\** 6.6.7.

Verifiers: documents, interview

- 6.6.6 An internal regulation banning and punishing the illegal transportation of and trade in game meat and firearms in the facilities and vehicles of The Organization is in place.

Verifiers: documents, interview

- 6.6.7 The Organization ensures consistent control of fulfilment of the relevant hunting legislation and of this FSC standard by appointing a hunting guard. In case the hunting ground is rented, The Organization's intent is ensured contractually with the tenant when appointing the hunting guard.

Verifiers: documents, interview

- 6.6.8 Management maintains, enhances, or restores *habitat features\** associated with ecosystems in *natural state\**, to support the diversity of naturally occurring species and their genetic diversity.

Verifiers: documents, interview, site inspection

- 6.6.9 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: documents, interview, site inspection

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

6.7.1 When managing forest and building barriers in a stream, The Organization maintains and improves connectivity of water-courses as well as their functional and ecologically-balanced runoff conditions in the drainage area.

Verifiers: interviews, field inspection

6.7.2 Systematic drainage is not carried out in the Management Unit, and existing drainage is not maintained.

Applicability note: The requirements of *Indicator\** 6.7.2 do not apply to cultural sites and historical technical monuments or irrigation systems.

Verifiers: interviews, field inspection

6.7.3 The Organization revises the existing system of drainage in a way that will restore the natural water regime, and in doing so, gives preference to natural and close-to-nature methods.

Verifiers: interviews, field inspection

6.7.4 Technical drainage is kept only in exceptional cases when restoring the natural water regime would lead to inevitable damage to adjacent *infrastructure\** (network of roads, built-up areas, and similar).

Verifiers: interviews, field inspection

6.7.5 Wetlands, spring areas, pools, water-courses and bodies of water are managed in a way that leads to the maintenance and enhancement of their biodiversity and regeneration of their functions in the future.

Verifiers: field inspection

6.7.6 Interventions in riparian stands are carried out only in cases of necessity, based on respective legal duties of the water-courses administrator.

Verifiers: field inspection

6.7.7 Along permanent water-courses and water reservoirs in riparian and adjacent stands, no *clear-cuttings\** during planned final felling are carried out up to the distance of one stand height from the waterside.

Verifiers: field inspection

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

Verifiers: field inspection

**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. (C10.2 and 10.3 P&C V4)**

6.8.1 Forest management strives for forest areas with *site appropriate tree species\** composition, and age structure and spatial layout close to the dynamics and structure of local natural forest communities.

Verifiers: review of documentation, field inspections

6.8.2 *Natural forest-free areas\** of forest land are left in their *natural state\** (in particular, these areas are not afforested).

Verifiers: review of documentation, field inspections

6.8.3 Any aesthetically noteworthy natural objects and structures are preserved by The Organization when carrying out any forest operations, even when these are not designated as natural monuments.

Verifiers: interviews with forest manager, field inspection

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

- a) Affects a very limited portion of the area of the Management unit, and
- b) Will produce clear, substantial, additional, secure long-term conservation 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\*. (C6.10 P&C V4 and Motion 2014#7)

6.9.1 There is no conversion of forest in *natural state\** or in *near-natural state\** or *semi-natural forest\** to plantations, nor conversion of forest in *natural state\** or in *near-natural state\** or *semi-natural forest\** to non-forest land use, nor conversion of plantations on sites directly converted from forest in *natural state\** or in *near-natural state\** or *semi-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 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.

Note: In cases where the conversion affects more than a very limited portion, this situation will be addressed through the policy FSC-POL-20-003 The excision of areas from the scope of the certification.

Verifiers: documents (permits with collateral clauses and compensation measures), site inspection

6.9.2 Plantations, when established for production of Christmas trees and other products, are only located off the forest areas (mimo porostní půdu).

Verifiers: documents (permits with collateral clauses and compensation measures), site inspection

- 6.9.3 The Organization only gives permission for any permanent or temporary conversion (for example development) of its forests to another function by a third party when this occurs in public interest (e.g. publicly beneficial construction) and it is proven that most favourable option has been chosen in terms of impact on of the environment on the conceded land.

Note: If the conversion as outlined in *Indicator*\* 6.9.3 exceeds the limits established by *Indicator*\* 6.9.1, it will be regulated under FSC policy for excision of areas from the scope of certification and related documents

Verifiers: review of documentation, interviews with representatives of local stakeholders

**6.10. Management units containing plantations that were established on areas converted from natural forest after November 1994 shall not qualify for certification, except where:**

- a) Clear and sufficient evidence is provided that The Organization\* was not directly or indirectly responsible for the conversion, or
- b) The conversion affected a very limited portion of the area of the Management unit and is producing clear, substantial, additional, secure long-term conservation benefits in the Management unit.

- 6.10.1 The Organization keeps records of all areas that have been converted into plantations since 1994.

Verifiers: site inspection, stakeholder survey

- 6.10.2 Plantations of Christmas trees and/or plantations managed for other products established after November 1994 on sites which, before this date, were forest in *natural state*\* or in *near-natural state*\* or *semi-natural forest*\*, are not certified, except where there is clear evidence that The Organization was not, either directly, or indirectly, responsible for the conversion.

Verifiers: site inspection, stakeholder survey

## 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.

Means of verification: management plan, documents

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

Means of verification: management plan, documents

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

Means of verification: management plan, documents

**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 To meet management objectives, management instruments are used (see Annex E) that include management activities, instructions, regulations, contracts, etc.

Means of verification: documents (e.g., forest management planning, management principles, concepts of forest management, nature protection, quality management and infrastructure) or interviews in accordance with the checklist in Annex E

7.2.2 The Organization has stand and outline maps for the period of applicability of the management plan.

Means of verification: management plan, documents

7.2.3 The Organization with a duty to prepare a management plan has a map (e.g. a stand map) showing specially protected areas and their *protection zones\**, registered significant landmarks, *reference sites\**, High Conservation Value areas and other ecologically sensitive sites, such as water areas, wetlands, spring areas, outcrops, scree, and possibly elements of the *Territorial System of Ecological Stability\**.

Verifiers: management plan, documents, maps

**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 The management plan includes verifiable targets in compliance with management objectives that are monitored through Forest management documentation (LHE) and is implemented.

Verifiers: management plan, documents,

7.3.2 The frequency of monitoring is sufficient to maintain the environmental values.

Verifiers: management plan, documents,

**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 periodically revised, considering:

- 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.

Means of verification: documents (updating of concepts, guidelines, etc.)

**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 The management plan for state owned forest is available to the public.

Means of verification: documents (interviews with affected stakeholders, audit report), website

7.5.2 For any other Organization, the *binding provisions\** of the management plan are made publicly available.

Means of verification: documents (interviews with affected stakeholders, audit report), website

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

Means of verification: documents (interviews with affected stakeholders and interested stakeholders, audit report), website

**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 During the development or revision of the management plan, The Organization using culturally appropriate engagement proactively and transparently engages affected stakeholders and interested stakeholders in management planning and monitoring.

Means of verification: documents (council minutes, publication in official newspapers or websites), interview with affected stakeholders and interested stakeholders

7.6.2 The Organization communicate with all participants mentioned in *Indicator\** 7.6.1.

Means of verification: documents (council minutes, publication in official newspapers or websites), interview with affected stakeholders and interested stakeholders

7.6.3 Comments received during the process outlined in *Indicator\** 7.6.1 are considered during the management plan implementation.

Means of verification: documents (correspondence), interview with affected stakeholders and interested 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.

Means of verification: documents (correspondence), interview with interested stakeholders

7.6.5 The Organization assesses and considers relevant comments on the renewal of the management plan expressed by conservation authorities and other participants of legally required consultation. The Organization adheres to binding conditions issued by conservation authorities.

Means of verification: documents (updating of concepts, guidelines, etc.)

## 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.

Means of verification: documents and/or interview with The Organization

**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 Impacts of management activities on environmental values and social aspects, as well as changing environmental conditions, are monitored consistent with Annex E.

Means of verification: documents and/or interview

8.2.2 The monitoring is conducted at least once every ten years (usually when renewing the management plan), or continuously, in the case of significant changes in the Management Unit where impacts of management activities on environmental and social conditions are anticipated.

Note: The results of national authorities' surveys may be utilised for the purpose of monitoring, as well as studies of some stakeholders

Means of verification: documents and/or interview

**8.3 *The Organization\** shall analyse 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.

Means of verification: documents and/or interview

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

Means of verification: documents and/or interview

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

8.4.1 The results of monitoring, including maps (where relevant), are publicly available at no cost, e.g. as part of a publicly available summary of the management plan, excluding confidential information.

Means of verification: documents (e.g., audit report), interview with the stakeholders

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

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

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

Means of verification: documents (sales records)

8.5.2 The Organization keeps clear and accurate records on all sold products including at least:

- 1) A common and Latin or English species name,
- 2) Product name and description of product,
- 3) Volume (or quantity) of product,
- 4) Information to trace the origin of the product back to the source of origin logging/harvesting block.
- 5) A date of logging/harvesting
- 6) If basic processing activities take place in the forest, the date and volume produced; and
- 7) Data on whether a product was/was not sold as an FSC certified product.

Means of verification: documents (sales records)

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

- 1) Name and address of purchaser, except for small-scale sales of products in cash up to 10 thousand CZK;
- 2) The date of sale;
- 3) A common and Latin or English species name;
- 4) Product description;
- 5) The volume (or quantity) sold;
- 6) Certificate code; and
- 7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.

Means of verification: documents (sales records)

8.5.4 The Organization notifies the respective workers of the requirements and limitations regarding the use of the FSC logo, both in communication and advertising promotion, but especially in the labelling of products.

Verifiers: interviews with workers

8.5.5 The Organization designates a person responsible for adherence to FSC Chain of Custody requirements.

Verifiers: interviews with workers

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

Means of verification: documents (maps, protected area profiles, protected area regulations, management plans), interview

**9.1.2L** The Organization publishes a document containing the outcomes of the assessment mentioned in *Indicator\** 9.1.1.

Means of verification: documents (procedures), interview with 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. (C9.2 P&C V4)**

9.2.1 Threats to High Conservation Values are identified using Best available information.

Means of verification: interview

9.2.2 Effective 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.

Means of verification: documents, site inspection

9.2.3 Interested stakeholders, affected stakeholders and experts are engaged in the identification of High Conservation Values and development of management strategies and actions to maintain and/or enhance the identified High Conservation Values.

Means of verification: documents (procedures), interview with interested stakeholders and affected stakeholders

**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. (C9.3 P&C V4)**

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 plans developed (see Annex H HCV Framework).

Means of verification: interview with The Organization and stakeholders, site inspection

9.3.2 The plans 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.

Means of verification: interview with The Organization and stakeholders, site inspection

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

Means of verification: interview with The Organization and stakeholders, site inspection

**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 L The Organization prepares and implements a programme of periodic monitoring of High Conservation Values (as in Annex H). The programme includes an assessment of the effectiveness of management measures carried out in those areas.

Means of verification: documents (procedures), interview with The Organization and stakeholders

9.4.2 S The Organization has Best available information on High Conservation Value monitoring and the evaluation of the effectiveness of the related measures.

Means of verification: documents (procedures), interview with The Organization and stakeholders

9.4.3 The monitoring programme includes engagement with interested stakeholders and affected stakeholders.

Means of verification: interview with The Organization, interested stakeholders and affected stakeholders, correspondence

9.4.4 The programme is publicly available and based on *Indicator\** 9.4.3, includes interested stakeholder and affected stakeholder comments (except confidential parts of the comments as requested by their authors) on the list of High Conservation Values (see *Indicator\** 9.1) and how these comments have been addressed and respective issues resolved.

Means of verification: interview with the interested stakeholders and affected stakeholders,, correspondence

9.4.5 The monitoring programme 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.

Means of verification: documents

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

Means of verification: documents, interviews

## 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. (new)**

10.1.1 Harvested sites are regenerated continuously in a manner that protects affected environmental values;

Means of verification: documents, site inspections, interviews

10.1.2 Forests in *near-natural state*\* are harvested in a manner that improves (or does not worsen) tree species composition and spatial structure relative to *natural state*\*.

Means of verification: documents, site inspections, interviews

10.1.3 The *natural regeneration*\* of *forest stands*\* of *site appropriate tree species*\* is given priority and conditions for this regeneration are developed.

Means of verification: documents, site inspections, 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. (C10.4 and C10.8 P&C V4)**

10.2.1 Native tree species and their local genotypes are preferred for regeneration. The Organization provides unequivocal justification for using other species.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

10.2.2 Depending on the potential of the Management Unit, sparsely used and rare local tree species are also introduced.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

10.2.3 Where clearings are created by *salvage logging*\*, the occurring naturally seeding tree species are used as a (protective) *preparatory stand*\*.

Note: In case it is necessary, required exceptions may be obtained from national authorities. The artificial introduction of preparatory tree species is not required.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

- 10.2.4 *Ecologically stabilizing tree species\** (EsD) are used for regeneration in a minimum proportion according to the table in Annex B. If it is not possible to meet this minimum proportion at the *Porostní skupina\** (the lowest spatial unit of a forest) level for silvicultural operational reasons, The Organization provides evidence that the proportion is met at the higher spatial level of the forest or, in extreme cases, at the level of a certified MU. When certification is commenced in the latter half of the period of validity of the management plan, the proportion of *EsD\** is assessed based on the proportion of Improvement and reinforcement tree species (MZD) stated as a *binding provision\** in the approved management plan.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

- 10.2.5 When tending a *forest stand\** or in the next stages of regenerating a *forest stand\** The Organization acts to increase the proportion of *Ecologically stabilizing tree species\** (EsD) during the rotation period to achieve at least the minimum target proportion of *Ecologically stabilizing tree species\** (EsD) as defined in Annex B. If it is not possible to meet this minimum proportion at the *Porostní skupina\** level for silvicultural operational reasons, The Organization provides evidence that the proportion is met at the higher spatial level of the forest or, in extreme cases, at the level of a certified MU.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

- 10.2.6 In case of afforestation, *clump mixtures\** or *group mixtures\** are preferred to unified large blocks of *Ecologically stabilizing tree species\** (EsD).

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview, site inspection

**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. (C6.9 and C10.8 P&C V4)**

10.3.1 The Organization does not use *exotic\** tree species that can behave invasively in a given environment.

Means of verification: documents (site maps, lists, maps of tree species suitability, forest typology)

10.3.2 The proportion of *exotic\** tree species does not exceed 10% during regeneration. This is assessed at the level of the MU.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), interview

10.3.3 The total cover of any one *exotic\** tree species does not exceed 0.1 ha of a given regeneration area.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), site inspection

10.3.4 Larch (*Larix decidua*) is cultivated only in individual, line or *clump mixture\** not exceeding 30% of the *Porostní skupina\**.

Means of verification: documents (silvicultural and/or forest development concepts, management plan), site inspection

10.3.5 The Organization controls and monitors *exotic\** tree species to avoid adverse ecological impacts. Species which behave invasively in the environment are eliminated from stands.

Means of verification: documents (maps, lists), interview, site inspection

10.3.6 The Organization (potentially in collaboration with experts or AOPK) pursues activities aimed to control invasive impacts of *exotic\** species.

Means of verification: documents (maps, lists), interview, site inspection

**10.4 The Organization\* shall not use genetically modified organisms in the Management unit. (C6.8 P&C V4)**

10.4.1 Neither Genetically Modified Organisms, nor products made from such organisms are used.

Means of verification: documents (receipts, culture plan)

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

10.5.1 *Shelterwood and selection management system\**, or a system using selection methods, is given priority.

Verifiers: review of documentation, filed inspection

10.5.2 The Organization avoids using *clear-cuttings\**. With adequate justification, *clear-cuttings\** make up a maximum of one half of the volume of annual planned final felling. In such cases, the maximum average area of the *clear-cuttings\** is up to 0.3 ha and the maximum area of a single *clear-cutting\** is 1 ha.

Note: Adequate justification, is for example, urgent transformation of stands with unsuitable species composition to forests in *Near-natural state\**.

Verifiers: review of documentation, interviews with workers, field inspection

10.5.3 Beyond the restrictions regarding *clear-cutting\** stated in *Indicator\** 10.5.2, a *clear-cutting\** with a width of up to the height of the stand can be carried out when its purpose is to transform spruce and genetically unsuitable pine forests to forest dominated by deciduous light-demanding wood species, provided all of the following conditions are met:

- Spruce forests are located up to and including the 5th LVS, i.e. forest vegetation belt
- The proportion of spruce in the forest is higher than 65% or spruce makes homogenous blocks of a minimum size of 1 ha within the composition
- Maximum size of the *clear-cutting\** (regeneration element) is 0.5 ha
- The transformation is to happen within 20 years of the first audit carried out according to this standard.

These *clear-cuttings\** are not considered when evaluating compliance with *Indicator\** 10.5.2.

Verifiers: review of documentation, interviews with workers, field inspection

10.5.4 The mechanical cultivation of soil is carried out only with adequate justification. It is carried out to facilitate *natural regeneration\**, improve soil characteristics (especially in the case of arenic podzolic soils) or as an extreme measure to suppress strong weed growth (during *artificial regeneration\**). In cases where the disruption of the soil profile is over 20 cm in depth, at least one third of such areas is left without mechanical disruption and without the overturning of the soil surface profile.

Verifiers: review of documentation, interviews with workers, field inspection

10.5.5 *Forest stand margins\** bordering non-forestland are regenerated predominantly through individual selection; deciduous tree species and shrubby ecotones enhancing stability of the stand and the ecotone effect are promoted. This does not apply to unstable margins, e.g. spruce stands.

Verifiers: field inspection

- 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. (C10.7 P&C V4 and Motion 2014#7)**
- 10.6.1 When fertilizers are used, their ecological and economic benefits are equal to or higher than those of silvicultural systems that do not require fertilizers.  
Verifiers: review of documentation, interviews with workers and interested groups, possibly field inspection
- 10.6.2 Fertilization of forest land (porostní lesní půda) to increase yield is not carried out.  
Verifiers: review of documentation, interviews with workers and interested groups, possibly field inspection
- 10.6.3 Overall and aerial liming is not carried out.  
Verifiers: review of documentation, interviews with workers
- 10.6.4 When fertilizers are used, their types, rates, frequencies and site of application are documented.  
Verifiers: review of documentation, interviews with workers
- 10.6.5 When fertilizers are used, environmental values are protected, including through implementation of measures to prevent damage.  
Verifiers: review of documentation, interviews with workers
- 10.6.6 Damage to environmental values resulting from fertilizer use is mitigated or repaired.  
Verifiers: review of documentation, interviews with workers

**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. (C6.6 and C10.7 P&C V4)**

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: review of documentation, interviews with workers

10.7.2 Within the Management Unit, only chemical pesticides approved in compliance with the FSC Pesticides Policy (FSC-POL-30-001) are stored and used on forest land.

Verifiers: review of documentation, interviews with workers

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

Verifiers: review of documentation (documentation of chemicals utilization)

10.7.4 The use of pesticides complies with the ILO document “Safety in the use of chemicals at work” regarding requirements for the transport, storage, handling, application and emergency procedures for clean-up following accidental spillages.

Verifiers: review of documentation (documentation of chemicals utilization)

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

Verifiers: review of documentation (documentation of chemicals utilization)

10.7.6 In cases where wood is treated with an insecticide against wood-boring insects, its utilisation is limited to wood storage at the collection site.

Verifiers: review of documentation (documentation of chemicals utilization), field inspection

10.7.7 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: review of documentation (documentation of chemicals utilization)

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

Verifiers: documentation

**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\*. (C6.8 P&C V4)**

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

Verifiers: review of documentation

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

Verifiers: review of documentation

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

Verifiers: review of documentation

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: review of documentation

**10.9 The Organization\* shall assess risks and implement activities that reduce potential negative impacts from natural hazards proportionate to scale, intensity, and risk. (new)**

10.9.1 The Organization is aware of potential natural hazards (and their potential negative impacts) for *infrastructure\**, *forest resources\** and communities in a Management Unit.

Means of verification: Organizations with forestry personnel: documents (storm handbook, beetle infestation leaflet, silvicultural guidelines, infrastructure concepts, etc.); others: interview

10.9.2 Management activities mitigate these impacts.

Means of verification: Organizations with forestry personnel: documents (storm handbook, beetle infestation leaflet, silvicultural guidelines, infrastructure concepts, etc.); others: interview

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.

Means of verification: Organizations with forestry personnel: documents (storm handbook, beetle infestation leaflet, silvicultural guidelines, infrastructure concepts, etc.); others: interview

10.9.4 Environmental, social and economic aspects are considered when consequences of natural hazards are being rectified.

Means of verification: Organizations with forestry personnel: documents (storm handbook, beetle infestation leaflet, silvicultural guidelines, infrastructure concepts, etc.); others: interview

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

Means of verification: Organizations with forestry personnel: documents (storm handbook, beetle infestation leaflet, silvicultural guidelines, infrastructure concepts, etc.); others: interview

**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. (C6.5 P&C V4)**

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.

Means of verification: documents (infrastructure concept, infrastructure guidelines), interview

10.10.2 The Organization prepares a guideline, which includes provisions mentioned in Annex C, or uses this Annex as the guideline, to:

- 1) control erosion;
- 2) minimize vegetation damage during harvesting, transportation of wood, construction of roads;
- 3) control other mechanical disruptions of the soil; and
- 4) conserve water resources.

Means of verification: documents

10.10.3 The guideline (see *Indicator\** 10.10.2) is considered during planning, and incorporated in contracts with contractors. The provisions of the guideline are respected and utilized in formulating the management plan and in the implementation of forest operations.

Means of verification: documents

**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. (C5.3 and C6.5 P&C V4)**

10.11.1 Harvesting, extraction practices and transport of timber are implemented in a manner that conserves environmental values and High Conservation Values.

Means of verification: documents (general terms and conditions for contractors, work and contractor contracts), interview

10.11.2 Using management measures, The Organization uses all forest and other tradeable products in the most effective way.

10.11.3 L The Organization produces a guideline for the identification and retention of snapped stems, snags, wind throws, lying trunks, trees with cavities, and permanently selected and identifiable full-grown trees to age and decay (in line with a way defined by The Organization) in *mature and maturity approaching stands\**, and adheres to this guideline. The volume of wood left to decay is at least 5 trees from the upper (*mature and maturity-approaching\**) layer per hectare in a sub compartment.

Note: Trees left to decay are in principle trees of larger dimensions (large timber). Trees of potentially low value are preferred, e.g. fungous trees, hard to reach trees, fractures, snags, mature trees within the *reference sites\**, deciduous trees, firs, trees in riparian stands and aesthetically noteworthy trees. Trunks in the final phase of decay, i.e. when losing the wood structure, are not taken into consideration.

Means of verification: documents (guideline)

10.11.4 S The Organization leaves fractures, snags, wind throws, lying trunks, trees with cavities, and selected full-grown trees to age and decay in *mature and maturity approaching stands\**. The volume of the wood left to decay is at least 5 trees from the upper (mature and maturity-approaching\*) layer per hectare in a sub compartment.

Note: Trees left to decay are in principle trees of larger dimensions (large timber). Trees of potentially low value are preferred, e.g. fungous trees, hard to reach trees, fractures, snags, mature trees within the *reference sites\**, deciduous trees, firs, trees in riparian stands and aesthetically noteworthy trees. Trunks in the final phase of decay, i.e. when losing the wood structure, are not taken into consideration.

Means of verification: interview, field inspection

10.11.5 When the trees left to decay do not comply with health and safety regulations or forest protection, The Organization removes these trees and selects alternative trees immediately, fulfilling in a similar way the ecological functions of the removed ones.

Means of verification: interview, field inspection

10.11.6 Trees with cavities (den trees) are left to age and decay naturally.

Means of verification: interview, field inspection

**10.12. The Organization\* shall dispose of waste materials in an environmentally appropriate manner. (C6.7 P&C V4)**

10.12.1 Chemicals, containers, fluid and solid non-organic wastes are managed and then disposed of in an environmentally safe manner on sites designated for this purpose, outside the forest.

Means of verification: interview, site inspection

10.12.2 If forest operations are carried out on contract, the contract unequivocally specifies the responsibility for keeping records of waste.

Means of verification: documents (contract)

10.12.3 Wastes (except for biomass) associated with forest operations (e. g. wrappings) are carried away from the forest at the latest by the time of acceptance of the work.

Means of verification: interview, site inspection

## H Annexes to a Forest Stewardship Standard

<b>Annex A</b>	List of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements
<b>Annex B</b>	Species composition of regenerated stands
<b>Annex C</b>	Guidelines for erosion control, minimising stand damage during harvesting and transportation of wood and construction of roads, minimising other mechanical disruptions of soil and for conservation of water sources
<b>Annex D</b>	Forest type groups with acceptable risk of slash and felling debris removal
<b>Annex E</b>	Management tools and sources of information for <i>Indicators</i> * 7.2.1 and 8.2.1
<b>Annex F</b>	State of forest soils and their ability to bind carbon
<b>Annex G</b>	List of rare and threatened species in the country or region
<b>Annex H</b>	National <i>High Conservation Value</i> * (HCV) framework of the Czech Republic (incl. strategies to maintain HCVs*)
<b>Annex I</b>	Training requirements for <i>workers</i> *
<b>Annex J</b>	<i>Conservation Area Network</i> * conceptual diagram

## **Annex A List of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements**

The following is the minimum list of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.

### **1 List of the national and local forest laws and administrative requirements in the Czech Republic:**

#### **1.1 Forest management acts and ordinances**

- Act No. 289/1995 of the Coll. on forests and amending and changing some related laws, as amended
- Act No. 114/1992 of the Coll. on nature conservation and landscape, as amended
- Act No. 149/2003 Coll., on putting into circulation of reproduction material of forest tree species of species important for forestry and artificial crosses, intended for forest renewal and afforestation, and amending some related laws
- Act No. 254/2001 of the Coll. – water act and amending some related laws, as amended
- Act No. 100/2001 of the Coll. on environmental impact assessment and amending some related laws, as amended
- Act No. 477/2001 of the Coll. on packaging and on amending of certain acts, as amended
- Act No. 17/1992 of the Coll. on the environment, as amended
- Act No. 123/1998 of the Coll. on the right for information on environment, as amended
- Act No. 350/2011 on chemicals and chemical compounds and amending some related laws as amended.
- Ordinance of the Department of Agriculture of CR No. 77/1996 of the Coll. on terms of request of withdrawal or restriction and on details on conservation of property which was designated to fulfil forest functions
- Ordinance of the Department of Agriculture of CR No. 78/1996 of the Coll. on assignment of zones of forests endangered due to air pollution.
- Ordinance of the Department of Agriculture of CR No. 83/1996 of the Coll. on formulation of local plans on forest development and on definition of management sets of stands Ordinance of the Department of Agriculture of CR No. 84/1996 of the Coll. which specifies details on forest conservation measures, and the design of badge and service card of forest guard
- Ordinance of the Department of Agriculture of CR No. 13/1994 of the Coll., which refines some detail on protection of agricultural land resources
- Ordinance of the Department of Agriculture of CR No. . 29/2004 of the Coll. on trade with wood plants reproduction material

- Ordinance of the Department of Agriculture of CR No. 139/2004 of the Coll. setting details on transfer of seeds and seedlings of wood plants, on keeping records on reproduction material origin and details on forest stands renewal and on afforestation of areas declared as areas designated to fulfil the function of forest.

## **1.2 International treaties and agreements relevant to nature conservation**

- Achieving sustainable development through “The Rio Conventions” endorsed at UN conference on environment in Rio de Janeiro in June, 1992 (also called the Earth Summit)
  - a) Convention on Biological Diversity (134/1999 of the Coll.)
  - b) United Nations Framework Convention on Climate Change
  - c) United Nations Convention to Combat Desertification
- The Ramsar Convention „On wetlands of international importance primarily as waterfowl biotopes“ (396/1990 of the Coll.).
- The Bern Convention – „Convention on European Wildlife and Natural Habitats conservation“ (107/2001 of the Coll.).
- The Bonn Convention – „Convention on the Migratory Species of Wild Animals Conservation“ (127/1994 of the Coll.).
- “The Convention on Biodiversity“ CBD (134/1999 of the Coll.).
- The Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES, 572/1992 of the Coll.)
- The Convention on the Protection and Sustainable Development of the Carpathians (Carpathian Convention – 47/2006 of the Coll.)

## **1.3 Law of European Communion (Legislation of the EU)**

- Directive on natural stands and wildlife fauna and flora conservation (92/43/EC) Directive on conservation of wild birds wildlife waterfowl conservation (2009/147/EC)
- Directive 2001/18/EC on the deliberate release into the environment of genetically modified organisms
- Regulation No. 1946/2003 on transboundary movements of genetically modified organisms. Regulation No. 995/2010, laying down the obligations of operators who place timber and timber products on the market.

## **1.4 Reference to official lists of endangered species in the Czech Republic**

- Ordinance No. 395/1992 of the Ministry of the Environment of the Czech Republic, implementing some provisions of Act No. 114/1992 of the Czech National Council on nature and landscape protection, as amended

## **1.5 Acts and ordinances related to safe working conditions and occupational safety**

- Act No. 309/2006 of the Coll. on stipulating further requirements for health and safety at work in labour relations
- Act No. 372/2011 of the Coll. on health services and conditions of their provision
- Ordinance 79/2013 of the Coll. on specific healthy services The Labour Code - Act No. 262/2006 of the Coll.,.
- Act No. 22/1997 of the Coll., on technical requirements on production.
- Act No. 59/2006 of the Coll., on the prevention of serious accidents caused by selected dangerous chemical substances or chemical agents
- Act No. 258/2000 of the Coll. on the protection of public health in valid legal regulation Act No. 102/2001 of the Coll., on the general safety of products.
- Act No. 201/2012 of the Coll., on the protection of the atmosphere.
- Act No. 350/2011 of the Coll., on chemical substances and chemical agents and on modification of some acts.
- Government Decree No. 290/1995 of the Coll., defining list of occupational diseases. Government Decree No. 352/2000 of the Coll., changing several directives of ministries and other authorities.
- Government Decree No. 272/2011 of the Coll., on protection from negative impacts of noise and vibrations.
- Government Decree No. 1/2008 of the Coll., on the protection of health from non-ionizing radiation.
- Government Decree No. 361/2007 of the Coll. setting the conditions for safety work. Government Decree No. 378/2001 of the Coll., which sets detailed requirements for safe operation and use of machines, equipment, devices, and tools (effective date - 1.1.2003).
- Government Decree No. 201/2010 of the Coll., on the method of evidencing and reporting injuries and filing an injury report. Government Decree No. 495/2001 of the Coll., setting the extent and detailed conditions on providing personal protective equipment and washing, cleaning, and disinfection substances.
- Government Decree No. 28/2002 of the Coll., setting the method of work organization and the work procedures employed in forest or on other similar working sites that the employers are obligated to ensure.
- Government Decree No. 27/2002 of the Coll., setting the method of work organization and the work procedures, that shall be employed in animal breeding, and that the employers are obligated to ensure.
- Government Decree No. 11/2002 of the Coll., setting the appearance and placement of safety marks and introduction of signals.

- Government Decree No. 168/2002 of the Coll., setting the method for work organisation and the work procedures associated with transportation, that the employers are obligated to ensure
- Ordinance No. 48/1982 of the Coll. of the Czech Bureau of Work Safety (ČÚBP – Český úřad pro bezpečnost práce), setting the basic requirements to ensure work and equipment safety, in wording of subsequent regulations.
- Ordinance No. 288/2003 of the Coll. of the Ministry of Agriculture of the Czech Republic defining works/ working sites that pregnant women, nursing mothers, mothers within the first nine months of the post-partum period, and adolescents are not allowed to carry out/attend; it also sets exceptional conditions under which adolescents can carry out these works and/or attend these workplaces to help them to prepare for their future professions.

#### **1.6 Acts and regulations referring to ensuring workers' rights**

- Labour Code – Act No. 262/2006 of the Coll. as amended The Employment Act No. 435/2004 of the Coll., in wording of later regulations
- The Collective Negotiations Act, No. 2/1991 of the Coll., in wording of later regulations
- The Constitutional Act - The Declaration of Basic Rights and Freedoms, No. 23/1991 of the Coll., in wording of later regulations
- The Act on Assembly, No. 83/1990 of the Coll., in wording of later regulations
- Act No. 143/1992 of the Coll., on salaries and compensation for work readiness in budgetary organizations and some other organizations and bodies, in wording of later regulations
- Act No. 198/2009 of Coll. on Equal Treatment and Legal Protection against Discrimination and amending some related laws (Anti-discrimination Act)

#### **1.7 List of ILO Conventions ratified by the Czech Republic that have an impact on forestry operations and practices:**

- 29 Forced Labour Convention 1930.
- 87 Freedom of Association and Protection of the Right to Organise Conventions, 1948
- 97 Migration for Employment (Revised) Convention, 1949.
- 98 Right to Organise and Collective Bargaining Convention, 1949
- 100 Equal Remuneration Convention, 1951.
- 105 Abolition of Forced Labour Convention, 1957
- 111 Discrimination (Occupation and Employment) Convention, 1958.
- 131 Minimum Wage Fixing Convention, 1970.
- 138 Minimum Age Convention, 1973
- Rural Workers' Organizations Convention, 1975
- Human Resources Development Convention, 1975

- Migrant *Workers*\* (Supplementary Provisions) Convention. 1975
- 155 Occupational Safety and Health Convention, 1981.
- 182 Worst Forms of Child Labour Convention, 1999
- ILO Code of Practice on Safety and Health in Forestry Work (ILO 1998)

**2 Policies:**

- FSC-POL-30-401 FSC certification and ILO Conventions

**Annex B Species composition of regenerated stands**

SPECIFICATION OF TARGET MANAGEMENT SET (CHS) OF STANDS				Minimum Percentage of <i>EsD</i> * when re-newing (%)	Minimum target percentage of <i>EsD</i> * (%)	Main <i>EsD</i> * <sup>4)</sup>
Target management set (CHS) and sub-set (PCHS) of stands		CHS and PCHS site conditions - sets of forest types (SLT) and its parts (special forest types - LT) <sup>1)</sup>				
CHS	CHS Name	PCHS				
13	Natural pine forests (and pine oak sites)	a	0M (except 0M2, 0M9)	10	5	BK, BR, DB, DBZ, JD, JR
			0K1, 0K3, 0K5	20	30	
			0K (except 0K1, 0K3, 0K5)	15	20	
			0N (except 0N2)	15	10	
		b	0O	20	25	BR, DB, DBZ, JD, JR, OS
			0P	15	20	
			0Q (except 0Q4)	10	15	
		c	0C (except 0C4)	10	10	BR, BK, DB, DBZ, JD
d	1M	30	40	BR, BK, DBZ, JR, LP		
19	Riparian woodland sites (lower elevations)	a	1L (except 1L5, 1L7, 1L8)	70	80	BB, DB, HB, JL, JLV, JV, JS, JSU, KL, LP, OL, STR, TP, TPC
		b	1L7, 1L8	70	80	DB, JL, JLV, JS, JSU, JV, KL, LP, OL, STR, TP, TPC, VR
		c	1L5 2L	70	100 100	BB, DB, HB, JL, JLV, JS, JSU, JV, KL, LP, OL, STR
21	Exposed sites of lower elevations	a	1N		70	BK, BR, DBZ, LP
			2N		70	
			1Ke	50	70	
			2Ke		65	
			2Me		60	
		b	1C (except 1C6, 1C9) 2C (except 2C9)	50	70 70	BB, BK, BR, BRK, DB, DBZ, HB, JS, JV, KL, LP, MK, TR

			1F		80	
			2F	60	80	
			1Se		70	
			2Se	50	70	
		c	1A (except 1A9)		80	BB, BK, BRK, DB, DBZ, HB, JD, JL, JLH, JS, JV, KL, LP, LPV, MK, TR, TS
			2A (except 2A8, 2A9)		80	
			1Be		80	
			1De	60	80	
			2D9, 2De		80	
			2Be		80	
			2He		80	
		d	1C9		70	BB, BK, BRK, DB, DBP, DBZ, HB, JD, JL, JLH, JS, JV, KL, LP, LPV, MK, TR, TS
			1C6	50	70	
			2C9		70	
			1A9		90	
			2A8, 2A9	70	90	
			2We	50	70	
23	Acid sites of lower elevations	a	1K (except 1Ke)		70	BK, BR, DBZ, HB, JD, LP, OS
			2K (except 2Ke)		60	
			1I	50	70	
			2I		60	
			2M (except 2Me)		60	
		b	1S1		70	BK, BR, DB, DBZ, HB, LP, OS, (CER v PLO 33 a 35)
			1S2		70	
			1S9	50	70	
			2S2		70	
			2S4		70	
25	Nutrient rich sites of lower elevations	a	1S (except 1S1, 1S2, 1S9, 1Se)	50	70	BB, BK, DBZ, HB, JV, KL, LP, (CER v PLO 35)
			2S (except 2S2, 2S4, 2Se)		70	
		b	1O		80	BB, BK, BRK, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, MK, OL, TR
			1H		80	
			1B (except 1Be)	60	80	
			1D (except 1De)		80	

		c	2H (except 2He)		80	
			2B (except 2Be)		80	
			2D (except 2D9, 2De)		80	
			2W (except 2We)		80	
		d	1V		80	
			2V		80	
			2O		80	
27	Gleyed nutrient poor sites of lower and medium elevations	a	1P		70	BK, BR, DB, DBZ, JD, LP, OL, OS
			1Q	50	60	
		b	2P		70	
			2Q		60	
			3Q		50	
		c	4Q	35	50	
29	Alder and ash sites on waterlogged and riparian woodland soils	a	1G	80	90	DB, JS, OL, OLS, OS, TP, TPC, VR
		b	1T	80	90	BR, BRP, DB, OL, OLS, OS
		c	1R	60	80	BR, BRP, DB, OL, OS, VR
		d	3L	80	80	DB, JLH, JLV, JS, JV, KL, OL, VR
		e	4L1	80	90	JLH, JLV, JS, JV, KL, LP, LPV, OLS
		f	5L	80	90	JLH, JS, KL, OL, OLS
		g	3U (except 3U7)	80	100	BB, BK, DB, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, OL
		h	5U5	80	90	BK, JD, JLH, JS, JV, KL, LP, LPV, OL, OLS
39	Nutrient poor waterlogged sites of lower and medium elevations	a	0T	5	10	BR, BRP, DB, JD, OL, OLS, OS
			0G2, 0G7		5	
		b	2T	30	50	BR, BRP, DB, JD, OL, OLS, OS
			3T		50	
			4T		45	
	5T	40				
c	3R	5	5	BR, BRP, OL, OLS, OS		
	5R		5			
41	Exposed sites of medium elevations	a	3N		60	BK, DB, DBZ, JD, KL, LP
			3Ke	40	60	
			3Me		50	

		b	4N 4Ke 4Me	40	60 60 50	BK, DB, DBZ, JD, KL, LP
		c	3F 3Se 3He	40	60 60 60	BK, DB, DBZ, HB, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, TR, TS
		d	4F 4Se 4He	40	60 60 60	BK, DB, DBZ, HB, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, TR, TS
		e	3C (except 3C9) 4C (except 4C9) 5C (except 5C9)	45	60 60 60	BK, BRK, DB, DBZ, HB, JD, JV, KL, LP, LPV, TR
		f	3C9 4C9 5C9	45	60 60 60	BB, BK, BRK, DB, DBZ, HB, JD, JS, JV, KL, LP, LPV, MK, TR
		g	3A (except 3A9) 4A (except 4A9) 3Be 4Be 3D9, 3De 4D7, 4D9, 4De	60 50 60 50	70 70 70 60 70 60	BB, BK, BRK, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, TR, TS
		h	3We 4We 3A9 4A9 5A9	60	70 70 70 70	BB, BK, BRK, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, MK, TR, TS
		i	3U7	60	80	BB, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, OL
43	Acid sites of medium elevations	a	3K (except 3Ke, 3K2) 3I (except 3I2, 3I8) 3S2	45	60 60 60	BK, BR, DB, DBZ, JD, KL, LP
		b	4K (except 4Ke, 4K2) 4I (except 4I2) 4S2	45	60 50 60	BK, BR, DB, DBZ, JD, KL, LP

		c	3M (except 3Me) 3K2 3I2, 3I8	45	50 60 60	BK, BR, DB, DBZ, JD	
		d	4M (except 4Me) 4K2 4I2	40	50 60 50	BK, BR, DB, DBZ, JD, JDO	
45	Nutrient rich sites of medium elevations	a	3S (except 3S2, 3Se) 3H (except 3He)	50	60 60	BB, BK, BR, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, TR, TS	
			3B (except 3Be) 3D (except 3D9, 3De)	60	70 70		
		b	4S (except 4S2, 4Se) 4H (except 4He)	40	50 50		BK, BR, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, TR, TS
			4B (except 4Be) 4D (except 4D7, 4D9, 4De)	50	60 60		
c	3W (except 3We) 4W (except 4We)	50	60 60	BB, BK, BRK, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, MK, TR			
47	Gleyed sites of medium elevations	a	3V (except 3V9) 4V (except 4V9)	50	70 60	BB, BK, DB, DBZ, HB, JD, JL, JLH, JLV, JS, JV, KL, LP, LPV, OL, OLS	
			3O 4O		60 60		
b	3P 4P		35		50 50		BK, BR, DB, DBZ, JD, LP, OL, OLS, OS
51	Exposed sites of higher elevations	a	5N (except 5N2) 5Ke	40	50 50	BK, DB <sup>3</sup> , DBZ <sup>3</sup> , JD, KL, LP	
			b		6N (except 6N2, 6N9) 6Ke		40 40
		c		5N2 6N2, 6N9 5Me 6Me	40		50 40 50 40
			d	5F		50	60

		e	5A (except 5A9)		70	KL, LP, LPV, TR, TS	
		f	5Se		60		
			5Be		60		
			5D7, 5D9, 5De		60		
			5We		60		
			6F		45		
			6A		50		
			6Se	40	45		
			6Be		50		
			6De		50		
		g	5U7	60	70	BK, DB, DBZ, JD, JLH, JS, JV, KL, LP, LPV, OL, OLS	
53	Acid sites of higher elevations	a	5K (except 5Ke, 5K2)	40	50	BK, BR, DB <sup>3</sup> , DBZ <sup>3</sup> , JD, JR, KL, LP	
			5I (except 5I2)		50		
			5S2		50		
		b	6K (except 6Ke, 6K2)	30	40		
			6I		40		
			6S2		40		
		c	5M (except 5Me)	40	50		
			6M (except 6Me)	30	40		
			5K2	40	50		
			6K2	30	40		
5I2	40		50				
55	Nutrient rich sites of higher elevations	a	5S (except 5S2, 5Se)	40	50	BK, DB <sup>3</sup> , DBZ <sup>3</sup> , JD, JLH, JS, JV, KL, LP, LPV, OS, TR, TS	
			5H		50		
		b	5B (except 5Be)	50	60		
			5D (except 5D7, 5D9, 5De)		60		
			5W (except 5We)		60		
		c	6S (except 6S2, 6Se)	30	40		
			6H		40		
			6B (except 6Be)		40		50
			6D (except 6De)				50

57	Gleyed sites of higher elevations	a	5V (except 5V9)	40	50	BK, DB <sup>3</sup> , JD, JLH, JS, JV, KL, LP, LPV, OL, OLS	
		b	5O		50		
		c	5U (except 5U5, 5U7)	50	60		
		d	6V (except 6V9) 6O	30	40 35		
		e	5P 6P 5Q 6Q	30 25 30 25	40 30 40 30	BK, BR, DB <sup>3</sup> , JD, OL, OLS, OS	
59	Waterlogged sites of medium and higher elevations	a	2G	60	70	BK, DB, JD, JS, JV, KL, LP, LPV, OL, OS	
			3G	50	60		
			4G	40	50		
			3V9	60	70		
			4V9	50	60		
		b	5G	25	40	BK, DB, JD, JS, KL, OL, OLS, OS	
			5V9	40	50		
			6V9	30	40		
		c	0G (except 0G2, 0G7)	5	5	BR, BRP, DB, JD, OL, OLS, OS	
		d	6T	15	25	BR, BRP, JD, OL, OLS, OS	
6G	20		30				
e	4R	10	10				
	6R	5	5				
71	Exposed sites of montane elevations	a	7N	20	25	BK, BR, BRC, JD, JR, KL, OS	
			7Me		25		
			7Ke		25		
			7Se		25		
			b		7F		25
					7A		30
73	Acid sites of montane elevations	a	7M (except 7Me)	20	25	BK, BR, BRC, JD, JR, KL, OS	
			7K (except 7Ke)		25		
75	Nutrient rich sites of montane elevations	a	7S (except 7Se)	20	25	BK, BR, BRC, JD, JR, KL, OS	
77	Gleyed sites of	a	7V (except 7V9)	20	25	BK, BR, BRP, JD, JR, KL, OLS	

	montane elevations		7O		25	
			7P		20	
			7Q	15	20	
		b	8V (except 8V9) (in 7 <sup>th</sup> LVS)		5	BK, BR, BRP, JD, JR, KL, OLS
		8O (in 7 <sup>th</sup> LVS)		5		
		8P (in 7 <sup>th</sup> LVS)	5	5		
		8Q (except 8Q9) (in 7 <sup>th</sup> LVS)		5		
	c	7L1		10		
79	Waterlogged sites of montane elevations	a	7T		15	BK, BR, BRP, JD, JR, KL, OLS
			7G		15	
			7V9		25	
		b	8G (in 7 <sup>th</sup> LVS)	10	5	
		8Q9 (in 7 <sup>th</sup> LVS)		5		
		8V9 (in 7 <sup>th</sup> LVS)		5		
	c	7R (except 7R9)		5		
01	Extremely unfavorable sites	a	0X	10	10	BB, BK, BRK, DBP, DBZ, HB, LP, MK
		b	0Z	5	5	BK, BR, DBZ, JR
		c	0Y	5	10	BK, BR, BRC, DBZ, JD, JR
		d	0M2, 0M9	5	5	BK, BR, DBZ
			0N2	10	10	
		e	0Q4	5	5	BR, DB, DBZ, JD, OS
		f	0C4	5	5	BK, BR, DBZ
		g	1X	90	90	BB, BRK, DBP, DBZ, HB, JL, JS, JV, KR, LP, MK
		h	2X	90	90	BB, BK, BRK, DB, DBP, DBZ, HB, JL, JS, JV, KR, LP, MK
		i	3X	80	80	BB, BK, BRK, DB, DBZ, HB, JD, JL, JS, JV, KL, KR, LP, LPV, MK, TS
			4X		80	
		j	1Z	80	80	BR, BRK, DBZ, HB, KR, LP, MK
k	2Z	70	80	BK, BR, DBZ, HB, JV, KR, LP		
	2Y		80			
l	3Z	60	70	BK, BR, DB, DBZ, HB, JD, JV, KL, LP		
	4Z		70			

			3Y		70	
			4Y		70	
		m	5Z	50	60	BK, BR, JD, JR, JV, KL, LP
			5Y		60	
		n	6Z	50	50	BK, BR, BRC, JD, JR, KL
			6Y		50	
		o	7Z	20	30	BK, BR, BRC, JD, JR, KL
			7Y		30	
		p	1J	90	100	BB, BRK, DB, DBZ, HB, JL, JS, JV, KL, LP, MK, TR, TS
		q	3J	90	100	BK, BRK, DB, DBZ, HB, JD, JL, JLH, JS, JV, KL, LP, LPV, MK, TS
		r	5J	80	90	BK, JD, JLH, JS, JV, KL, LP, LPV, TS
		s	6J	70	80	BK, JD, JLH, JS, KL
		t	4L9	90	100	OLS, VR, VRE, VRH, VRN
		u	6L	70	80	BR, BRP, JD, JIV, JR, JS, KL, OL, OLS, OS
		v	7L9	5	10	BR, BRP, JD, JIV, JR, KL, OL, OLS, OS
		w	0R (except 0R4, 0R5, 0R9)	5	10	BL, BRP, JR
		x	0R4, 0R5	+	5	BRP, KOS
			0R9	+	5	BRP
		y	8T (in 7 <sup>th</sup> LVS)		5	BRP, JR, KOS
			8R (in 7 <sup>th</sup> and lower LVS)	+	5	
			7R9		5	
		z	9R (in 8 <sup>th</sup> and lower LVS)	+	2	BRP, JR
			9R6		2	
02	Sites of natural montane spruce groves below tree line	a	8Z		10	BK, BRC, JD, JR, KL
			8Y		5	
		b	8N	+	5	
			8F		5	
			8M		5	
			8K		5	

			8S		5	
		c	8V (in 8th LVS)		5	BK, BRP, JD, JR, KL, OLS
			8O (in 8th LVS)		5	
			8P (in 8th LVS)		5	
			8Q (in 8th LVS)		4	
		d	8G (in 8th LVS)	+	5	
			8V9 (in 8th LVS)		5	
			8Q9 (in 8th LVS)		5	
		e	8T (in 8th LVS)		5	
			8R (in 8th LVS)		5	
03	Sites in the mountain pine and alpine vegetation zone	a	9K	+	2	BRC, JR
		b	9Z			BRC, JR
			9Z2 – 9	+	+	
		c	9R (in 9th LVS)	+	2	BRP, JR
			9R2 – 4, 9R7	+	2	
	d	10Z	+	+		

#### Explanatory notes:

1) - index "e" in the designation of selected sets of forest types (SLT) determines the so-called "slope" forest types (LT), where the slope is greater than 40%

2) - the planting of Norway spruce as the basic target tree species is allowed only in specific sites (inverse positions, peat soils, etc.) in the 3rd and 4th forest vegetation belts (LVS), especially where spruce naturally regenerates. Given predicted climate change, it may be risky to plant spruce trees even in the 6th LVS.

3) - planting is recommended only in the 5th forest vegetation belt

4) - abbreviations of tree species are used according to Annex 4 to Decree No. 84/1996 Coll., on Forest Management planning

5) - only in the 2nd forest vegetation belt

TARGET MANAGEMENT SETS (CHS) are sets comprising sites with similar climatic and soil characteristics creating conditions for the rationalization of forestry management. In order to determine the appropriate forest management, basic management recommendations and a framework definition of species composition of stands are defined for CHS. CHS can be divided into sub-sets of the target management set (PCHS) as needed.

MIXING OF TREE SPECIES. In order to increase the ecological stability and resilience of *forest stands*\*, stands consisting of a larger number of tree species are preferred over single or two tree species stands. The mixed nature of the stands is given by the ecological potential of the site and can generally be derived from the minimum percentage of *EsD*\* and the enumeration thereof. Mixing is also preferred for other tree species not listed in the *EsD* list.

\*The percentage of the minimum target area of *EsD*\* applies to *mature and maturity approaching stands*\* in which some of the tree species with a shorter life-span might cease to be a component of the stand. Renewal of such *forest stands*\* complies with the „Minimum Percentage of *EsD*“ column.

## **Annex C Guidelines for erosion control, minimising stand damage during harvesting and transportation of wood and construction of roads, minimising other mechanical disruptions of soil and for conservation of water sources**

As a minimum, the Guideline meets the following requirements:

1. *The Organization\** has a plan and map of forest roads, approaching and skidding lines with an evaluation of their effectiveness. If the total area managed by *The Organization\** is greater than 1 000 ha, *The Organization\** prepares a Forest Road Network Maintenance Plan with a view to minimizing damage to the forest *ecosystem\**, in particular minimizing the impact of roads on the water regime and minimizing erosion.
2. Redundant roads and lines are rehabilitated with regard to the water regime and other *landscape\** functions and afforested or, alternatively, left to natural succession.
3. The forest transport network for close-to-nature forest management is of a permanent nature. The system of approaching and skidding lines must be optimized according to the terrain and harvesting technologies and the density of these lines must be set with respect to ecological, economic and social requirements.
4. The construction of new roads is minimized; it is preferable to reconstruct and expand the existing roads unless their existing location poses a *significant\* risk\** to the environment. New roads and reconstruction of the road network must be designed and built in such a way as to minimize disruption of the water regime or other functions of the surrounding *landscape\**. In particular, they meet the following requirements:
  - Minimized and balanced earthworks and the effort to get the grading as close as possible to the terrain surface during the construction of new roads.
  - In the longitudinal drainage system, an open triangular ditch shape is preferred (especially where there are large precipitation amounts, slopes or waterlogged areas).
  - Implementation of measures to convert surface water outflow to subsurface flow with the use of soakage devices (drainage piping), absorption trenches and soakage pits.
  - Implementation of anti-erosion measures in the form of a stone fan-shaped bed of sufficient length at the outlet of the culvert so as to ensure that the concentrated culvert outlet is dispersed along the slope below the road body.
  - Where the road is to run on a slope, the one-sided transverse slope of the road's crown towards the grading embankment is preferred.
  - Where *The Organization\** uses loose stone to harden roads, local materials are preferred.
  - Where recycled materials are used, *The Organization\** demonstrates their origin, compliance with standards for recycled materials and safety.
  - *The Organization\** respects the seasonal traffic of the 2nd class forest roads.
  - If it is necessary to stabilize the excavation slope of roads, stone drainage ribs are preferred.

Roads with a closed road surface (asphalt, concrete) can only be built if the assessment of different

technologies proves that the use of another surface does not guarantee functionality or if there is a significant prevalence of other interest of other forest users, provided that there is no more *significant\** disturbance of the water regime than would be the case if an unclosed road surface is used.

Depending on the slope, there are ground furrows installed at regular intervals (maximum 150 m) in the slopes of forest approaching lines (with water drainage into the side retention elements such as slope slides on the embankment, or into a ditch with a discharge into a recipient or soakage pit).

5. Harvesting operations employ technologies that reduce damage to living trees to as little as possible. Damaged trees are treated appropriately.
6. Technologies and procedures are carefully chosen for skidding and transporting timber, and for some technologies, climatic and terrain-related restrictions (determining seasons and locations) are imposed. The choice and limitation of technologies must guarantee that no rill erosion, deep ruts in flat ground, overall soil compaction or rutting occur. At the same time, rehabilitation procedures and the responsibility for the implementation thereof is established if, despite all measures, the aforementioned phenomena do occur. During rehabilitation, the surface runoff shall be interrupted (e.g. by installing transverse obstacles) and the water drained sideways, possibly using small contour trenches.  
Within the framework of the contractual relations, the work of contractors of the logging activities in the use of the forest road network is checked and the post-harvesting adjustments of the site are consistently undertaken.
7. Forbidden types of heavy equipment fluids (updated according to market situation) are specified. Preference is given to heavy equipment fluids with the least negative environmental impact. In addition, rules and remedial measures for cases of leakage of heavy equipment fluids and prevention thereof are specified.
8. Heavy-duty vehicles may cross watercourses only in places designed and adapted for this purpose.
9. All management activities are carried out in such a way that does not *significantly\** damage the known occurrence of specially protected species of plants and animals, endangered species listed in the relevant Red List and valuable natural *habitats\**.

**Annex D Forest type groups with acceptable risk\* of slash and felling debris removal**

Stands with acceptable <i>risk*</i> of slash and felling debris removal
SLT (LVS, i.e. forest vegetation belt, edaphic row and category)
<ul style="list-style-type: none"> <li>• 1-2 B (nutrient normal), H (nutrient loamy), D (enriched loamy)</li> </ul>
<ul style="list-style-type: none"> <li>• 3-4 S (nutrient vital), B (nutrient, normal rich), H (nutrient loamy), D (enriched loamy)</li> </ul>
<ul style="list-style-type: none"> <li>• 5-6 S (nutrient vital), B (nutrient, normal rich), H (nutrient loamy), D (enriched loamy)</li> </ul>
<ul style="list-style-type: none"> <li>• 1-6 O – gleyed medium-rich</li> </ul>

**Annex E Management tools and sources of information for Indicators\* 7.2.1 and 8.2.1**

This Annex is intended as a tool/guide to help achieve the requirements of *Indicators\** 7.2.1 and 8.2.1, which are based upon a range of *Indicators\** distributed throughout the standard.

Management instruments and sources of information are defined by *The Organization\** where also other existing tools and/or information of other entities can be used.

Regulation item (accompanying <i>indicators*</i> )	7.2.1 Management instruments: Examples (written form only)	8.2.1 Monitoring: Examples of sources of information	Revision
<b>A. Social</b>			
Complaint and mediation process (1.6.1 to 1.6.5)	- complaint process - complaint folder	- internally documented processes (minutes, correspondence, circular etc.)	as necessary
<i>Employee*</i> rights (2.1.1 to 2.1.8)	- not applicable – not envisaged under 7.2.1	- internally documented processes (minutes, correspondence, circular etc.)	as necessary
<i>Gender equality*</i> , sexual harassment and <i>discrimination*</i> (2.2.1 to 2.2.8.)	- work and operating instructions (internal or those of the general administration) - bylaws	- internally documented processes (minutes, correspondence, circular etc.)	as necessary
Health and safety at work, health protection (2.3.1 to 2.3.5)	- <i>risk*</i> assessments - accident prevention regulations - health and safety trainer - for contractors: general terms and conditions/contractor contracts - work contracts	- accident and illness statistics - examinations by company doctor - health and safety courses - inspections by health and safety experts - inspection of personal safety gear by <i>The Organization*</i>	as necessary
Official wage/minimum wage (2.4.1 to 2.4.4)	- work contracts - general terms and conditions, contractor contracts	- wage documentation - contractor contracts	as necessary
Qualification of forest <i>workers*</i> (2.5.1 to 2.5.6)	- personnel management concept - work contracts	- tender documentation and/or contractor contracts - dates of courses, training, etc.	at least annually

	<ul style="list-style-type: none"> <li>- general terms and conditions, contractor contracts</li> <li>- further education and training programmes</li> <li>- recognised contractor certificates</li> </ul>	<ul style="list-style-type: none"> <li>- inspection reports</li> </ul>	
Local population; information, exchange; where applicable, <i>engagement</i> * (4.1.1, 4.1.2; 4.2.1; 4.2.2; 4.4.1; 4.5.1; 4.5.2; 4.7.1 to 4.7.2)	<ul style="list-style-type: none"> <li>- corresponding internal provisions (e.g., on public relations or cooperation with communities, associations, etc.)</li> <li>- where appropriate, institutionalised forms of participation (e.g., councils, committees, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>- internally documented processes, e.g., by means of: <ul style="list-style-type: none"> <li>- appointments/calendar entries</li> <li>- correspondence and/or email</li> <li>- memoranda, agreements, etc.</li> </ul> </li> </ul>	as necessary
Affected and/or interested groups (' <i>stakeholders</i> *'); information, <i>engagement</i> * (1.6.4; 4.5.1; 4.6.1; 7.5.3; 7.6.1 to 7.6.4; 8.4.1; 9.1.2; 9.1.3; 9.2.3; 9.4.3)	<ul style="list-style-type: none"> <li>- list of interest groups</li> <li>- work and operating instructions/bylaws</li> <li>- where appropriate, institutionalised forms of participation (e.g., councils, committees, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>- internally documented processes, e.g., by means of: <ul style="list-style-type: none"> <li>- appointments/calendar entries</li> <li>- correspondence and/or email</li> <li>- memoranda, agreements, etc.</li> </ul> </li> </ul>	as necessary
Protection of cultural, ecological, economic religious or spiritual sites (4.7.1-4.7.3)	<ul style="list-style-type: none"> <li>- work contracts</li> <li>- general terms and conditions, contractor contracts</li> </ul>	<ul style="list-style-type: none"> <li>- inspection reports on forestry operations (incl. the contractor)</li> <li>- recorded need for action</li> </ul>	as necessary
<b>B. Ecological</b>			
Information on <i>environmental values</i> * (6.1.1)	<ul style="list-style-type: none"> <li>- forest management planning</li> <li>- other internal provisions for the implementation of nature conservation requirements (e.g., Natura2000 management plans)</li> </ul>	<ul style="list-style-type: none"> <li>- inventory data</li> <li>- diverse data sources of the individual environmental administrations</li> </ul>	forest management planning

<p>Effects of forest management on <i>environmental values</i>* and on HCV1 to HCV4 (6.2.1; 6.3.1 - 6.3.2; 6.4.2; 6.7.1 to 6.7.8; 6.8.1; 6.8.2; 9.1.1; 9.2.3; 9.3.3; 9.4.1; 9.4.4; 10.10)</p>	<ul style="list-style-type: none"> <li>- forest management planning</li> <li>- other internal provisions for the implementation of nature conservation requirements (e.g., Natura2000 management plans)</li> <li>- work contracts/contractor contracts</li> </ul>	<ul style="list-style-type: none"> <li>- monitoring by official and possibly non-governmental Organizations</li> <li>- nature conservation and/or other technical authority (e.g., water)</li> <li>- Natura 2000 management plans</li> <li>- where appropriate, own data</li> <li>- inspection reports on forestry operations</li> </ul>	<p>forest management planning</p>
<p><i>Protected areas</i>*; <i>legally</i>* protected <i>biotopes</i>* and species; principle 9 – forests (HCV) (6.4.1 – 6.4.3, 9.1.1; 9.2.1; 9.2.3; 9.3.3, 9.4.1, 9.4.2; 9.4.5; 10.3.5)</p>	<ul style="list-style-type: none"> <li>- forest management planning</li> <li>- other internal provisions for the implementation of nature conservation requirements (e.g., Natura 2000 management plans)</li> <li>- annual management planning</li> <li>- internal provisions</li> <li>- work contracts/contractor contracts</li> </ul>	<ul style="list-style-type: none"> <li>- monitoring by official and possibly non-governmental Organizations</li> <li>- nature conservation and/or other technical authority (e.g., water)</li> <li>- Natura 2000 management plans</li> <li>- where appropriate, own data</li> <li>- inspection reports on forestry operations</li> </ul>	<p>forest management planning and/or as necessary</p>
<p><i>Conservation Areas Network</i>* * (6.5.1 to 6.5.7)</p>	<ul style="list-style-type: none"> <li>- forest management planning*</li> <li>- (determination of appropriate sites; no timber exploitation)</li> </ul>	<ul style="list-style-type: none"> <li>- inventory data</li> </ul>	<p>forest management planning</p>
<p>Game damage (browsing, bark stripping) (6.6.1 to 6.6.4)</p>	<ul style="list-style-type: none"> <li>- corresponding state procedure</li> <li>- supplementary indicative plots concept (internal or state concept/concept adopted by another forestry Organization)</li> </ul>	<ul style="list-style-type: none"> <li>- findings of state assessments</li> <li>- evaluation of indicative plots corresponding to individual needs</li> </ul>	<p>according to procedures and/or as necessary</p>
<p>Biotope wood and dead wood</p>	<ul style="list-style-type: none"> <li>- internal biotope wood and dead wood concept</li> </ul>	<ul style="list-style-type: none"> <li>- inventory data</li> </ul>	<p>forest management</p>

(10.11.3 to 10.11.6 )	- (where appropriate, adoption of a state guidelines or that of another forestry Organization)	- inspection reports on forestry operations	planning
Protection of <i>water courses*</i> and <i>riparian zones*</i> (6.7.1 to 6.7.8)	- <i>infrastructure*</i> guidelines - rules for timber storage - work contracts/contractor contracts	- inspection reports on forestry operations - water authorities	in the event of a breach
<b>C. Forest exploitation/Organization* (economic)</b>			
Illegal or unauthorised activities in the forest (1.4.1- 1.4.4)	- not applicable – not envisaged under 7.2.1	- internally documented processes (notifications to responsible authorities, memoranda, minutes, correspondence, etc.)	as necessary
Local information about own offers and services (4.3.1; 4.4.1)	- work and operational instructions - bylaws - purchase and procurement guidelines	- corresponding procedures recorded, e.g., orders, information, contracts	as necessary
Sustainably exploitable timber quantities (5.2.1 to 5.2.3)	- forest management planning	- inventory data - target/performance comparison ('sustainability control lists')	forest management planning
Forest development, regeneration, <i>silviculture</i> (10.1, 10.2., 10.3., 10.4., 10.5)	- silviculture and forest development concepts - forest management planning*	- inventory - forest management planning	forest management planning
Use and treatment of non- <i>native tree species*</i> (10.3.1 to 10.3.10)	- silviculture and forest development concepts - forest management planning - annual management planning (regeneration)	- inventory - forest management planning - regeneration success	forest management planning
Prescribed ' <i>pesticide*</i> ' use (10.7.1 to 10.7.8)	- not applicable, as not generally permissible	- documentation in accordance with the Czech plant protection law	corresponding to the measure
Provisions in respect of calamities and/or actions in	- storm handbook - beetle calamity pamphlet	- inventory	in the event of calamity

<p>the event of calamities (10.9.1 to 10.9.5)</p>	<ul style="list-style-type: none"> <li>- concepts of the state forest administrations</li> </ul>	<ul style="list-style-type: none"> <li>- forest management planning</li> <li>- bring forward inventory following calamity, where appropriate</li> </ul>	
<p><i>Infrastructure*/fine-scale infrastructure*</i>; careful timber harvesting approaches (10.10; 10.11)</p>	<ul style="list-style-type: none"> <li>- (fine-scale) <i>infrastructure*</i> guideline (own or external)</li> <li>- work orders</li> <li>- general terms and conditions/contractor contracts</li> </ul>	<ul style="list-style-type: none"> <li>- inspection report</li> <li>- mapping of <i>fine-scale infrastructure*</i>, where appropriate</li> </ul>	<p>as necessary</p>

## Annex F State of forest soils and their ability to bind carbon

### 1 Brief description of the issue

Carbon is a basic element of biomass. The optimization and stabilization of soil-bound carbon are ways to support the processes of converting biomass into soil organic matter and its binding into stable fractions that slowly decompose and remain in the soil – for decades, even centuries. The decomposition of biomass and soil organic matter is facilitated by soil *organisms*\*. In order to maintain soil quality, nutrient stocks, stabilize carbon content and promote long-term storage (carbon sequestration), it is important to maintain and increase the proportion of stable organic matter in the soil and to maintain the activity of soil *organisms*\*. *Forest stands*\* with a high percentage of spruce contain large reserves of hitherto unconverted leaf litter and low-quality organic matter in overlying soil horizons. These reserves can quickly, over the years to decades, be converted into soil organic matter and stored in soil profile or into carbon dioxide and minerals (mineralized) due to changes in environmental conditions, natural disturbances and forestry measures (changes in species composition, mechanical land damage, harvesting and *restoration*\* of *forest stands*\*). Depending on the nature of the changes and the state of the *forest stand*\*, the balance between the carbon stored in the soil profile and the released carbon dioxide varies.

Changes in environmental conditions and human intervention affect the composition and structure of *forest stands*\*, including changes in the content, quality and spatial distribution of organic matter in the soil. The soil carbon stocks are affected by the temperature, humidity and availability of nitrogen and other nutrients. The soil carbon stocks are naturally affected by biomass production, the proportion of root biomass and the amount and quality of leaf litter. The rising temperature increases the mineralization mainly of the easily decomposable unstable fraction of leaf litter and soil organic matter, while the increase in the mineralization of the stable fraction has not been confirmed. On the other hand, the mineralization process is reduced, among other things, by a lack of moisture and lower-quality leaf litter (monocultural coniferous forests). By contrast, mineralization can be increased by a *significant*\* change in species composition, e.g. with conifers – broad-leaved trees. In this case, however, the formation of stable organic matter is also enhanced. Pasture management increases mineralization, but does not support the formation of stable organic matter. The loss of organic matter caused by rapid mineralization can be compensated by carbon input from dead biomass with an increased proportion of dead wood in the stands.

Changes in hydric soil conditions are a factor increasing carbon release from the soil environment. Drainage of waterlogged areas leads to increased mineralization and loss of carbon from organic soil horizons. Conservation and *restoration*\* of waterlogged *habitats*\* is desirable to improve the water regime and preserve biodiversity and carbon fixation.

Rapid loss of carbon from surface horizons can be expected mainly in the case of salvage and clear-cut transformation of spruce stands, where the *salvage logging*\* operations damage and expose the upper horizons in which the most leaf litter accumulates. *Significant*\* changes in temperature and humidity regime can also be expected, which together with mechanical disturbance will change the composition of the communities of soil *organisms*\*, disrupt their function and mutual interactions. Locally inappropriate interventions and technological indiscipline may further intensify these trends – for example, by disturbing soils by large-

scale disruption of above-ground horizons, by compacting soils and by removing or combusting all biomass. With large-scale clear-cuts, the overheating and drying of the soil surface also have a negative effect. All these Interventions disturb the natural environment for the development of soil *organisms*\* - without their activity the organic matter is not transformed and a stable fraction of carbon in the soil is not formed (humification). The development of soil *organisms*\* and mycorrhizal fungi, which are necessary for healthy growth and development of forest regeneration, will be limited in sites with inappropriate interventions. As a result, the balance between the mineralization and transformation of organic matter will be disrupted in favour of mineralization.

When evaluating the available data on the impact of the change in the species composition of the *forest stand*\*, it can be said that the major differences between the spruce and deciduous-only (broad-leaved) *forest stands*\* are mainly in the overlying humus stocks, in favour of spruce. However, the organic matter in the overlying humus is highly unstable and, in the case of clear-cut logging management or areal disturbances, it is rapidly converted to carbon dioxide while the soil organic carbon is *significantly*\* reduced.

The transformation of coniferous monocultures to deciduous and mixed *forest stands*\* leads to a temporary increase of carbon mineralization in the overlying horizons and its release into the atmosphere, but at the same time to carbon transfer to the lower layers of the soil profile and its stabilization. Mineralization can be reduced to a certain extent by increasing the species and spatial diversification of subsequent *forest stands*\* and the prudent use of technology.

## 2 Target

Stabilization of the amount of soil-bound carbon can be achieved by minimizing fluctuations in forest environment conditions. This will be enhanced by the creation of *forest stands*\* differentiated in terms of species, age and space. Such *forest stands*\* with appropriate composition and adequate forestry management will ensure:

- under the given production and environmental limits, maximum stock levels of stands and safety of production
- small fluctuations in the overlying humus stock levels
- the stabilization of soil carbon and the enhancement of species and functional diversity of soil *organisms*\*.

## 3 Specific recommendations

1. Locally appropriate target species composition of *forest stands*\*.
2. Percentage of retained dead wood and logging residues to ensure nutrient return to the soil and maintain its quality.
3. Conservation of *wetlands*\*.
4. Support to silvicultural methods with permanent soil cover, primarily to the undergrowth and selective management with a long recovery period.

**Annex G List of rare and threatened species in the country or region**

The list of rare and threatened species (*highly protected and endangered species\**) can be found here at:

[https://www.mzp.cz/cz/zvlaste\\_chranene\\_druhy](https://www.mzp.cz/cz/zvlaste_chranene_druhy)

## Annex H National High Conservation Value\* (HCV) framework of the Czech Republic (incl. strategies to maintain HCVs\*)

The information in this document was generated using the following:

- Common Guidance for the Management and Monitoring of High Conservation Values (2018) : <https://hcvnetwork.org/library/common-guidance-for-the-management-and-monitoring-of-hcv/>
- Recommendations to improve the identification, management and monitoring of High Conservation Values 5 and 6 : <https://hcvnetwork.org/library/recommendations-to-improve-the-identification-management-and-monitoring-of-hcv-5-and-6/>
- Common Guidance for the Identification of High Conservation Values (2013): <https://hcvnetwork.org/library/common-guidance-for-the-identification-of-high-conservation-values/>

The Organization\* shall carry out the assessment to identify *HCV\** and *HCV Areas\** before implementing the proposed activities or operations in the management area. The results of this assessment shall be incorporated into responsible land use management in compliance with the Principles and Criteria of the Forest Stewardship Standard of the Czech Republic.

The Czech Republic extends to a total area of 79,000 square kilometres. The geography of the country is marked by very diverse terrain which includes plateaus, highlands and lowlands. The diversity of geomorphologic conditions, combined with a continental climate, results in a rich diversity of flora and fauna in a fine-scale mosaic of natural, semi-natural and anthropogenic *ecosystems\**. 33.83% of the country (2.668.392 ha) is covered by woodland (land designated for the fulfilment of forest functions). There are two biogeographic regions in the Czech Republic: Pannonian (covering most of South Moravian Region and a part of Zlín Region), and Continental (96 % of the Czech Republic's territory). The Czech Republic is divided into thirteen regions ("kraje" in Czech) and one capital city with regional status: Hlavní město Praha, Jihočeský kraj, Jihomoravský kraj, Karlovarský kraj, Kraj Vysočina, Královéhradecký kraj, Liberecký kraj, Moravskoslezský kraj, Olomoucký kraj, Pardubický kraj, Plzeňský kraj, Středočeský kraj, Ústecký kraj and Zlínský kraj. Considering the variegation of natural condition and a relatively dense population across the centuries almost all of the HCV (except HCV 2) are extended in all geographic regions.

<b>HCV 1 - Species Diversity. Concentrations of <i>biological diversity*</i> including endemic species, and rare, threatened or endangered species*, that are <i>significant*</i> at global, regional or national levels.</b>	
<b>Best available information* to identify HCV 1</b>	<p>This HCV has five elements, each of which must be considered for proper identification of HCV 1, which are:</p> <ol style="list-style-type: none"> <li><b>1. Protected Areas</b></li> <li><b>2. Specially protected plant and animal species</b></li> <li><b>3. <i>Rare*, threatened*, or endangered species</i></b></li> <li><b>4. Endemic species</b></li> <li><b>5. Sites for seasonal concentration of species or <i>habitats*</i></b></li> </ol> <p><b>1. Protected Areas.</b></p> <p>It is important to consider protected natural areas as an important element of HCV 1 because they are a critical element of biodiversity <i>conservation*</i>. In the Czech Republic, there are several types of protected areas (a-c):</p> <p>a) <i>Specially protected areas</i> established by the state (4 National Parks - NP, 26</p>

	<p>Protected landscape areas - PLA, 110 National Nature Reserves- NNR, 126 National Nature Monuments - NNM, 818 Nature Reserves - NR and 1589 Nature Monuments - NM), have been delimited so far according to part III of the Act no. 114/1992 Coll., on the Protection of Nature and the Landscape of the Czech Republic). From the point of view of the importance of large-scale specially protected areas (NP and PLA) in the Czech Republic, within the national parks, the whole areas are defined as areas with HCVs and in the PLAs, 1<sup>st</sup> and 2<sup>nd</sup> zones are considered as areas where biodiversity is concentrated in the sense of the HCV definition.</p> <p>b) <i>Protected areas designed and delimited within the Natura 2000 system</i> - on the basis of European Council Directive no 92/43/EEC on the conservation of natural <i>habitats</i>* and of wild fauna and flora. 1113 Sites of Community Importance (hereinafter SCIs) have been delimited so far, and on the basis of European Council Directive no 2009/147/EC on the conservation of wild birds. 41 Special Protection Areas (hereinafter SPAs) have been delimited so far.</p> <p>c) <i>Contractually Protected Areas</i> - according to § 39 of the Act on Nature Protection it is possible to establish protected areas on the basis of agreement with land owner or managing subject. So far, 52 Contractually Protected Areas have been established. For proper identification of areas mentioned above, please refer to:</p> <ul style="list-style-type: none"> <li>• Database of specially protected areas: <a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a>, that includes maps</li> <li>• Database of SCIs and SPAs: <a href="https://natura2000.cz/Lokalita/Lokalita">https://natura2000.cz/Lokalita/Lokalita</a>, that includes maps</li> <li>• Overall Map of all protected areas: <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6</a></li> <li>• Database of Contractually Protected Areas: <a href="https://drusop.nature.cz/ost/chrobjekty/schru/index.php?QUERY_EMPTY=1&amp;KRAJ=vse&amp;OKRES=vseokr">https://drusop.nature.cz/ost/chrobjekty/schru/index.php?QUERY_EMPTY=1&amp;KRAJ=vse&amp;OKRES=vseokr</a></li> </ul> <p><b>2. Specially protected plant and animal species.</b> The most endangered species in the Czech Republic are protected under the Act no. 114/1992 Coll., on the Protection of Nature and the Landscape of the Czech Republic. These species are <i>significant</i>* at national level and according to endangering level are classified as Critically endangered, Severely endangered and Endangered. For a list of all species is included in Decree no 395/1992 and for proper identification, please refer to: <a href="https://www.zakonyprolidi.cz/cs/1992-395?text=395%2F1992">https://www.zakonyprolidi.cz/cs/1992-395?text=395%2F1992</a></p> <p>With regard to animal and plant protection, the occurrence of specially protected species is not publicly available. The full database is open for nature protection administration and on request. For the public, there are available only general information about species and maps of network mapping: <a href="https://portal.nature.cz/nd/">https://portal.nature.cz/nd/</a>. As these sources provide only general information without precise locations of species occurrence, it is necessary to cooperate with the competent nature protection authority in obtaining information (as specified in the paragraph Strategies for maintaining HCV 1 - point 1).</p> <p><b>3. Rare*, threatened*, or endangered species*.</b></p> <p>Other RTE species in the Czech Republic are divided into Red List species, Bird species listed in Bird Directive (2009/147/EC) and <i>significant</i>* European species listed in Habitat Directive (92/43/EEC).</p>
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- IUCN Red List of Threatened Species in the Czech Republic are available on: [https://portal.nature.cz/redlist/v\\_cis\\_redlist.php?akce=sez-nam&opener=&vztazne\\_id=0&order=&orderhow=ASC&frompage=0&show\\_all=1](https://portal.nature.cz/redlist/v_cis_redlist.php?akce=sez-nam&opener=&vztazne_id=0&order=&orderhow=ASC&frompage=0&show_all=1)
- List of the Significant European species is available on: [https://portal.nature.cz/redlist/v\\_cis\\_evd.php?akce=sez-nam&opener=&vztazne\\_id=0&order=&orderhow=ASC&frompage=0&show\\_all=1](https://portal.nature.cz/redlist/v_cis_evd.php?akce=sez-nam&opener=&vztazne_id=0&order=&orderhow=ASC&frompage=0&show_all=1)
- Bird species are listed on: [https://portal.nature.cz/nd/v\\_cis\\_evd\\_ptaci.php?opener=&vztazne\\_id=0&order=PRILOHA&orderhow=DESC](https://portal.nature.cz/nd/v_cis_evd_ptaci.php?opener=&vztazne_id=0&order=PRILOHA&orderhow=DESC)

- Map of sites of occurrence of specially protected species of plants and animals of national importance is available at (note: this map presents only some sites with national importance and for further information on occurrence it is necessary to contact relevant authority):

<https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=e07f48c384534f038cd837f7eb00d569>

As these sources provide only general information without precise locations of species occurrence, it is necessary to cooperate with the competent nature protection authority in obtaining information (as specified in the paragraph Strategies for maintaining HCV 1 - point 1).

#### 4. Endemic species

The vast majority of endemic vascular plants and animals are listed in the Red Lists of the Czech Republic. Almost half of them are critically endangered. However, there are species that are abundant and not threatened (*Aconitum plicatum*), or species that have been seen sporadically (e.g. *Sarcophaga moravica*) and are not included in the Red List.

- List of endemic plant species of the Czech Republic is available at: <https://www.casopis.ochranaprirody.cz/res/archive/006/000788.pdf?seek=1240923121>
- List of endemic plant and animal species of the Czech Republic is available at: <https://cs.wikipedia.org/wiki/Endemit>

It should be noted that the list of endemic species is subject to change based on knowledge of the distribution of these species or closer examination of the species or subspecies.

As these sources provide only general information without precise locations of species occurrence, it is necessary to cooperate with the competent nature protection authority in obtaining information (as specified in the paragraph Strategies for maintaining HCV 1 - point 1).

#### 5. Sites for seasonal concentration of species or *habitats*\*

These sites (forests) may be important as communal roosts, migration stopovers and feeding grounds of some bird species that have a very large, international range (e.g. high density of *Milvus milvus* mixed with *Milvus migrans* in forests in the South Moravia during the winter - communal roosts). There is not any map of these sites because the species can move in time and the protection of these sites depends on the forest owner on the basis of information from nature protection authorities. However, almost all of the species are protected by the Czech legislation

	<p>As these sites may change from year to year, it is necessary to cooperate with the competent nature conservation authorities in obtaining information (as specified in the paragraph Strategies for maintaining HCV 1 - point 1).</p> <p>In addition, generally consider the following sources of information to identify HCV 1:</p> <ul style="list-style-type: none"> <li>- National legislation that designates or identifies areas for conservation of endemic, rare, threatened or endangered species (e.g. proposal for specially protected area)</li> <li>- Consultation with state and municipal bodies responsible for nature conservation at the regional and local level.</li> <li>- Consultation with regional or local non-governmental organizations (NGO, research institutes, universities), local professionals (biologists, ecologists) with activities related to conservation and nature protection.</li> </ul>
<p><b>Stakeholders</b></p>	<p><i>Culturally appropriate* engagement* with the following stakeholders*:</i>  Local <i>interested*</i> and affected <i>stakeholders*</i>: landowners, local NGOs  National <i>stakeholders*</i>: national NGOs (e.g. ČSOP, ČSO, Hnutí Duha).  Government: Ministry of the Environment of the Czech Republic, Nature Conservation Agency of the Czech Republic, Regional Authority – Department of Nature protection, Czech Environmental Inspectorate</p>
<p><b>Threats to HCV 1 in the country</b></p>	<p>Inappropriate intensive forest management (e.g. clear-cutting system), lack of active management for some HCV or alternatively any kind of forest management for some HCV, unsuitable silvicultural system  Use and introduction of invasive tree species and use of allochthonous tree species.  Fragmentation of forest <i>habitats*</i> caused by forest management.</p>
<p><b>Strategies for maintaining HCV 1</b></p>	<ol style="list-style-type: none"> <li>1. Identify whether there are HCVs in the <i>management unit*</i> (MU). Use links mentioned above to obtain information on HCV such as protected areas and occurrence of species protected by Czech legislation or international conventions. On the basis of this information address the authorized nature protection authority: <ul style="list-style-type: none"> <li>• <i>NP - Administration of NP</i></li> <li>• <i>PLA, NNR, NNM - Administration of PLA</i></li> <li>• <i>NR, NM, SCIs, SPAs - Regional Authority</i></li> <li>• <i>or their combination (e.g. SCIs overlapped by PLA – Administration of PLA and Regional Authority).</i></li> </ul> to obtain detailed information on HCV occurrence (especially occurrence of RTE and endemic species and sites with seasonal concentration of species) and suitable forest management. </li> <li>2. On the basis of obtained information establish specific objectives to protect the HCV in the planning process: <ul style="list-style-type: none"> <li>• position of logging operations and protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of <i>biological diversity*</i> and <i>habitats*</i> upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the <i>habitats*</i> and species occurrence. Where enhancement is identified as the objective, measures are in place to conserve, expand, and/or restore <i>habitats*</i> for such species within HCV 1 concentrations.</li> <li>• Planning active forest management to support <i>biological diversity*</i></li> <li>• Leaving forest to spontaneous development to support <i>biological diversity*</i></li> <li>• Implement strategic documents into <i>management plans*</i> during MP development such as: <ul style="list-style-type: none"> <li>- Care plans for NP, PLA, NNR, NNM, NR, NM (available at <a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a>)</li> <li>- Summaries of recommended measures for SCIs and SPAs (available at</li> </ul> </li> </ul> </li> </ol>

	<p><a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a> )</p> <ul style="list-style-type: none"> <li>- Action and Management Plans for specially protected plant and animal species (available at <a href="https://www.zachranneprogramy.cz/">https://www.zachranneprogramy.cz/</a>)</li> <li>- Agreements with Nature Protection according to § 39 of the Act on Nature Protection</li> </ul> <p>3. The following activities are recommended, but will not always be necessary or relevant depending on the size and <i>intensity</i>* of management of the forest and the nature of the identified HCV:</p> <ul style="list-style-type: none"> <li>- In cooperation with national authorities and <i>stakeholders</i>*, generate as much information as possible on the biology of the species or ecological processes that are relevant to the HCV. This is required to define management practices that will ensure their <i>long-term</i>* protection.</li> <li>- Coordinate management and <i>conservation activities</i>* with neighbouring property owners and <i>stakeholders</i>*, especially when maintaining or improving the HCV that exceed the boundaries of a MU.</li> </ul>
<b>Monitoring elements for HCV 1</b>	<p>Establishing a <i>monitoring</i>* program that assesses:</p> <ul style="list-style-type: none"> <li>- The status and area of HCV 1, through <i>monitoring</i>* of indicator or flagship species as indicators of <i>habitat</i>* quality or/and changes in the species.</li> <li>- The effectiveness of the activities carried out to conserve, maintain or increase HCV 1 according to the scale, <i>intensity</i>* and <i>risk</i>* of the operations</li> <li>- Compliance with care plans, Summary of recommended measures and Action plans where applicable.</li> </ul> <p>The <i>monitoring</i>* program defines the appropriate scope, scale and frequency to detect changes in the HCV, in relation to the initial assessment. <i>Monitoring</i>* programs are consulted with <i>stakeholders</i>* during the development.</p>
<b>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.</b>	
<b>Best available information* to identify HCV 2</b>	<p>According to Global Forest Watch, Intact Forest Landscapes are not present in the Czech Republic. First zones of national parks and forest in national nature reserves with declared natural development could theoretically present IFL according to its definition (forest and non-forest ecosystems* minimally influenced by human economic activity) but these areas are not larger than 100 km<sup>2</sup> and human activities are not strictly limited and/or forest management activities occurred in these areas during the last 30-70 years.</p> <p>In principle, threshold size for HCV 2 should be related to the area needed to maintain viable populations, especially of large or wide-ranging species. An area threshold of 500km<sup>2</sup> (50,000 ha) has been widely used as a guideline, but this should be determined by HCV National Interpretations or expert consultations. Nevertheless, smaller area thresholds may also be appropriate in regions that have experienced substantial ecosystem* and habitat* fragmentation and degradation. HCV 2 is not solely restricted to areas that show no signs of significant* human activity, and “intactness” per se is not explicitly included in the HCV 2 definition, which rests on the global, regional or national significance of large, landscape* level ecosystems*, and specifically the presence of viable populations of the great majority of the naturally occurring species.</p> <p>In the sense of information mentioned above the HCV 2 in the Czech Republic is represented by zone A of the national park (the natural zone is defined on complete</p>

	<p>areas where natural ecosystems* prevail, with the aim of preserving them and allowing the undisturbed course of natural processes in them). There are four national parks in the Czech Republic.</p> <p><b>1. Zone A of the national parks</b></p> <ul style="list-style-type: none"> <li>• The Krkonoše Mountains National Park (geographic regions: Královehradecký, Liberecký; area of the zone A: 7 327,6 ha)</li> <li>• Šumava National Park (geographic regions: Jihočeský, Plzeňský; area of the zone A: 18963,33 ha)</li> <li>• The Podyjí (geographic region: Jihomoravský; area of the zone A: 2328 ha)</li> <li>• The Bohemian Switzerland National Park (geographic region: Ústecký; area of the zone A: 1027,26 ha)       <ul style="list-style-type: none"> <li>- Map with The Krkonoše Mountains NP zonation and further information is available at: <a href="https://ags.krnep.cz/mapy/prohlizecka/">https://ags.krnep.cz/mapy/prohlizecka/</a></li> <li>- Map with The Šumava NP zonation and further information is available at: <a href="https://cz-np-sumava.tmapserver.cz/mapa/zasady-pece-navrh-2020/?c=-800218%3A-1151074&amp;z=2&amp;lb=osm&amp;ly=hr%2Cad%2Cwms-2963%2Cwms-2987%2Cwms-2988%2Cwms-2770%2Cwms-2828%2Cwms-2831%2Cwms-2838&amp;lbo=1&amp;lyo=">https://cz-np-sumava.tmapserver.cz/mapa/zasady-pece-navrh-2020/?c=-800218%3A-1151074&amp;z=2&amp;lb=osm&amp;ly=hr%2Cad%2Cwms-2963%2Cwms-2987%2Cwms-2988%2Cwms-2770%2Cwms-2828%2Cwms-2831%2Cwms-2838&amp;lbo=1&amp;lyo=</a></li> <li>- Map with The Podyjí NP zonation is available at: <a href="https://www.nppodyji.cz/uploads/Zonace_NP_Podyji_v_kostce.pdf">https://www.nppodyji.cz/uploads/Zonace_NP_Podyji_v_kostce.pdf</a></li> <li>- Map with Bohemian Switzerland NP zonation is available at: <a href="https://www.npcs.cz/dulezite-dokumenty">https://www.npcs.cz/dulezite-dokumenty</a></li> <li>- Map with all NP zonation is available at: <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddb0995b2bf6">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddb0995b2bf6</a></li> </ul> </li> </ul>
<b>Stakeholders</b>	<p><i>Culturally appropriate* engagement*</i> with the following <i>stakeholders*</i>:        Local <i>interested stakeholders* and affected stakeholders*</i>: landowners with property adjacent to MU, local NGOs        National <i>stakeholders*</i>: national NGOs (e.g. ČSOP, ČSO, Hnutí Duha).        Government: Ministry of the Environment of the Czech Republic, Czech Environmental Inspectorate, National Park Administration</p>
<b>Threats to HCV 2 in the country</b>	<p>Inappropriate intensive forest management (e.g. <i>salvage logging*</i> caused by bark beetle, fire or windthrow)        Expansion of invasive tree species        Fragmentation of forest <i>habitats*</i> caused by forest management (e.g. large clear-cut areas after <i>salvage logging*</i>) and construction activities (e.g. road construction, touristic development)</p>
<b>Strategies for maintaining HCV 2</b>	<ol style="list-style-type: none"> <li>1. Identify whether there are HCVs in the <i>management unit*</i> (MU). Use links mentioned above. On the basis of this information address the authorized nature protection authority – Administration of NP to obtain detailed information on HCV spatial distribution and suitable forest management. The forest management operations are almost excluded except activities mentioned in § 18 of the Act on Nature Protection.</li> <li>2. On the basis of obtained information establish specific objectives to protect the HCV in the planning process:       <ul style="list-style-type: none"> <li>• Demarcation of the zone A in a map and if it is possible in the field</li> <li>• position of logging operations in protection buffer around zone A of the NP</li> </ul> </li> </ol>

	<ul style="list-style-type: none"> <li>• strategies to protect threatened, endangered, endemic species, or other concentrations of <i>biological diversity</i>* and <i>habitats</i>* upon which they depend (within activities permitted in accordance with §18 a clause 1 of the Act on Nature Protection)</li> <li>• plan for the elimination of invasive species (if applicable)</li> <li>• an operational plan for dealing with outbreak situations</li> <li>• Implement strategic documents - Care plan for NP into <i>management plans</i>* during MP development:             <ul style="list-style-type: none"> <li>- available at <a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a></li> <li>- Action and Management Plans for specially protected plant and animal species (available at <a href="https://www.zachranneprogramy.cz/">https://www.zachranneprogramy.cz/</a>)</li> </ul> </li> </ul> <p>3. The following activities are recommended, but will not always be necessary or relevant depending on the size and <i>intensity</i>* of management of the forest and the nature of the identified HCV:</p> <ul style="list-style-type: none"> <li>- Coordinate management and <i>conservation activities</i>* with neighbouring property owners and <i>stakeholders</i>*, especially when maintaining or improving the HCV that exceed the boundaries of a MU.</li> </ul>
<p><b>Monitoring elements for HCV 2</b></p>	<p>Establishing a <i>monitoring</i>* program that assesses:</p> <ul style="list-style-type: none"> <li>- The health status of <i>forest stands</i>* in the area of HCV 2</li> <li>- The effectiveness of the activities carried out to conserve, maintain or increase HCV 2 in buffer zone (zone B of the national park)</li> <li>- Impact of salvage logging if applicable</li> <li>- Impact of activities focused on protection of threatened, endangered, endemic species, or other concentrations of <i>biological diversity</i>* and <i>habitats</i>* upon which they depend (within activities permitted in accordance with §18a clause 1 of the Act on Nature Protection)</li> <li>- Invasive species distribution and activities to elimination</li> <li>- Compliance with care plans and strategies to maintain and enlarge of non-intervention zone</li> </ul> <p>The following activity is recommended, but will not always be necessary: <i>monitoring</i>* program that assesses impact on economic indicators due to non-intervention regime.</p> <p>The <i>monitoring</i>* program defines the appropriate scope, scale and frequency to detect changes in the HCV, in relation to the initial assessment. <i>Monitoring</i>* programs are consulted with <i>stakeholders</i>* during the development especially with national park administration.</p>
<p><b>HCV 3 – Ecosystems* and habitats. Rare*, threatened*, or endangered ecosystems*, habitats* or refugia*.</b></p>	
<p><b>Best available information* to identify HCV 3</b></p>	<p>This HCV has three elements, each of which must be considered for proper identification of HCV 3, which are:</p> <ol style="list-style-type: none"> <li><b>1. Natural habitats defined in 92/43/EEC</b></li> <li><b>2. Forests in Ramsar sites (The Ramsar Convention)</b></li> <li><b>3. Protected Areas</b></li> </ol> <p><b>1. Natural habitats* defined in 92/43/EEC</b>        RTE <i>habitats</i>* are referred to as natural <i>habitats</i>* according to European Council Directive 92/43/EEC These <i>habitats</i>* are part of the Community's natural heritage</p>

and also serve to protect wild plants and animals. In view of the threats to certain types of natural *habitats*\* and certain species (so called „priority habitats“) form them in order to favour the early implementation of measures to conserve them. However, all natural *habitats*\* represent RTE *habitats*\* in a sense of HCV definition. A large part of them is included in the NATURA 2000 system as SCIs.

Within the natural *habitats*\* mapping, individual types of *habitats*\* were identified - the so-called biotopes. For example, the natural habitat 91E0 – Alluvial forest with *Alnus glutinosa* and *Fraxinus excelsior* (*Alno-Padion*, *Alnion incanae*, *Salicion albae*) is represented in the Czech Republic by three types of *habitats*\* (biotopes-L2.1, L2.2 and L2.4)

- Database of natural *habitats*\* is available at:  
[https://portal.nature.cz/redlist/v\\_cis\\_habitat.php?akce=sez-nam&opener=&vztazne\\_id=0](https://portal.nature.cz/redlist/v_cis_habitat.php?akce=sez-nam&opener=&vztazne_id=0)
- Map of natural *habitats*\* is available at:  
<https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=c38db59779714a78aec4c731152b0290> (display layer “Habitat – aktualizace 2007-2021)
- Database of SCIs and SPAs: <https://natura2000.cz/Lokalita/Lokalita>, that includes maps

## 2. Ramsar sites (The Ramsar Convention)

are designated because they meet the criteria for identifying Wetlands of International Importance. The first criterion refers to sites containing representative, *rare*\*, or unique wetland types, and the other eight cover sites of international importance for the *conservation*\* of *biological diversity*\*. There are 13 Ramsar sites (635 km<sup>2</sup>) in the Czech Republic. All of them are overlapped by protected areas such as NP, PLA and NNR or by SCIs.

- Map of Ramsar sites is available at:  
<https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=46161fb16e604c16b03d097cbeaff2cf>

## 3. Protected Areas

Protected areas should be considered an important element of HCV 3 as they are a critical element of biodiversity *protection*\*. There are several types of specially protected areas in the Czech Republic:

- a) areas established by the state (4 National Parks - NP, 26 Protected landscape areas - PLA, 110 National Nature Reserves- NNR, 126 National Nature Monuments - NNM, 818 Nature Reserves - NR and 1589 National Monuments - NM). From the point of view of the importance of large-scale specially protected areas (NP and PLA) in the Czech Republic, within the national parks, the whole areas are defined as areas with HCVs and in the PLAs, 1<sup>st</sup> and 2<sup>nd</sup> zones are considered as areas where biodiversity is concentrated in the sense of the HCV definition.
- b) protected areas designed and delimited on the basis of European Council Directive no 92/43/EEC on the conservation of natural *habitats*\* and of wild fauna and flora (1113 Sites of Community Importance, hereinafter SCIs) and on the basis of European Council Directive no 2009/147/EC on the conservation of wild birds (41 Special Protection Areas, hereinafter SPAs).
- c) Supra-regional and regional Biocorridors and Biocentres within the *Territorial System of Ecological Stability*\*.
- d) According to § 39 of the Act on Nature Protection it is possible to establish Contractually Protected Areas. So far 52 Contractually Protected Areas have been established. For proper identification of areas mentioned above, please refer to:
  - Database of specially protected areas: <https://drusop.nature.cz/portal/>, that includes maps
  - Database of SCIs and SPAs: <https://natura2000.cz/Lokalita/Lokalita>, that includes maps

	<ul style="list-style-type: none"> <li>• Overall Map of all protected areas and system of Ecological Stability: <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6</a></li> <li>• Database of Contractually Protected Areas: <a href="https://drusop.nature.cz/ost/chrobjekty/schru/index.php?QUERY_EMPTY=1&amp;KRAJ=vse&amp;OKRES=vseokr">https://drusop.nature.cz/ost/chrobjekty/schru/index.php?QUERY_EMPTY=1&amp;KRAJ=vse&amp;OKRES=vseokr</a></li> </ul> <p>In addition, generally consider the following sources of information to identify HCV 3:</p> <ul style="list-style-type: none"> <li>- Consultation with state (Nature Conservation Agency of the Czech Republic) and municipal bodies (Regional Offices) responsible for <i>ecosystem* conservation*</i> and rare, threatened or endangered <i>ecosystem*</i> and <i>habitats*</i> or refugia at the regional and local level.</li> <li>- Review of regional plans with up-to-date data on supra-regional and regional biocentres and biocorridors of the <i>Territorial System of Ecological Stability*</i>.</li> <li>- Consultation with regional or local non-governmental organizations (NGO, research institutes, universities), local professionals (biologists, ecologists) with activities related to conservation and protection of natural <i>habitats*</i>.</li> </ul>
<b>Stakeholders</b>	<p><i>Culturally appropriate* engagement*</i> with the following <i>stakeholders*</i>:</p> <p>Local interested <i>stakeholders* and affected stakeholders*</i>: landowners, local NGOs</p> <p>National <i>stakeholders*</i>: national NGOs (e.g. ČSOP, ČSO, Hnutí Duha).</p> <p>Government: Ministry of the Environment of the Czech Republic, Nature Conservation Agency of the Czech Republic, Regional Authority – Department of Nature protection, Czech Environmental Inspectorate</p>
<b>Threats to HCV 3 in the country</b>	<p>Inappropriate intensive forest management (e.g. clear-cutting), forest management in forests in <i>natural state*</i>, lack of active management in some areas and unsuitable silvicultural system.</p> <p>Use and introduction of invasive tree species and use of allochthonous tree species.</p> <p>Fragmentation of forest <i>habitats*</i> caused by forest management.</p>
<b>Strategies for maintaining HCV 3</b>	<p>2. Identify whether there are HCVs in the MU. Use links mentioned above to obtain information on HCV such as protected areas, natural <i>habitats*</i> and Ramsar sites. On the basis of this information address the authorized nature protection authority to obtain detailed information on HCV occurrence and suitable forest management:</p> <ul style="list-style-type: none"> <li>• natural <i>habitats*</i>, <i>Ramsar sites</i>, <i>Protected areas</i> - Nature conservation Agency of the Czech Republic (its regional departments), <i>NP and Ramsar sites within NP</i> - Administration of NP, <i>NR, NM, SCIs, SPAs</i> - <i>Regional Authority</i></li> </ul> <p>2. On the basis of obtained information, establish specific objectives to protect the HCV in the planning process:</p> <ul style="list-style-type: none"> <li>• position of logging operations and protection zones, harvest prescriptions, and/or other strategies for RTE <i>habitats*</i>, sufficient to prevent reductions in the extent, integrity, quality, and continuance of the <i>habitats*</i> with all typical species occurrence. Where enhancement is identified as the objective, measures are in place to conserve, expand, and/or restore <i>habitats*</i> within HCV 3.</li> <li>• Spontaneous development to support <i>biological diversity*</i></li> <li>• Planning active forest management to support <i>biological diversity*</i></li> <li>• Implement strategic documents into <i>management plans*</i> during MP development such as:       <ul style="list-style-type: none"> <li>- Care plans for NP, PLA, NNR, NNM, NR, NM (available at <a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a>)</li> <li>- Summary of recommended measures for SCIs and SPAs (available at</li> </ul> </li> </ul>

	<p><a href="https://drusop.nature.cz/portal/">https://drusop.nature.cz/portal/</a> ) to protect RTE biotopes</p> <p>3. following activities are recommended, but will not always be necessary or relevant depending on the size and <i>intensity</i>* of management of the forest and the nature of the identified HCV:</p> <ul style="list-style-type: none"> <li>- In cooperation with national authorities and <i>stakeholders</i>*, generate as much information as possible on the management of RTE <i>habitats</i>* that are relevant to the HCV. This is required to define management practices that will ensure their <i>long-term</i>* HCV protection.</li> <li>- Coordinate management and <i>conservation activities</i>* with neighbouring property owners and <i>stakeholders</i>*, especially when maintaining or improving the HCV that exceed the boundaries of a MU.</li> </ul>
<p><b>Monitoring elements for HCV 3</b></p>	<p>Establishing a <i>monitoring</i>* program that assesses:</p> <ul style="list-style-type: none"> <li>- The status and area of HCV 3, through <i>monitoring</i>* of indicators of <i>habitat</i>* quality or changes in the <i>habitat</i>* quality and other relevant indicators related to Ramsar wetlands, forests in <i>natural state</i>* and subjects of nature protection within specially protected areas.</li> <li>- The effectiveness of the activities carried out to conserve, maintain or increase HCV 3 according to the scale, <i>intensity</i>* and <i>risk</i>* of the operations</li> <li>- Compliance with care plans, Summary of recommended measures and other relevant documentation.</li> </ul> <p>The <i>monitoring</i>* program defines the appropriate scope, scale and frequency to detect changes in the HCV, in relation to the initial assessment. <i>Monitoring</i>* programs are consulted with <i>stakeholders</i>* during the development.</p>
<p><b>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.</b></p>	
<p><b>Best available information* to identify HCV 4</b></p>	<p>This HCV has 2 elements, each of which must be considered for proper identification of HCV 4, which are:</p> <ol style="list-style-type: none"> <li><b>1. Protection Forests</b></li> <li><b>2. Special purpose forests</b></li> </ol> <p><b>1. Protection Forests</b> include a) forests at exceptionally unfavourable sites (debris, “stone seas”, steep slopes, ravines, unstable sediment or sand, peatland, spoil banks or spoil heaps etc.), b) high-elevation forests below the boundary or wooded vegetation protecting forests situated below, and c) forests on exposed ridges and forests in the dwarf pine vegetation zone. These forests are defined in the § 7 of the Act on Forest no. 289/1995 Coll. (<a href="https://www.zakonyprolidi.cz/cs/1995-289?text=289%2F1995">https://www.zakonyprolidi.cz/cs/1995-289?text=289%2F1995</a>) and demarcated using <i>landscape</i>* characteristics and terrain. Their spatial distribution is known thanks to Regional Plans of Forest Development, which define or categorise the forests according to stand characteristics and their main protective function.</p> <ul style="list-style-type: none"> <li>- Map of protection forest delimited during Regional Plans of Forest Development is available at: <a href="https://geoportal.uhul.cz/mapy/MapyOprl.html">https://geoportal.uhul.cz/mapy/MapyOprl.html</a></li> <li>- Database with Regional Plans of Forest Development for each Natural Forest Area (Czech abbreviation PLO) is available at: <a href="http://www.uhul.cz/nase-cinnost/385-oblastni-plan-rozvoje-lesu/textove-casti/997-platne-dokumenty-opr">http://www.uhul.cz/nase-cinnost/385-oblastni-plan-rozvoje-lesu/textove-casti/997-platne-dokumenty-opr</a></li> </ul> <p><b>2. Representative special purpose forests where the public interest in improving and protecting the environment or other legitimate interest in fulfilling the non-productive functions of the forest is superior to the wood</b></p>

	<p><b>production (Art. 8 point 1a and point 2e of the Act no 289/1995 Coll. on Forests and Amendments to some Acts</b></p> <p>in the area of soil protection, water protection, and climate or <i>landscape</i>* formation, and which essentially fulfil the same function as Protection Forests, as defined by the Act on Forests, and special purpose forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree (water resources in the immediate vicinity of the accumulation or withdrawal facility) (fundamental for satisfying the basic necessities). Their spatial distribution is known thanks to Regional Plans of Forest Development, which define or categorise the forests according to stand characteristics and their subsidiary function</p> <ul style="list-style-type: none"> <li>- Map of protection forest delimited during Regional Plans of Forest Development is available at: <a href="https://geoportal.uhul.cz/mapy/MapyOpri.html">https://geoportal.uhul.cz/mapy/MapyOpri.html</a></li> <li>- Database with Regional Plans of Forest Development for each Natural Forest Area (Czech abbreviation PLO) is available at: <a href="http://www.uhul.cz/nase-cinnost/385-oblastni-plany-rozvoje-lesu/textove-casti/997-platne-dokumeny-opri">http://www.uhul.cz/nase-cinnost/385-oblastni-plany-rozvoje-lesu/textove-casti/997-platne-dokumeny-opri</a></li> </ul> <p>Note to HCV 4: Data in Regional Plans of Forest Development (e.g. forest category) are incorporated into <i>management plans</i>* (MP) and forest management guidelines (FMG). MP and FMG reflects the special purpose of the forest in forest management book (part of MP and FMG) but only some of forest management recommendation (e.g. afforestation with certain tree species in forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree) are included in these documents.</p>
<b>Stakeholders</b>	<p><i>Culturally appropriate</i>* <i>engagement</i>* with the following <i>stakeholders</i>*: Local interested <i>stakeholders</i>* and <i>affected stakeholders</i>*: forest owners adjacent to the MU, municipalities. Non-governmental parties: Local NGO, universities and local or regional environmental and research specialists, the Forest Management Institute (FMI) . Government: Ministry of the Agriculture, Regional Offices – relevant state forest administration body.</p>
<b>Threats to HCV 4 in the country</b>	<p>Change of land use (large deforestation within salvage logging, drying of waterlogged forests).</p> <p>Inappropriate forest management in zones of hygienic protection of water resources of the 1<sup>st</sup> degree forest such as frequent forest operations, clear cuttings, chemical usage and change in tree species contribution.</p> <p>Inappropriate forest roads development that increases soil erosion.</p> <p>Inappropriate forest management in special purpose forest (e.g. preferring of production beyond special function).</p>
<b>Strategies for maintaining HCV 4</b>	<ol style="list-style-type: none"> <li>1. Identify and describe each basic service in a <i>critical</i>* situation that is within or near the MU (forests or critical areas for hygienic protection of water resources, erosion control, spring areas).       <ul style="list-style-type: none"> <li>- Collect relevant basic information related to areas with erosion and soil stability problems and/or avalanches and mark these areas in map.</li> <li>- Identify areas of water sources</li> <li>- Check if there are regulations that require the implementation of special measures for these sites on the base of current forest state.</li> </ul> </li> <li>2. Prepare specific management proposals for HCVs mentioned above. This may include:       <ul style="list-style-type: none"> <li>- Strategies to protect spring areas and areas for hygienic protection of water</li> </ul> </li> </ol>

	<p>resources and areas within the MU that are particularly unstable or susceptible to erosion and/or avalanches. Exclusion of forest exploitation of areas with high erosion potential and areas of springs, <i>wetlands*</i> and areas moderating flooding and regulating stream flow and water quality. Protection activities against the threats identified in each case.</p> <ul style="list-style-type: none"> <li>- Examples may include protection zones, harvest prescriptions, technology prescriptions (e.g. restriction of the use of heavy machinery), chemical use restrictions (<i>pesticides*</i> or weed control chemicals), and/or prescriptions for road construction and maintenance, to protect Protected Areas of Natural Water Accumulation.</li> </ul>
<b>Elements for HCV 4 monitoring</b>	<p>Establish a <i>monitoring*</i> program that assesses:</p> <ul style="list-style-type: none"> <li>- The implementation and effectiveness of activities carried out to maintain and/or improve HCV 4, so that compliance with the established objectives can be confirmed. Namely, that harvesting practices do not affect protection function (soil protection, protection against avalanches) of delimited protection forest,</li> <li>- The implementation and effectiveness of activities carried out to maintain and/or improve hygienic regime in 1<sup>st</sup> zone of water protection (e.g chemical usage in MU)</li> <li>- The incidence of landslides or avalanches in the MU, affected areas, their control and status.</li> </ul> <p>The <i>monitoring*</i> program must have defined the appropriate scope, scale and frequency to detect changes in the HCV, in relation to the initial assessment.  <i>Monitoring*</i> programs are consulted with <i>stakeholders*</i> during the development.</p>
<b>HCV 5 – Community needs: Sites and resources fundamental for satisfying the basic necessities of <i>local communities*</i> or <i>Indigenous Peoples*</i> (for example for livelihoods, health, nutrition, water), identified through <i>engagement*</i> with these <i>communities*</i> or <i>Indigenous Peoples*</i>.</b>	
<b>Best available information* to identify HCV 5</b>	<p>HCV5 is considered to be represented by <b>Special purpose forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree</b> (water resources in the immediate vicinity of the accumulation or withdrawal facility) (fundamental for satisfying the basic necessities). They cover an area of 9 736 ha and are located in watersheds that supply drinking water.</p> <ul style="list-style-type: none"> <li>- Map of special purpose forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree delimited during Regional Plans of Forest Development is available at:  <a href="https://geoportal.uhul.cz/mapy/MapyOprl.html">https://geoportal.uhul.cz/mapy/MapyOprl.html</a> (bookmark map of declared functions)</li> <li>- Database of Regional Plans of Forest Development for all Natural Forest Area (Czech abbreviation PLO) is available at:  <a href="http://www.uhul.cz/nase-cinnost/385-oblastni-plan-rozvoje-lesu/textovecasti/997-platne-dokumeny-oprl">http://www.uhul.cz/nase-cinnost/385-oblastni-plan-rozvoje-lesu/textovecasti/997-platne-dokumeny-oprl</a></li> </ul> <p>Note to HCV 5:        Regional Plans of Forest Development include information about special purpose forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree. This function is incorporated into <i>management plans*</i> (MP) and forest management guidelines (FMG). MP and FMG reflects the special purpose of the forest in forest management book (part of MP and FMG). State forest administration supervise development of MP and FMG and delimitation of special purpose forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree in MP and FMG.</p>

<b>Stakeholders</b>	<p><i>Culturally appropriate* engagement* with the following stakeholders*:</i>  Local interested <i>stakeholders* and affected stakeholders*</i>: forest owners adjacent to the MU, municipalities.  Non-governmental parties: the Forest Management Institute (FMI).  Government: Regional Offices – relevant state forest administration body.</p>
<b>Threats to HCV 5 in the country</b>	<p>Change of land use (drying of waterlogged forests), long-lasting deforestation. Inappropriate forest management in zones of hygienic protection of water resources of the 1<sup>st</sup> degree forest such as frequent forest operations, clear cuttings, chemical usage and change in tree species contribution.</p>
<b>Strategies for maintaining HCV 5</b>	<p>1. Identify and describe forests in zones of hygienic protection of water resources of the 1<sup>st</sup> degree.</p> <ul style="list-style-type: none"> <li>- Collect relevant basic information related to these forests such as age, tree species contribution, health condition and mark these areas in map.</li> <li>- Check if there are regulations that require the implementation of special measures for these sites on the base of current forest state.</li> </ul> <p>2. Prepare specific management proposals for HCV mentioned above. This may include:</p> <ul style="list-style-type: none"> <li>- Strategies to protect spring areas and delimited 1<sup>st</sup> zones within the MU that are particularly unstable (e.g. <i>forest stands*</i> in cutting age, forest in poor health). Exclusion of the <i>long-term*</i> deforestation of these areas. Protection activities against the threats identified in each case.</li> <li>- Examples may include protection zones, harvest prescriptions, technology prescriptions (e.g. restriction of the use of heavy machinery), chemical use restrictions (<i>pesticides*</i> or weed control chemicals).</li> </ul>
<b>Monitoring elements for HCV 5</b>	<p>Establish a <i>monitoring*</i> program that assesses:</p> <ul style="list-style-type: none"> <li>- The implementation of the strategies established to maintain and/or enhance the HCV; allowing to confirm if the objectives were achieved.</li> <li>- Whether the management is affecting the identified HCV 5 and its functions: infiltration and water quality.</li> </ul> <p>The <i>monitoring*</i> program must have defined the appropriate scope, scale and frequency to detect changes in the HCV, in relation to the initial assessment.  <i>Monitoring*</i> programs are consulted with <i>stakeholders*</i> during the development.</p>
<p><b>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*.</b></p>	
<b>Best available information* to identify HCV 6</b>	<p>Cultural values. Sites, resources, <i>habitats*</i> and <i>landscapes*</i> 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 <i>local communities*</i>; represents forests in nationally or internationally protected areas, forests with special purpose related to community importance and noteworthy trees:</p> <ol style="list-style-type: none"> <li>1. <b>Monuments/sites of national cultural, archaeological and historical significance</b></li> <li>2. <b>UNESCO World Heritage</b></li> <li>3. <b>Spa forests, suburban forests, other forests that have an important role in recreation, and forests serving forestry research and education roles</b></li> <li>4. <b>Noteworthy trees</b></li> </ol>

	<p><b>1. Monuments/sites of national cultural, archaeological and historical significance</b></p> <p>According to the Act on State Landmark Conservation no 20/1987 Coll., <i>significant*</i> cultural monuments are objects that are important documents of historical development, of the life style and of the environment of society from the most ancient times to the present day, as manifestations of the creative abilities and work of humankind in various fields of human activity, based on their revolutionary, historical, artistic, scientific or technological value or/and have a direct relationship to important persons and historic events. Monuments are classified by this Act into three categories:</p> <ul style="list-style-type: none"> <li>- National Cultural Landmarks</li> <li>- Landmark Reservations</li> <li>- Landmark Zones</li> </ul> <p><i>Significant*</i> archaeological sites are included in the system of Cultural Landmarks, Landmark Reservations and Landmark Zones.</p> <ul style="list-style-type: none"> <li>- These are identified and registered in the Central List of Cultural Monuments that is available at: <a href="https://www.pamatkovykatalog.cz/uskp">https://www.pamatkovykatalog.cz/uskp</a></li> <li>- Map with national cultural landmarks, landmark reservations and landmark zones is available at: <a href="https://geoportal.npu.cz/webappbuilder/apps/93/">https://geoportal.npu.cz/webappbuilder/apps/93/</a></li> <li>- List of <i>significant*</i> archeological site is available at: <a href="http://isad.npu.cz/ost/archeologie/ISAD/edit_new/">http://isad.npu.cz/ost/archeologie/ISAD/edit_new/</a></li> <li>- Map with <i>significant*</i> archeological sites is available at: <a href="https://geoportal.npu.cz/ISAD/">https://geoportal.npu.cz/ISAD/</a></li> </ul> <p><b>2. UNESCO World Heritage</b></p> <p>The list of UNESCO world heritage classifies three types of world heritage: <i>cultural and natural heritage</i>, <i>mixed cultural and natural heritage</i> and <i>cultural landscapes</i>. There are 16 properties in the Czech Republic that have been inscribed on the World Heritage List. Most of them are classified as cultural and natural heritage sites with no or very limited relation to forest management. But there are also sites that have direct link to a forest management – “The Ancient and Primeval Beech Forests of the Carpathians and Other Regions of Europe – Jizerskohorské bučiny” (link to map: <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=e07f48c384534f038cd837f7eb00d569">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=e07f48c384534f038cd837f7eb00d569</a>) or the forest management could affect the values for which these sites are protected “<i>Lednicko-Valtická cultural landscape</i>” and “<i>Landscape for Breeding and Training of Ceremonial Carriage Horses at Kladruby nad Labem</i>”:</p> <ul style="list-style-type: none"> <li>- Map of all UNESCO world heritage sites of the Czech Republic is available at: <a href="http://whc.unesco.org/en/list/">http://whc.unesco.org/en/list/</a></li> <li>or <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=46161fb16e604c16b03d097cbeaff2cf">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=46161fb16e604c16b03d097cbeaff2cf</a></li> <li>- List of all UNESCO world heritage sites of the Czech Republic with more specific information is available at: <a href="https://www.npu.cz/pamatky-unesco">https://www.npu.cz/pamatky-unesco</a></li> <li>- Information about UNESCO world heritage sites of the Czech Republic is also included in map that have relation to forest management and is available at: <a href="https://geoportal.uhul.cz/mapy/MapyOprl.html">https://geoportal.uhul.cz/mapy/MapyOprl.html</a></li> </ul> <p><b>3. Special purpose forests - Spa forests, suburban forests, other forests that have an important role in recreation, and forests serving forestry research and education roles</b></p>
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	<p>Special purpose forest in the Czech Republic are classified on the base of its purpose according to the Act on Forest into: Spa forests (1 623 ha), suburban and other forests that have an important role in recreation (27 822 ha), and forests serving forestry research and education roles (19 033 ha), are forests in which management prioritises the protection and improvement of the forest and its ability to fulfil the non-wood-producing functions (here seen as values) over timber production functions. These forests are included in the special purpose forest class based on decisions by a state forest administration body, made at the suggestion of the owner of the forest, or on its own initiative.</p> <ul style="list-style-type: none"> <li>- Special purpose forests are demarcated in Regional Plans of Forest Development and the map of declared special purpose is available at: <a href="https://geoportal.uhul.cz/mapy/MapyOpri.html">https://geoportal.uhul.cz/mapy/MapyOpri.html</a></li> <li>- Database with Regional Plans of Forest Development for each Natural Forest Area is available at: <a href="http://www.uhul.cz/nase-cinnost/385-oblastni-plany-rozvoje-lesu/textove-casti/997-platne-dokumeny-opri">http://www.uhul.cz/nase-cinnost/385-oblastni-plany-rozvoje-lesu/textove-casti/997-platne-dokumeny-opri</a></li> </ul> <p><b>4. Noteworthy trees</b></p> <p>Noteworthy trees (25 046 trees) are exceptionally remarkable trees, or group of trees, proclaimed as such by virtue of a decision of the nature conservation authorities. All trees are recorded in the central register and marked in the field. Protective zones are demarcated around them.</p> <ul style="list-style-type: none"> <li>-map of noteworthy trees is available at: <a href="https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6">https://aopkcr.maps.arcgis.com/apps/webappviewer/index.html?id=399328f6b35646c2910ddbc0995b2bf6</a></li> <li>- Database of noteworthy trees with detailed information is available at: <a href="https://drusop.nature.cz/ost/chrobjekty/pstromy/index.php?">https://drusop.nature.cz/ost/chrobjekty/pstromy/index.php?</a></li> </ul>
<p><b>Stakeholders</b></p>	<p><i>Culturally appropriate* engagement* with the following stakeholders*:</i></p> <p>Local interested <i>stakeholders* and affected stakeholders*</i>: municipalities and owners of lands adjacent to the MU, relevant UNESCO world heritage Site Manager (if it is appointed for the site)</p> <p>Non-governmental parties: Local, national and international NGO, universities and local or regional cultural and archeologic research specialists, the Forest Management Institute (FMI)</p> <p>Government: National Heritage Institute (UNESCO sites and Monuments/sites of national cultural, archaeological and historical significance), Regional Offices – relevant state forest administration body (special purpose forests), Nature Conservation Agency of the Czech Republic (noteworthy trees), Czech Environmental Inspectorate, Regional Authority and Local authority (of a city or a village) - Monuments/sites of national cultural, archaeological and historical significance</p>
<p><b>Threats to HCV 6 in the country</b></p>	<p>Inappropriate logging, wood transportation, and construction of forest roads, inappropriate tree composition during afforestation in UNESCO world heritage sites or in protection buffer zones around monuments/sites of national cultural, archaeological and historical significance.</p> <p>Damage of archeological sites by heavy machinery during forest operation</p> <p>Inappropriate forest management in special purpose forest (e.g. preferring of production beyond special function).</p> <p>Damage of noteworthy tree during forest operation</p>
<p><b>Strategies for maintaining HCV 6</b></p>	<ol style="list-style-type: none"> <li>1. Identify and map sites of <i>forest stands*</i> or MU that contain or have been identified as HCV 6 through links mentioned above and stakeholder consultations.</li> <li>2. Establish strategies to maintain HCV 6 in coordination with <i>stakeholders*</i>. Forest</li> </ol>

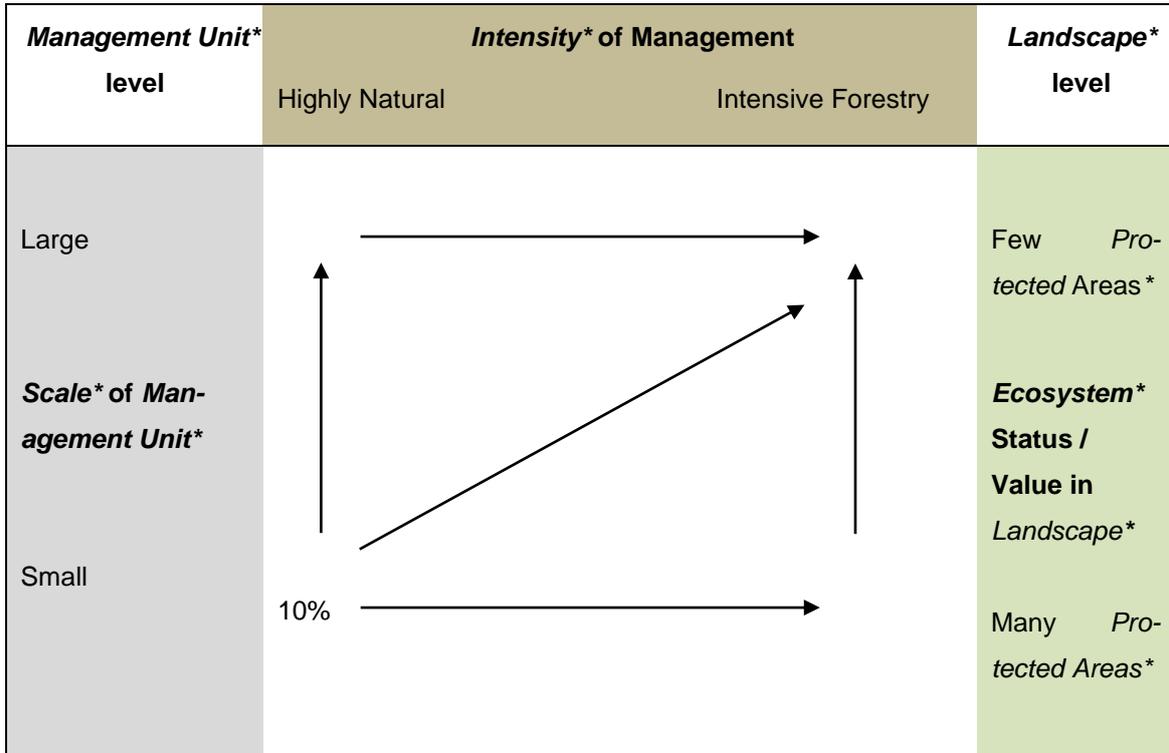
	<p>Management activities that are relevant to HCV 6 must be defined in collaboration with <i>stakeholders*</i> especially with relevant state authorities and if relevant with UNESCO site manager.</p> <p>3. Incorporate strategies into <i>management plans*</i> and/or forest management guidelines during their redevelopment</p> <p>4. Plan and practice forest operations with regard to established strategies for HCV6</p> <p>Some of strategies for maintaining HCV 6 are incorporated in MP and FMG during their development (e.g. maintaining of recreational function) but may not be sufficiently described to provide the manager with all the information on forest management that will lead to the maintenance of these functions (e.g. year period of forest operation with regard to forest attendance). Some strategies are not implemented in MP and FMG such as forest management focused on conservation value of cultural <i>landscape*</i> of sites of national cultural significance. Therefore it is recommended to review valid MP and FMG and alternatively establish supplementary strategies that help in HCV6 maintenance.</p>
<p><b>Monitoring elements for HCV 6</b></p>	<p>Establish a <i>monitoring*</i> program that assesses:</p> <ul style="list-style-type: none"> <li>- Whether the implementation of the strategies established to maintain and/or enhance HCV 6 allows to confirm if the objectives were achieved.</li> <li>- Whether the forest management is affecting the identified HCV 6.</li> </ul> <p>The <i>monitoring*</i> program must have defined the appropriate scope, scale and frequency to detect changes in HCV 6, in relation to the initial assessment.</p> <p><i>Monitoring*</i> programs are consulted with <i>stakeholders*</i> during the development.</p>

## Annex I Training requirements for workers\*

*Workers\* shall\* be able to:*

- 1) Implement forest activities to comply with applicable *lega\** 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 *local communities\** have *lega\* rights\** related to management activities (*Criterion\* 4.2*);
- 7) Carry out social, economic and *environmental impact assessments\** and develop appropriate mitigation measures (*Criteria\* 6.2 and 4.5*);
- 8) Implement activities related to the maintenance and/or enhancement of *ecosystem services\**, when FSC Ecosystem Services Claims are used (*Criterion\* 5.1*);
- 9) Handle, apply and store *pesticides\** (*Criterion\* 10.7*); and
- 10) Implement procedures for cleaning up spills of *waste materials\** (*Criterion\* 10.12*).

**Annex J Conservation Area Network\* conceptual diagram**



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

The far right column titled '*Ecosystems\* Status/Value in 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\**.

## I FSC Glossary of Terms

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

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

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

**Adaptive management:** A systematic process of continually improving management policies and practices by learning from the outcomes of existing measures (Source: Based on World Conservation Union (IUCN). Glossary definitions as provided on IUCN website).

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

- Local communities
- Workers
- 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, labor unions, etc. (Source: FSC-STD-01-001 V5-2)

**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. An overview of the applicable legislation is given in Annex A. (based on: FSC-STD-01-001 V5-2).

**Artificial regeneration:** Planting of seedlings and/or sowing. It is employed in:

- transformation of monocultures
- increasing of natural species diversity (especially through introduction of site appropriate ecologically stabilizing tree species – EsD)
- underplanting and undersowing

- afforestation of clearings due to salvage logging
- afforestation of non-forest lands
- improving and topping up regeneration.

Artificial regeneration as described above fulfils all desirable aims of regeneration, which cannot be accomplished through natural regeneration.

**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 provisions: provisions from the forest Act (Act No. 289/1995):**

- maximum total timber harvesting,
  - minimum proportion of soil improving and stabilising tree species in regeneration.
- For municipal and State-owned forests:
- minimum area of stand tending interventions (improvement cutting) in stands up to 40 years of age.

**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)

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

**Clear-cut:** Clear-cut is a logging operation which creates an area greater than 0.04 hectares without trees in the tree layer (reserved trees and trees left for decay are not considered). For the purpose of this standard, patch/gap cutting (roughly circular areas with a diameter less than the average height of the mother stand) and cuttings with width less than 1/2 of the average height of the mother stand (length not limited) are not considered to be clear-cuts. Areas not exceeding 1 ha with viable regeneration and characteristics corresponding to the target stand are also not considered to be clear-cuts.

**Clump mixture:** a spatial layout of tree species, where a continuous area consists of several trees of one species. The size of the clump corresponds to the projection of the crowns of three (3) to five (5) adult trees of the relevant species.

**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).

**Conservation/Protection:** These words are used interchangeably when referring to management measures designed to maintain the identified environmental or cultural values in existence long-term. Management measures 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).

**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.

**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 reference sites, protection zones, connectivity (especially ÚSES - territorial system of ecological stability of the landscape) areas and High conservation value areas.

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

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

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

**Discrimination:** includes- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, sexual orientation, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organization where such exist, and with other appropriate bodies (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 this Standard, 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).

**Ecologically stabilizing tree species (EsD):** Tree species with a favourable effect on forest sites and biocoenosis, corresponding to the close-to-nature forests of the given environment and area. These tree species are irreplaceable for securing forest functions in the long-term, and for the vitality and resistance of forests to disturbance by harmful agents. Non-native species such as Douglas fir or red oak are not included in the EsD because of the potential negative impact on biota. These tree species can be introduced into the stands in small percentages, unless this is contrary to other legislation. European larch is also not considered to be an ecologically stabilizing species. An ecologically stabilizing tree species can also be a predominant tree species.

**Economic viability:** The capability of developing and surviving as a relatively independent social or economic 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).

**Ecosystem:** A functional unit of living and non-living components of the environment, which are interrelated through the exchange of substances, the flow of energy and the transmission of information, and which interact and evolve in a certain space and time.

**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:

- a) provisioning services such as food, forest products and water;
- b) regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- c) supporting services such as soil formation and nutrient cycling; and
- d) 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).

**Employees:** Workers (men or women) with a valid employment contract with The Organization.

**Engaging / engagement:** The process by which The Organization communicates, consults and/or provides for the participation of interested and/or affected stakeholders ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and updating of the management plan (Source: FSC-STD-01-001 V5-2).

**Environmental Impact Assessment (EIA):** Systematic process used to identify potential environmental

and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome, FSC-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).

**Exotic:** Species, which are not autochthonous in the Czech Republic. The Organisation should avoid continuous planting of these species and exotic tree plants should be employed only as a single admixture. Larch (*Larix decidua*) is not considered an exotic tree plant for the purposes of this standard.

**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, P<sub>2</sub>O<sub>5</sub> and K<sub>2</sub>O, 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.

**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) that meets the definition as outlined in article 2 and 3 of the Act No. 289/1995 of the Coll. on forests.

**Forest stand margins:** a forest strip two or three rows of trees wide along the border, outside the forest area.

**Forest resources:** all benefits of forest, timber and non-timber products of forest.

**Forest stand:** forest stand is a basic unit of forest spatial division that can be identified in field and represented in forest map (Act No. 289/1995 of the Coll. on forests, § 2).

**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).

**Group mixture:** a spatial layout of tree species, where the continuous area of trees of one species does not exceed 0,1 ha.

**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.

**High conservation value (HCV):** Any of the following values:

- HCV1: Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- HCV 2: Landscape-level ecosystems and mosaics. Intact Forest Landscapes, large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- HCV 3: Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.

- HCV 4: Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.
- HCV 6: Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.

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

**High conservation value areas:** Zones and physical spaces which possess and/or are needed for the existence and maintenance of identified High conservation values.

**Highly protected and endangered species:** highly protected and endangered plant and animal species under the Nature and Landscape Conservation Law that are specified in the directives on the implementation of this law (see Annex A). The term 'endangered species' relates to: internationally protected animal and plant species mentioned in international conventions, on the national level Red List animals and tree species or, on the regional level, species mentioned in local lists of endangered species, or species justifiably specified as such after consultations with stakeholders, national nature conservation authorities or the Agency for Nature Conservation and Landscape Protection of the Czech Republic (AOPK).

**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: FSCSTD-01-002 V1-0 FSC Glossary of Terms (2009)).

**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.

**Intensity:** A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts (Source: FSC-STD-01-001 V5-2).

**Interested stakeholder:** Any person, group of persons, or entity that has shown an interest, or is known to have an interest, in the activities of a Management Unit. The following are examples of interested stakeholders:

- Conservation organizations, for example environmental NGOs;
- Labor (rights) organizations, for example labor unions;
- Human rights organizations, for example social NGOs;
- Local development projects;
- Local governments;
- National government departments functioning in the region;
- FSC National Offices;
- Experts on particular issues, for example High Conservation Values.

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

**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.

**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).

**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).

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

**Legally competent:** Mandated in law to perform a certain function (Source: FSCSTD-01-001 V5-2).

**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).

**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:** forest management plan (in Czech LHP) and forest management guidelines (in Czech

LHO).

**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).

**Mature and maturity approaching stands:** Stands older than 80% of rotation age, and forests of rich structure.

**Monitoring:** Monitoring is repetitive surveillance. In practice, it is regular, decades lasting surveillance of wildly growing plants and the incidence of feral animals, the populations of which are supposed to be affected by management measures. The Organization shall make sure that the methodologies of the surveys are compatible, so that the outcomes of the surveys would be comparable. The results of the monitoring show the effect of management interventions

**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).

**Natural state** (forest or ecosystem in natural state): State of forest (or ecosystem) communities of age, species and spatial structure and dynamics not influenced by human activities (formed and developing without human intervention) and corresponding to the site conditions.

**Natural forest-free areas:** forest-free areas due to specific habitats, e. g. wetlands, peat bogs, rock outcrops, societies of grasses and herbs. Where necessary, The Organization may obtain permission from national authorities to leave the forest-free areas in their natural condition.

**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.

**Natural regeneration:** formation of a new stand of tree species via natural processes (natural seeding, regeneration).

**Natural species composition:** species composition quantitatively and qualitatively corresponding to the natural condition of the site.

**Near-natural state:** State of a forest (or ecosystem) with tree species composition, which mostly corresponds to habitat conditions, while in comparison with forest (or ecosystem) in natural state its spatial structure is more simple. The development of such forests (or ecosystems) has been influenced by human activities, or they have been intentionally produced.

**Non-timber forest products (NTFP):** All products other than timber derived from the Management Unit

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

**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)

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

**Porostní skupina (the lowest spatial unit of a forest)** - Part of a forest stand with the same vegetation characteristics such as age, species or spatial composition. The smallest area vegetation group is usually 0.04ha.

**Pesticide:** Any substance or preparation prepared or used in protecting plants or wood or other plant products from pests; in controlling pests; or in rendering such pests harmless. This definition includes insecticides, rodenticides, acaricides, molluscicides, larvaecides, fungicides and herbicides (Source: FSC-POL-30-001 FSC Pesticides Policy (2005))

**Plantation:** artificially established stands of appropriate species, sorts or race of trees serving for industrial production of special forest products (assortment of wood) on a site which, due to its natural production potential or its artificial maintenance at a high level, can provide peak yield of appropriate volume and quality in a short time, as the rotation period of forest plantations is relatively short. Plantations lack most of the principal characteristics and key elements of semi-natural forest, forests in near-natural state and forests in natural state.

**Predominant tree species:** a tree species representation higher than 30% in a given stand.

**Preparatory stand:** a stand of a pioneer species (especially birch, rowan, common alder, grey alder, aspen, European larch) that reached such a degree of ecological effect that it markedly changed the nature of the herb layer and their crown cover reached at least 70%. The utilisation of natural succession processes on clearings due to salvage logging serves to create appropriate conditions for climax tree species and supports the genetically more suitable part of their populations.

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

**Protection zones:** 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. 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).

**Publicly available:** In a manner accessible to or observable by people generally (Source: Collins English Dictionary, 2003 Edition).

**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).

**Reference sites:** 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.

**Restore/restoration:** These words are used in different senses according to the context and in everyday speech. In some cases 'restore' means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases 'restore' means the formation of more natural conditions in sites which have been heavily degraded or converted to other land uses. In the Principles and Criteria, the word 'restore' is not used to imply the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing ecosystem (Source: FSC-STD-01-001 V5-2).

The Organization is not necessarily obliged to restore those environmental values that have been affected by factors beyond the control of The Organization, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public infrastructure, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate.

The Organization is also not obliged to restore environmental values that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations. However, The Organization is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the Management Unit as a result of such previous impacts.

**Riparian stands:** Stands of tree species directly bordering a watercourse or a water reservoir (usually covers one to two rows of trees – depending on slope of the banks).

**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).

**Salvage logging** - logging of trees that have been damaged by severe wind, snow, rime, insect infestation, or other natural disturbance.

**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, an activity with a small or low temporal scale occurs only once or at long intervals (Source: adapted from FSC-STD-01-001 V5-2).

**Scale, intensity and risk:** See individual definitions of the terms 'scale', 'intensity', and 'risk'.

**Semi-Natural forest:** A forest area with some of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, not classified as plantations. Semi-Natural forest also includes forest that is maintained by silvicultural practices based on natural or artificial regeneration of local (not exotic) and other suitable tree species. Semi-Natural forests does not include forests in natural state or in near-natural state.

**Shelterwood and selection management system:** Forest management without clear cutting in the area of the regeneration element. The choice of the management system is made with respect to the condition of the present and target stands and the external limiting conditions. Stable and highly productive forest stands are a purposeful modification of natural Central European forests. The management practices that

lead to them are mainly regular shelterwood management system, irregular shelterwood management system with individual or group selection, and in the advanced stage selection management system in various forms.

**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. 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).

**Site appropriate tree species:** Native tree species of existing natural forest societies and tree species that show satisfactory increment on the sites where they are grown. They are also sufficiently immune to various noxious abiotic and biotic factors, and have no negative impact on the given site (see Annex B).

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

**Substantial duration:** (of) 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).

**Substantial magnitude:** For the purpose of this Standard 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.

**Territorial System of Ecological Stability** – system defined in Czech act No. 114/1992 Gazette, section 3, article a), is a mutually interconnected complex of both natural and near-natural, altered ecosystems that maintain natural balance. Its main purpose is to reinforce ecological stability of the landscape by conservation or restoration of ecosystems and their mutual interconnection.

**The Organisation:** 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).

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

**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: FSCSTD-40-004 V3-0).

**Verifiable targets:** Specific goals, such as desired future forest conditions, established to measure progress towards the achievement of each of the management objectives. These goals are expressed as clear outcomes, such that their attainment can be verified and it is possible to determine whether they have been accomplished or not.

**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).

**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-course:** stream/river that in the common course of the weather has a permanent stream of water.

**Water reservoir:** permanent water area for this standard's purposes, with natural banks and stands of site appropriate tree species.

**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:** employee (both men and women) in an occupational relationship with an owner, or with a company carrying out forest operations on the basis of a contract with the owner, tradesmen or contractual partners directly hired to carry out forest operations or any other persons carrying out forestry work in the owner's forest.



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