



Forest Stewardship Council®



# The FSC National Forest Stewardship Standard of The Gabonese Republic

*FSC-STD-GAB-02-2020 EN*



**Photo credit**

From left to right:

Photo 1: Elephants bathing in the bai L7 in the FMU of Lelama, UFG 5 in CEB/Precious woods concessions. Credit: CEB/Precious woods.

Photo 2: The sacred grotto in Rougier Ogooue Ivindo concessions. Credit: Rougier Gabon (CFAD Ogooué-Ivindo, certifiée FSC®), Joseph Amelin BOUKANDZA, Chef d'équipe Faune et Surveillance du Territoire.

Photo 3: Tree being measured in a CBG concession to ensure compliance with minimum exploitable diameters. Credit: Compagnie des Bois du Gabon.

**NOTE ON THIS ENGLISH VERSION:**

This is the official version of the National Forest Stewardship Standard that is approved by FSC International, and it is available at [ic.fsc.org](http://ic.fsc.org). 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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## **1. Preface**

### **1.1. 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.

### **1.2. Descriptive statement of the Standard Development Group**

It is important to point out that this version of the national standard has been drawn up by the national Standards Development Group (SDG), which was approved by the FSC's Policies and Standards Unit (PSU) in May 2015. The mandate given to the SDG by the PSU was to draw up a national FSC standard for the Gabonese Republic.

The FSC Standard for the Republic of Gabon presented in this document differs from the FSC Sub-regional Standard for the Congo Basin in that it is based on version 5 of the FSC Principles and Criteria (FSC P&C), the new FSC International Generic Indicators (IGIs) and the legal requirements specific to the Gabonese Republic.

This national standard considers local conditions. It has been drawn up in conformity with the requirements of the FSC Standard for Developing and Maintaining National Standards - *FSC-STD-60-006 (V1-2) EN*, and the Standard for the Structure and Content of National Standards for Forest Management - *FSC-STD-60-002 (V1-0) EN*.

## 2. Preamble

### 2.1. Purpose of the standard

This standard sets out the required elements against which FSC accredited Certification Bodies shall 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* has been 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 National Forest Stewardship Standard (NFSS).

The development of NFSS 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.

## 2.2. Scope of the standard

|  |  |
|--|--|
| <b>Geographic region</b>   | The Gabonese Republic  |
| <b>Forest types</b>  | All forest types   |
| <b>Ownership types</b>   | All types of ownerships, including public, private and community.                          |
| <b>Management scale categories</b><br>(according to section 6 of FSC-STD-60-002) | All categories of Management Units<br>(see Section 5 of the standard for further details). |
| <b>Forest products</b><br>(according to FSC-STD-40-004a)                         | Rough wood   |

## 2.3. Background information on the standard development

As the standard was developed at national level, it was essential that the stakeholders at national level be represented in the process. The support of the FSC Policies and Standards Manager for the Congo Basin was important for the national SDG members.

All the processes involved in adapting/transferring the FSC Standard were facilitated by a Chairperson/Facilitator, who was elected by all the members of the SDG. The Chairman/Facilitator was also responsible for organizing meetings and monitoring performance of the SDG's terms of reference.

Decisions within the SDG were taken by consensus among the members and a conciliation committee was set up whenever it was necessary to resolve cases in which a consensus could not be reached. A vote by members in order to arrive at a decision was the final method used in extreme cases when even the conciliation committee had not been able to resolve an issue.

A Consultative Committee/Forum, consisting of representatives of all the affected and interested stakeholders was also actively involved in the process. They were consulted and their comments included in each of the draft documents produced by the SDG throughout the process of revising the standard.

The process of adapting / transferring the FSC Standard was launched in the Gabonese Republic by the Programme Manager responsible for developing FSC International national standards and the FSC Programmes Coordinator for the Congo Basin.

The process received technical support from the FSC Policy Manager for Africa and was facilitated by the Chairman/Facilitator of the SDG for Gabon.

Initially, FSC support entailed training the SDG members to use various reference documents and tools for formulating their terms of reference and carrying out the technical work that needed to be done during the standard revision process.

This permanent support and the presence of an FSC staff member at SDG meetings throughout the process greatly facilitated the progress of the work within the group and consequently compliance with deadlines.

Considering the FSC Director General's letter of the 24th January 2020 to the SDGs in the Congo Basin, stating the obligation to set aside a threshold of >50% for Intact Forest Landscape core areas, this has for now been respected. Nevertheless, the concerned *indicator*\* may be reworded after the publication of the FSC directives for the definition of thresholds for core areas of intact forest landscapes, the outcomes of the motion 34 impact study and any other developments from the ongoing IFL global discussions.

### **3. Context**

#### **3.1. Forest management in Gabon**

Forests provide us with clean water and fresh air and play a major role in the struggle against global warming. They also provide foodstuffs and products with medicinal applications, and they contain important natural resources, such as timber, with some tree species used for making paper. If they are managed responsibly, forests and forestry plantations benefit forest-dwelling peoples and the world at large.

Of the 23 million hectares of forests making up Gabon's National Forest Domain (NFD), 16.37 million hectares (71.17%) are allocated for the exploitation of their timber. Of these areas, 12.06 million hectares (52.43%) are in forestry concessions under sustainable management (FCSM), with 1.8 million having FSC-type certification; 4.07 million hectares (16.69% of the NFD) are under temporary management, harvesting and transformation agreements (TMHTAs); and 0.24 million hectares (1.04%) are allocated to village communities in the form of community forests (DGF, Forest Management Map, April 2018).

These forests have a high level of biological diversity. Indeed, the fauna and flora of Gabon are remarkable because the equatorial forest is still relatively well preserved. The Gabonese fauna is exceptionally rich and diverse. The mammalian fauna includes about 190 species including



19 species of primates, among which mandrills, colobes and the endemic *Cercopithecus solatus* of the forests of central Gabon, nearly 20 species of carnivores (canids, herpestids, felids, hyanids, mustelids and viverrids) and 13 species of artiodactyls (suids, tragulids and bovids). Gabon is also a sanctuary for one of the largest and most stable elephant populations in Africa, with approximately 85,000 individuals.

It should be noted that the rich forest biological diversity remains threatened by multiple human activities including logging, mining, agriculture and infrastructure development. These activities are responsible for the loss of forest area resulting mainly from the opening of trails, the development of road infrastructure and other facilities, the creation of wood parks, the development of camps, the construction of several on-site facilities, etc.

Logging also affects wildlife composition. The destruction or depletion of fruit trees has definite impacts on bird or mammal populations. Logging also poses a real threat to wildlife survival, as bushmeat hunters use both new roads and old abandoned tracks to reach remote areas. However, in Gabon, deforestation dynamics remain relatively low, at a rate of 0.09% per year, compared to a regional average of 0.21% per year (Etat des forêts, 2006).

Despite these threats, Gabon has taken steps to manage its forests sustainably. This vision is enshrined in the Gabonese Forestry Code.

Having undertaken to promote Sustainable Development (Law 002/2014 of 1 August 2014), the issue for Gabon is how to reconcile the various interests (economic, social and environmental) involved in forest management. In this context, certification would seem to be a useful tool for the sustainable management of forest resources, guaranteeing the interests of all stakeholders.

Gabon is home to a number of self-identifying Indigenous Pygmy Peoples (“Report of the African Commission’s Working Group on Indigenous People/Communities.” The African Commission on Human and People’s Rights, 2007) which include the Baka, the Akowa, the Bekui, the Bebinga, the Bambongo, and the Baringa. A joint report from the international non-governmental organization (NGO) Mighty and Gabon-based NGO Brainforest states that Gabon is home to a significant forest-dependent Indigenous population, including up to 30,000 Baka and Babongo people (Palm Oil’s Black Box. Mighty. Bellantino, Higonnet, Hurowitz, Lapidus, 2016). Collectively these groups are often referred to as the “Pygmies of Ga-bon,” though it should be noted that the term “Pygmy” carries derogatory and offensive connotations. Nevertheless, the term “Indigenous Pygmy Peoples” has been agreed on and adopted in Gabon. Gabon is involved with international legal frameworks in areas of both Indigenous human rights and in the conservation of biodiversity. Gabon voted for the adoption of the UNDRIP in September 2007 and ratified the ICCPR in 1983 (“Report of the African Commission’s Working Group on Indigenous People/Communities.” The African Commission on Human and People’s Rights. 2007).

Since the turn of the century, Gabon has undertaken a program of conservation intended to

preserve rainforest and biodiversity within the nation, through the creation of PAs. In 2002 thirteen national parks were created. These conservation efforts have had negative consequences for local communities and Indigenous People living near the national parks, including depriving them of access to resources associated with traditional patterns of livelihood and access to natural resources. The forest-dependent nature of many among the nation's Indigenous population means that there is an intersection between conservation efforts and Indigenous Peoples.

Since the 2012 Universal Periodic Review cycle the Gabonese government has been taking steps to address recommendations made on the rights of minority and Indigenous groups (<https://documents-dds-ny.un.org/doc/UNDOC/GEN/G12/157/09/PDF/G1215709.pdf?>).

The recommendations on the rights of Indigenous Pygmy Peoples on which the Gabonese government has been actively working include; Strengthening its policies designed to better integrate the Pygmies in the society (Source of position: A/HRC/22/5 – Para. 101), ensuring full and equal access to public health services for indigenous Pygmy peoples in all areas of the country in particular by increasing the number of health care facilities and ensure proper registration of children at birth, encouraging the participation of minorities, such as the indigenous Pygmy peoples, in the political, economic and social life of the country, protecting the rights of indigenous Pygmy peoples and elevate their health conditions and make all health services accessible to them, while facilitating their attainment of different health services in an easy way, adopting a specific plan to protect the rights of Indigenous peoples and a strategy to make basic services more accessible to the indigenous Pygmy Peoples and finally taking additional measures to ensure the integration of Indigenous peoples in public institutions.

The adoption of a national FSC certification policy by the government shall go a long way to reinforce these efforts through the implementation of FSC requirements related to the indigenous pygmy Peoples that are included in this NFSS.

The Gabonese forest domain comprises a permanent State forest domain and a rural forest domain (Art. 5). The permanent State forest domain consists, in accordance with the conditions laid down by regulation, of classified State forests and registered productive State forests. These forests are assigned to production and protection and constitute the habitat of wildlife (sec. 6). Classified State forests are those of conservation interest (Art. 7); they are: protection forests, recreational forests, botanical and zoological gardens, arboreta, protected areas, forests for didactic and scientific purposes, reforestation areas, productive forests that are particularly sensitive or adjacent to the rural forest domain (Art. 8).

The registered productive State forests consist of the productive natural forests of the permanent State forest domain other than those referred to in article 8 of the Forest Code (Art. 10), followed by the allocated forests and the productive forest reserves (Art. 11). Art. 12.

On the other hand, the rural forest domain consists of land and forests reserved for the use and enjoyment of village communities, in accordance with the terms and conditions determined by regulation (Art 12).

### 3.2. Members of the Standards Development Group in Gabon

Chairperson/Facilitator of the Standard Development Group in Gabon:

| Name                | Resume  |
|---------------------|---|
| Mr. Emmanuel Bayani | National Institute for Forest Certification (INCF) Gabon.<br>Coordinator, Gabon's national biodiversity strategy and plan revision project. |

SDG Members:

| Environmental Chamber   | Economic Chamber   | Social Chamber   |
|---|--|--|
| Martial Agondogo<br>National Institute for Forest Certification (INCF) Gabon<br>SG and FSC Environmental South Member   | Eric Chezeaux<br>ROUGIER GABON, Director for Sustainable Development   | Paul Simon Loundou<br>National Institute for Forest Certification (INCF) Gabon<br>Social Affairs Manager and Expert Sociologist          |
| Jean Stanislas Makita<br><br>Forest Development NGO<br><br>Biodiversity Manager<br><br>Technical Director of the Sectoral Forest-Environment Programme in Gabon | Zyta Kambissi<br><br>Ministry of Forestry and Environment<br><br>Gabon Forest Management Monitoring (CAF)<br>Project Coordinator | Léon Mebiame<br><br>UTB TP BSP (Gabon forest workers union), President   |
| Martial Djinang<br><br>Brainforest Consultancy Firm, Coordinator, Environmental Legal Specialist.   | Marius Kombila<br><br>Forest Management and Certification Consultancy Firm, (GFEC), Director                                     | Jeanne Marthe Minkoue Mi Ella<br>Organisation REPALEAC (Indigenous Peoples Network for central african countries), Coordinator for Gabon |
| Brice Nganda / Nelly Ghislaine Houtsaine Ngonang<br>WWF Gabon, Former Forest Programme Coordinator / Forest Officer   | Rémi Duval/ David Zakamdi<br>Precious Woods Gabon Certification and Environment Manager  | Estelle Bouanga<br>National Institute for Forest Certification (INCF) Gabon<br>Socio-Economic Expert                                     |

### 3.3. Experts

| Name                      | Institution/Function   |
|---------------------------|--|
| Frederic Priser           | TEREA Consultancy, Head Forest Management Office   |
| Léonard Sossoukpe         | ClientEarth, Legal Expert  |
| Edwige Eyang Effa         | FSC Member<br>GIS Manager and Socio-Economic Expert, Institute of Research in Tropical Ecology (IRET) Gabon. |
| Wenceslas Engonga         | Ministry of Forestry and Environment, Gabon, Representative Environmental Department                         |
| Béatrice Bimbissa Minanga | Ministry of Forestry and Environment, Gabon, Representative Forestry Department                              |
| Jean Bruno Mikissa        | Adviser, Ministry of Forestry Gabon, Representative Forestry Department                                      |
| Tanguy Fiacre Simba       | Director of Community Forestry, Ministry of Forestry and Gabon   |
| Jean Paul Obame Engone    | WWF Gabon, Forest Programme Coordinator  |

#### 4. References

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

|                        |  |
|------------------------|--|
| <i>FSC-POL-01-004</i>  | <i>Policy for the Association of Organizations with FSC</i>  |
| <i>FSC-POL-20-003</i>  | <i>The Excision of Areas from the Scope of Certification</i>   |
| <i>FSC-POL-30-001</i>  | <i>FSC Pesticides Policy</i>   |
| <i>FSC-POL-30-401</i>  | <i>FSC Certification and the ILO Conventions</i>   |
| <i>FSC-POL-30-602</i>  | <i>FSC Interpretation on GMOs: Genetically Modified Organisms</i>  |
| <i>FSC-STD-01-001</i>  | <i>FSC Principles and Criteria for Forest Stewardship</i>  |
| <i>FSC-STD-01-002</i>  | <i>FSC Glossary of Terms</i>   |
| <i>FSC-STD-01-003</i>  | <i>SLIMF Eligibility Criteria</i>  |
| <i>FSC-STD-20-007</i>  | <i>Forest Management Evaluations</i>   |
| <i>FSC-STD-30-005</i>  | <i>FSC Standard for Group Entities in Forest Management Groups</i>   |
| <i>FSC-STD-60-002</i>  | <i>Structure and Content of National Forest Stewardship Standards</i>  |
| <i>FSC-STD-60-004</i>  | <i>FSC International Generic Indicators (IGI)</i>  |
| <i>FSC-STD-60-006</i>  | <i>Development of National Forest Stewardship Standards</i>  |
| <i>FSC-PRO-01-001</i>  | <i>The Development and Revision of FSC Normative Documents</i>   |
| <i>FSC-PRO-01-005</i>  | <i>Processing Appeals</i>  |
| <i>FSC-PRO-01-008</i>  | <i>Processing Complaints in the FSC Certification Scheme</i>   |
| <i>FSC-PRO-01-009</i>  | <i>Processing Policy for Association Complaints in the FSC Certification Scheme</i>                                      |
| <i>FSC-PRO-30-006</i>  | <i>Ecosystem Services Procedure: Impact Demonstration and Market Tools</i>   |
| <i>FSC-DIR-20-007</i>  | <i>FSC Directive on Forest Management Evaluations</i>  |
| <i>FSC-GUI-60-005</i>  | <i>Promoting Gender Equality in National Forest Stewardship Standards</i>  |
| <i>FSC-GUI-30-003</i>  | <i>FSC Guidelines for the implementation of the right to Free, Prior and Informed Consent (FPIC)</i>                     |
| <i>FSC-GUI-60-002</i>  | <i>Guideline for Standard Developers for addressing risk of unacceptable activities in regard to scale and intensity</i> |
| <i>FSC-GUI-60-009</i>  | <i>Guidance for Standard Development Groups: Developing National High Conservation Value Frameworks</i>                  |
| <i>FSC-GUI-60-009a</i> | <i>Template for National High Conservation Value Frameworks</i>  |

## 5. Note on the use of *indicators\**, *verifiers* and *annexes*

*Indicators\** are intended to be applicable to low-intensity and all other (i.e. all operations that are not of low-intensity) forest operations. No size-related requirements are defined for Management Units in this standard.

For each *Criterion\** a number of *indicators\** is listed. Where *indicators\** are numbered, with the additional letters LS (e.g. Indicator 1.1.1LS), the *indicator\** is intended to be applicable to all intensities and types of forests. In some cases, additional requirements are specified that are applicable only to forests which are not low-intensity managed forests. In these cases, the *indicator\** numbers are followed by the letter 'L'.

For the cases where *indicators* are applicable only to low-intensity operations, the *indicator\** is followed by the letter 'S'.

This standard does not include non-timber forest products (NTFPs) in its FSC certification scope. Organisations wishing to certify NTFPs can contact FSC accredited certification bodies, FSC Congo Basin office or the email contact in this NFSS.

The following elements of this standard are normative: scope, effective date, validity period, glossary of terms, *principles\**, *criteria\** and *indicators\**, tables and annexes, unless indicated otherwise.

The verifiers, guidance notes in this NFSS are not normative.

For *indicators\** that are applicable both to low-intensity managed and other forests (LS), the verifiers are followed by a precision L or S or LS to define to which forest type the different verifiers apply.

The glossary of the standard provides IGI terms and other technical and scientific terms that clarify and interpret the instructions of the standard. In the text of the standard, the terms are formatted in *italics* and marked with an asterisk\*.

### **Verbal forms for the expression of provisions**

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

“shall”: indicates requirements strictly to be followed in order to conform with the standard.

“should”: indicates that among several possibilities one is recommended as particularly suitable, without mentioning or excluding others, or that a certain course of action is preferred but not necessarily required. The organization can meet these requirements in an equivalent way provided this can be demonstrated and justified.

“may”: indicates a course of action permissible within the limits of the document.

“can”: is used for statements of possibility and capability, whether material, physical or causal.

## 6. Scale Intensity and Risk (SIR)

The SDG worked based on the relevant indicators and requirements provided for in *FSC-STD-60-002\_V1-0\_EN\_Structure and Content of National Forest Stewardship Standards* and *FSC-GUI-60-002\_V1-0\_EN Guideline for Standard Developers for addressing risk of unacceptable activities in regard to scale and intensity* (SIR guidelines). The listed SIR IGIs were each examined and adapted to the Gabonese context when this was relevant.

Operations that are not of low-intensity (indicated as L) are made of Management Units (i.e. MU or Concession Forestière sur Aménagement Durable - CFAD in French), of the permanent forest estate, under a harvesting agreement with the government and with approved management plans.

Low-intensity operations (mostly community forests) (indicated S) include Management Units with an average annual harvest from the total production forest of less than 5,000 m<sup>3</sup>/year during the period of validity of the certificate as verified by harvest reports and surveillance audits. New specific indicators were defined for low-intensity operations each time the requirements of the International generic indicators (IGIs) were deemed not adequate for them to comply with.

## 7. List of acronyms

|              |   |
|--------------|---|
| AOP = PAO    | Annual Operations Plan = Plan Annuel d'Opération  |
| AHA = AAC    | Annual Harvesting Area = Assiette Annuelle de Coupe   |
| CITES        | Convention on International Trade in Endangered Species of Wild Fauna and Flora (Convention sur le commerce international des espèces de faune et de flore sauvage menacées d'extinction) |
| CNAMGS       | (Caisse Nationale d'Assurance Maladie et de Garantie Sociale (National Health and Social Guarantee Insurance Fund)  |
| CNSS         | National social insurance fund  |
| CSM = CFAD   | Concessions under Sustainable Management = Concessions Forestières sur Aménagement Durable  |
| DGEF         | Direction Générale de L'Environnement   |
| DGF          | Direction Générale des Forêts   |
| DGPAF        | Direction Générale de la Production Agricole et de la Formation   |
| DGEPN        | Direction Générale de la Protection de la Nature  |
| DPEF         | Direction Générale des Eaux et Forêts   |
| ESIS = EIES  | Environmental and Social Impact Assessment = Etude d'Impact Environnemental et Social   |
| ESMP         | Environmental and social management plan  |
| NTFP = PFNL  | Non Timber Forest Products = Produits Forestiers Non Ligneux  |
| TPI = IRPP   | Tax on personal income = Impôt sur le Revenu des Personnes Physiques  |
| LDP = PDL    | Local Development Plan = Plan de Developpement Local  |
| ILO = OIT    | International Labour Organisation = Organisation Internationale du Travail  |
| PG           | Plan de Gestion Quinquennale = Five-year Management Plan  |
| SESIA = NIES | Simplified Environmental and Social Impact Assessment = Notice d'Impact Environnemental et Social   |
| SFMP = PA    | Sustainable Forest Management Plan = Plan d'Aménagement   |
| SLIMF = POF  | Small and Low Intensity Management Forests = Petites Opérations Forestières   |
| SMP = PSG    | Simple Management Plan = Plan Simple de Gestion   |
| SIT = TCS    | Supplementary Income Tax = Taxe Complémentaire sur les Salaires   |
| TIN = NIF    | Tax Identification Number = Numéro d'Identification Fiscale   |
| TPPCR = RCCM | Trade and Personal Property Credit Register = Registre de Commerce et du Crédit Mobilier  |
| WPP = PPF    | Wildlife Protection Plan = Plan de Protection de la Faune   |
| MU = UGF     | Forest Mangement Unit = Unité de Gestion Forestière.  |

## 8. Principles\*, criteria\* and national indicators\*

### PRINCIPLE 1: COMPLIANCE WITH LAWS

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

**Criterion 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.

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

Verifiers:

- Trading licence (RCCM/Companies Register, NIF/Tax reference) (L);
- Receipt of declaration of the Association (S)
- Professional approval to perform operations in the forestry sector (forestry, timber industry) or proof of renewal application (L);
- Title to perform forestry operations (letter of approval, decree, order granting right...) (L);
- Evidence of registration with the CNSS (Caisse Nationale de Sécurité Sociale/ national social security fund) (LS);
- Evidence of registration with the CNAMGS (Caisse Nationale d'Assurance Maladie et de Garantie Sociale (national health and social guarantee insurance fund) (LS);
- Authorisation to commence operation (S);
- Lease contract (S);
- Management agreement(S).

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

Verifiers:

- Trading licence (RCCM, NIF) issued jointly by the ministries responsible for trade, justice and the economy (L);
- Professional approval to perform forestry operations issued by the ministry responsible for forests and timber processing, or evidence of renewal application (LS);
- Evidence of registration with the CNSS, issued by the National social insurance fund, CNSS (LS);
- Evidence of registration with the CNAMGS, issued by the National social insurance fund, CNSS (LS);
- Title to perform forestry operations (LS);
- Letter approving sustainable management plans for concessions under sustainable



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| <p>management (CSMs), issued by the Minister of Forests (L); and/or</p> <ul style="list-style-type: none"> <li>• Decree granting a CSM issued by the Prime Minister (L);</li> <li>• Letter of approval of the simple management plan issued by the Minister in charge of forests (S);</li> <li>• Final management agreement issued by the Minister in charge of forests(S);</li> <li>• Declaration receipt for the Association signed by the Sub Divisional Officer(S).</li> </ul>   |
| <p><b>Criterion 1.2.</b> <i>The Organization*</i> shall demonstrate that the <i>legal status*</i> of the <i>Management Unit*</i>, including <i>tenure*</i> and <i>use rights*</i>, and its boundaries, are clearly defined.</p>  |
| <p>Indicator 1.2.1LS <i>The Organisation*</i> applying for certification possesses all the logging rights or authorizations necessary for implementing its <i>forest*</i> management activities.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letter approving the sustainable forest management plan (SFMP) (L);</li> <li>• Letter approving the five-year management plan (L);</li> <li>• Letter approving the annual operations plan (AOP) or authorization to log the AHA (L);</li> <li>• Sustainable Forest Management Plan (SFMP) (L);</li> <li>• Five-year Management Plan (L);</li> <li>• Annual Operations Plan (AOP) (L);</li> <li>• Receipts evidencing payment of forestry taxes (L);</li> <li>• Certificate of conformity of the wildlife protection plan (WPP) (L);</li> <li>• Final management agreement (S);</li> <li>• Simple Management Plan (SMP) and approval letter (S);</li> <li>• Multi-resource inventory report for the five-year harvesting block and approval letter (S);</li> <li>• Five-Year harvesting Block Boundary Opening Statement (S);</li> <li>• Authorization to open the Five-Year harvesting Block (S).</li> </ul> |
| <p>Indicator 1.2.2LS The <i>legal* use rights*</i> are granted by <i>legally competent*</i> authorities according to legally prescribed processes.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letter approving the SFMP issued by the Ministry of Forests (L);</li> <li>• Letter approving the five-year management plan issued by the DGF (LS);</li> <li>• Letter approving the AOP or logging permit issued by the provincial department for water resources and forests (L);</li> <li>• Contractual terms of reference binding stakeholders (villages, forestry department, forest management company...) (L);</li> <li>• Receipts attesting payment of forest area taxes and/or moratorium of payment issued by the tax office (L);</li> <li>• Certificate of conformity of the Wildlife Protection Plan (WPP) issued by the DGPAF (L);</li> </ul>   |

- Certificate of conformity of the ESIS issued by the DGEPN (LS);
- Final Management Agreement issued by the Minister of forests (S);
- Approval letter of the multi-resource inventory report for the five-year block issued by the Provincial Directorate of Forests (S).

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

Verifiers:

- Minutes of opening of boundaries;
- Sign Boards indicating the boundaries of the concession (L);
- Reports on opening of boundaries and their maintenance (L);
- The general map of sustainable management of the concession showing the different management series (production, agricultural and conservation series) (L);
- Map showing boundaries of MUs (L);
- minutes of the forest concession boundary opening activities (S);
- minutes of Five-year harvesting block boundary opening activity (S);
- Forest concession Sign Boards (S);
- Maps of the Forest concession/ five-year harvesting block and the resource distribution map (S).

**Criterion 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.

Indicator 1.3.1LS All activities undertaken in the *Management Unit\** are carried out in compliance with:

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

Verifiers:

- Internal audit report (L);
- Existence of an in-house legal and regulatory compliance mechanism (L);
- Reports of inspections by government agencies (LS);
- Collection of legal and regulatory texts (the auditor should refer to Annex A) (LS);
- Boundaries of the five-year harvesting block are regularly maintained and marked with paint (S);
- Positions of felled stumps within the perimeter of the five-year block (S);
- Harvesting logbooks correctly filled and signed by the Administration (DPEF) (LS);
- Activity reports (LS);

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| <ul style="list-style-type: none"> <li>• Simple Management Plan (SMP) (prescriptions of the SMP related to local community development and environmental/biodiversity issues (arrêté 71 decree 542).</li> </ul>   |
| <p>Indicator 1.3.2LS Payment is made in a <i>timely manner</i>* of all applicable legally prescribed charges connected with <i>forest</i>* management.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Receipts for payment of forest-related taxes or payment moratorium (L);</li> <li>• Proof of payment to the Local Development Fund (LDF) (L);</li> <li>• Receipt for annual payment of corporation tax; IRPP (Impôt sur le Revenu des Personnes Physiques / tax on personal income) (L);</li> <li>• TCS (Taxe Complémentaire sur les salaires/ supplementary income tax) (LS);</li> <li>• Receipt attesting payment of quarterly contribution to the CNSS (LS);</li> <li>• Receipt attesting payment of quarterly contribution to the CNAMGS (LS).</li> </ul>  |
| <p>Indicator 1.3.3L The sustainable <i>forest</i>* <i>management plan</i>* (SFMP), the five-year <i>management plan</i>*, the annual operations plan and the wildlife <i>protection</i>* plan are in compliance with the specifications of the national technical guidelines for <i>forest</i>* management (see 1.3 annex A).</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letters approving the SFMP, the management document and the annual operations plan;</li> <li>• Certificate of conformity in respect of the wildlife protection plan.</li> </ul> <p>1.3.3S The simple <i>management plan</i>* and the inventory report for the five-year harvesting block is in compliance with the <i>applicable laws</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letter of approval of the inventory report for the five-year harvesting block ;</li> <li>• Approval letters for the simple management plan and the local development plan;</li> <li>• Related regulatory texts (see annex A).</li> </ul> |
| <p>1.3.4LS <i>The Organisation</i>* has an up-to-date list and copies of the laws and regulatory texts and has a mechanism in place for monitoring new developments.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Monitoring mechanism for legal and regulatory compliance available (L);</li> <li>• Up-to-date collection of laws and regulatory texts relating to the sustainable management of natural resources available (LS).</li> </ul>  |
| <p>Indicator 1.3.5LS All noncompliance with <i>legal</i>* or regulatory requirements identified by <i>the Organisation</i>* or third parties in the last five years are documented, and actions taken to prevent them from recurring.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Register recording divergences in compliance with legal requirements (LS);</li> <li>• Reports of inspections by government agencies (LS);</li> <li>• Internal audit report (L).</li> </ul>   |

Indicator 1.3.6L *The Organisation\** has procedures to ensure that sub-contractors and others responsible for forestry operations on the concession comply with all applicable *legal\** requirements.

Verifiers:

- Manual of procedures;
- Sub-contractors' charter of commitment;
- Sub-contractors' internal audit reports.

Indicator 1.3.6S *The Organisation\** has procedures in place for sub-contractors on forestry operations that comply with all applicable *legal\** requirements.

Verifiers:

- Personnel official Register;
- Attestation of affiliation to the national social insurance (CNSS);
- Attestation of affiliation to the national health and social guarantee insurance (CNAMGS);
- Contract of lease;
- Professional accreditation.

Indicator 1.3.7LS *The Management Plan\*/ Simple Management Plan* and its annexes are approved by the competent government authorities.

Verifiers:

- Temporary management, harvesting and transformation agreement (TMHTA) signed by the Minister for Forests and the concession-holder (L);
- Letter approving the sustainable management inventory protocol signed by the Direction Générale des Forêts (DGF) (L);
- Letter approving the socio-economic survey report signed by the DGF (LS);
- Letter approving the sustainable management inventory report signed by the DGF (L);
- Letter approving the biodiversity survey report signed by the DGF (L);
- Letter approving the management plan signed by the Minister for Forests (L);
- Letter approving the management plan signed by the DGF (L);
- Letter approving the Annual Operations Plan (AOP) signed by the Provincial Director (PD) (L);
- Boundaries opening report signed by the PD (LS);
- Authorization to log the annual harvesting area signed by the PD (LS);
- Temporal management agreement signed by DGF (S);
- Final management agreement signed by the Minister in charge of forests (S);
- Simple Management Plan (SMP) and Local Development Plan (LDP) approval letters signed by DGF(S);
- Letter of approval of the inventory report for the five-year harvesting block signed by the DGF (S).

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| <p>Indicator 1.3.8LS <i>The Organisation*</i> has a list of all the local species identified in the CITES document.</p> <p>Verifiers:<br/>Please refer to Annex A (LS).</p>   |
| <p><b>Criterion 1.4.</b> <i>The Organization*</i> shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the <i>Management Unit*</i> from unauthorized or illegal resource use, settlement and other illegal activities.</p>   |
| <p>Indicator 1.4.1L Measures are implemented to provide <i>protection*</i> from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities, notably:</p> <ol style="list-style-type: none"> <li>1) Security gates on main forest roads and/ or control of access to high <i>risk*</i> areas;</li> <li>2) Closure of temporal roads after harvesting;</li> <li>3) Surveillance patrols on forest road to detect and report to the forest administration, any illegal access to the forest; and</li> <li>4) Designation of personnel and resources to rapidly detect and monitor illegal activities.</li> </ol> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Timetable of monitoring missions;</li> <li>• Wildlife surveillance procedure;</li> <li>• Procedure for post-harvest Controls;</li> <li>• Surveillance team logbook;</li> <li>• Monitoring/evaluation procedure;</li> <li>• AHA closure procedure;</li> <li>• Contractual terms of reference;</li> <li>• Internal operating procedures;</li> <li>• Wildlife protection plan (WPP).</li> </ul> |
| <p>Indicator 1.4.2LS All illegal activities that are detected/identified are documented and brought to the attention of the <i>forest*</i> administration.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Monitoring and surveillance reports (L);</li> <li>• Letter transmitting the surveillance and monitoring reports (L);</li> <li>• Letter of denunciation of management rules violations to the forest administration (S);</li> <li>• Letter of transmission of the report (S);</li> <li>• Acknowledgement of receipt of letters and reports by the forest/ other relevant administration (LS).</li> </ul>   |
| <p>Indicator 1.4.3LS <i>The Organisation*</i> implements measures to address all illegal activities identified.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Awareness-raising and training reports (LS);</li> <li>• Report of denunciation to the authorities (LS);</li> <li>• Protocol of partnership with the administration and other stakeholders (LS);</li> <li>• Minutes/report of mission on the part of the administration (LS).</li> </ul>  |

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| <p><b>Criterion 1.5.</b> <i>The Organization*</i> shall comply with the applicable <i>national laws*</i>, <i>local laws*</i>, <i>ratified*</i> international conventions and <i>obligatory codes of practice*</i>, relating to the transportation and trade of <i>forest*</i> products within and from the <i>Management Unit*</i>, and/or up to the point of first sale.</p>   |
| <p>Indicator 1.5.1LS Compliance with the applicable <i>national laws*</i>, <i>local laws*</i>, <i>ratified*</i> international conventions and <i>obligatory codes of practice*</i> relating to the transportation and trade of <i>forest*</i> products within and from the <i>Management Unit*</i> and/or up to the point of first sale is demonstrated.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Driving licences of company drivers (LS);</li> <li>• Charter of good conduct of sub-contractors/ contracted harvesting company (LS);</li> <li>• Sub-contractors' internal audit reports guaranteeing compliance with transport regulations (LS);</li> <li>• Documents relating to road transport (travel warrants, specification information sheets, Loading specifications) (LS);</li> <li>• Special authorisations relating to protected species (LS).</li> </ul> |
| <p>Indicator 1.5.2LS Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.</p> <p>Verifiers:</p> <p>CITES certificates signed by the Forestry department.</p>  |
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| <p><b>Criterion 1.6.</b> <i>The Organization*</i> shall identify, prevent and resolve <i>disputes*</i> over issues of statutory or <i>customary law*</i>, which can be settled out of court in a <i>timely manner*</i>, through <i>engagement*</i> with <i>affected stakeholders*</i>.</p>  |
| <p>Indicator 1.6.1LS A <i>publicly available*</i> <i>dispute*</i> resolution process is in place; developed through <i>culturally appropriate*</i> <i>engagement*</i> with <i>affected stakeholders*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Contractual terms of reference signed by the various parties (L);</li> <li>• Workers' grievances register (L);</li> <li>• Dispute-resolution procedures manual (LS);</li> <li>• Complaints register (LS);</li> <li>• Permanent economic and social dialogue committee (LS);</li> <li>• Minutes of dispute-resolution meetings (LS).</li> </ul>   |
| <p>Indicator 1.6.2LS <i>Disputes*</i> related to issues of <i>applicable laws*</i> or <i>customary law*</i> that can be settled out of court are responded to in a <i>timely manner*</i> and are either resolved or are in the <i>dispute*</i> resolution process.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Disputes resolution procedure (LS);</li> <li>• Minutes of dispute-resolution meetings (LS).</li> </ul>  |

1.6.3LS The Organisation\* keeps a full and up-to-date record of all conflicts over land-tenure and usage rights, including evidence relating to these conflicts and up-to-date documentation of all measures taken to resolve them.

Verifiers:

- Disputes resolution procedure (LS);
- Minutes of dispute-resolution meetings (LS);
- The Complaints Register (LS);
- Dispute Resolution Report (LS).

Indicator 1.6.4LS Operations are suspended in areas where *disputes\** exist:

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

**Note:** The suspension of activities is in accordance with the *applicable laws*.

Verifiers:

- Decisions to suspend activities as notified to stakeholders (LS);
- Procedure for suspending activities in the event of disputes (L);
- Notification to stakeholders of resumption of activities (L);
- Minutes of dispute-resolution meetings (LS).

**Criterion 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.

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

Verifiers:

- Provisions of Internal operating procedures;
- Anti-bribery policy document;
- Code of good conduct.

1.7.1 S *The Organisation\** signs a document that includes a commitment not to bribe or receive any form of bribe.

Verifiers:

- Anti-bribery policy commitment document

Indicator 1.7.2LS The policy meets or exceeds related legislation.

Verifiers:

- Provisions of Internal operating procedures (LS);
- Anti-bribery policy document (L);
- Code of good conduct (L);
- Signed anti-bribery Commitment policy (S).

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| <p>Indicator 1.7.3LS The policy is <i>publicly available</i>* at no cost.</p> <p>Verifiers:</p> <p>Means of disseminating and publicizing the anti-bribery policy (posters, website, e-mail, awareness-raising report, etc.) (LS);</p>   |
| <p>Indicator 1.7.4LS Corrective measures are implemented if corruption does occur.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Incident reports (L);</li> <li>• Denunciation reports (L);</li> <li>• List of disciplinary actions taken (LS);</li> <li>• Provisions of Internal operating procedures (LS).</li> </ul>   |
| <p><b>Criterion 1.8.</b> <i>The Organization</i>* shall demonstrate a <i>long-term</i>* commitment to adhere to the FSC <i>Principles</i>* and <i>Criteria</i>* in the <i>Management Unit</i>*, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a <i>publicly available</i>* document made freely available.</p>   |
| <p>Indicator 1.8.1LS A written policy, endorsed by an individual with authority to implement the policy, includes a <i>long-term</i>* commitment to <i>forest</i>* management practices consistent with <i>FSC Principles</i>* and <i>Criteria</i>* and related Policies and Standards.</p> <p>Verifiers:</p> <p>Written commitment endorsed by the company's General Management.</p>  |
| <p>Indicator 1.8.2LS The policy demonstrating <i>the Organization's</i>* long term commitment to the <i>FSC Principles</i>* and related standards is made public.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Written commitment publicly displayed (LS);</li> <li>• Information available on websites (L);</li> <li>• Prospectus available (LS);</li> <li>• Hard-copy documents available in libraries (L).</li> </ul> |



**PRINCIPLE 2: WORKERS’\* RIGHTS AND EMPLOYMENT CONDITIONS**

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

**Criterion 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*.

Indicator 2.1.1LS *The Organization\** does not use *child\** labour.

Sub indicator 2.1.1.1LS *The Organization\** does not employ *workers\** below the *minimum age\** of 16, as stated by the national *applicable laws\**.

Verifiers:

- List of workers;
- Workers’ employment files (birth certificate, identity document, medical certificate).

Sub indicator 2.1.1.2LS No person aged between 18 and 21 is employed in *hazardous\** or *heavy work\** except for the purpose of training within approved *national laws\** and regulations.

Verifiers:

- List of workers (LS);
- Workers’ employment files (birth certificate, identity document, medical certificate) (LS);
- List of heavy and hazardous tasks identified by the company and confirmed by the labour inspectorate (LS).

Sub indicator 2.1.1.3LS *The Organization\** prohibits the *worst forms of child\* labour\**.

Verifiers:

- Policy for employment of young workers (L);
- Proof that this policy is implemented (L);
- Compliance with the relevant labour legislation and collective-bargaining agreements (LS).

Indicator 2.1.2LS *The Organization\** takes measures to avoid all forms of *forced or compulsory labour\**.

Sub indicator 2.1.2.1LS Employment relationships are voluntary and based on mutual consent, without *threat\** of a penalty.

Verifiers:

- Staff recruitment and management policy (L);
- Internal operating procedures (LS);
- Complaints register (LS);
- Employment contracts signed by the workers concerned (LS).

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

- 1) Physical and sexual violence
- 2) Bonded labour

- 3) Withholding of wages, including payment of employment fees and or payment of deposit to commence employment
- 4) Restriction of mobility/movement
- 5) Retention of passport and identity documents
- 6) Threats of denunciation to the authorities

Sub indicator 2.1.2.3LS All *workers\** of *the Organization\** have work contracts that are in compliance with the applicable *national laws\**.

Verifiers:

- List of workers (LS);
- Attendance records (LS);
- Employment contracts (Permanent contract, fixed-term contract, daily/weekly contract, assignment contract, apprenticeship contract, contract for the performance of a particular work or task) (LS);
- Employment permits for foreign workers (LS).

Indicator 2.1.3 LS *The Organization\** ensures that there is no *discrimination\** in *employment and occupation\**.

Verifiers:

- Staff recruitment and management policy (L);
- File providing evidence of publication of job offers (L);
- Information sheets on published job offers (L);
- Distribution of workers (by gender, origin, etc.) in the register of employees (LS);
- Complaints register (LS).

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

Verifiers:

- Provisions in the company's social policy recognizing freedom of association and the exercise of trade-union rights (L);
- Existence of letters requesting permission for workers' meetings (LS);
- Existence of legally constituted social dialogue committees (Articles 214 and 302 of the Labour Code);
- Minutes of negotiations, if appropriate (LS);
- Existence of premises set aside for *workers' organizations\** (L);
- Complaints register (LS);
- Existence of trade-union delegates (LS).

Sub indicator 2.1.4.1LS *The Organization\** respects the rights of *workers\** to engage in lawful activities related to establishing, joining or assisting a *workers' organization\**, or to refrain from doing the same; and does not discriminate against or punish *workers\** for exercising these rights.

Verifiers:

- Policy provisions authorizing the formation of a trade union by workers (L);
- Leave of absence granted for the purposes of forming a trade union (LS).

Indicator 2.1.4.2L The relevant national *stakeholders\**, including representatives of *Organizations\** negotiate with lawfully established *workers' organizations\** and/ or duly selected representatives in *good faith\** and with the best efforts to reach a *collective bargaining\** agreement.

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

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

Verifiers:

- Proportion of women employed by the Organization in line with the threshold indicated in the company policy (LS);
- Pay slips (LS);
- Worker recruitment and management policy specifically for women (L);
- Wage scale (L);
- Permanent economic and social engagement committee (L).

Indicator 2.2.2LS 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:

- Content of calls for applications (L);
- Hiring policy (L);
- Career plan (L);
- Organizational chart (L);
- Staff list (LS);
- List of posts (LS).

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

Verifiers:

- Training plan (L);
- Training modules (L);
- Training reports (LS).

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

Verifiers:

- Pay scale (LS);
- Pay slips/ payroll register (LS).

Indicator 2.2.5LS Women are paid directly and using mutually agreed methods to ensure they safely receive and retain their wages.

Verifiers:

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| <ul style="list-style-type: none"> <li>• Wage payment orders (L);</li> <li>• Copies of cheques (L);</li> <li>• Receipts acknowledging payment (LS);</li> <li>• Payroll register (LS).</li> </ul>   |
| <p>Indicator 2.2.6LS Maternity leave is at least 14 consecutive weeks; six weeks before and eight weeks after the predicted date of childbirth as prescribed by the national legislation.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Certification of cessation of activities (LS);</li> <li>• Certificate of business resumption (LS);</li> <li>• Pregnancy certificate (LS);</li> <li>• Birth certificate (LS).</li> </ul>   |
| <p>Indicator 2.2.7LS Women are granted two hours off work for breast-feeding purposes during 15 months from the time they resume duty after maternity leave (in accordance with the Gabonese Labour Code).</p> <p>Verifiers:</p> <p>Attendance records (LS).</p>   |
| <p>Indicator 2.2.8LS Paternity leave is available and there is no penalty for taking it.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Birth certificate (LS);</li> <li>• Certificate of cessation of activities (LS);</li> <li>• Certificate of paternity leave (L);</li> <li>• Certificate of business resumption (S).</li> </ul>   |
| <p>Indicator 2.2.9LS Meetings, management committees and decision-making forums are organized to facilitate the active participation of both men and women.</p> <p>Verifiers:</p> <p>Attendance lists duly signed by the participants and appended to the meeting minutes (LS).</p>  |
| <p>Indicator 2.2.10LS The Organisation implements confidential mechanisms that permit reporting and eliminating cases of sexual harassment and <i>discrimination</i>* based on gender, marital status, serological status, parenthood or sexual orientation.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Complaints of harassment or discrimination (L);</li> <li>• Investigation reports (L);</li> <li>• Decisions to take disciplinary action (LS);</li> <li>• Minutes of the permanent economic and social engagement committee (L);</li> <li>• Provisions prohibiting sexual harassment in the Internal operating procedures (LS).</li> </ul> |
| <p><b>Criterion 2.3.</b> <i>The Organization*</i> shall implement health and safety practices to protect <i>workers*</i> from occupational safety and health hazards. These practices shall, proportionate to <i>scale, intensity and risk*</i> of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.</p>  |

Indicator 2.3.1LS *The Organisation\** takes preventive measures to minimize accidents in forestry operations.

Verifiers:

- Display panels highlighting safety issues (LS);
- Risk assessments for different jobs (L);
- Presence of a Health, Safety, Security and Environment (HSSE) officer (L);
- Personal Protective Equipment (PPE) distribution programme. (L);
- Basic personal protective equipment distribution programme (S).

Indicator 2.3.2LS Health and safety requirements are taken into account in the planning, organization and supervision of forestry operations.

Verifiers:

- Health and safety instructions (LS);
- Health and safety procedures manual (L);
- Internal operating procedures (LS);
- PPE distribution programme (L);
- Basic PPE distribution programme (S).

Indicator 2.3.3LS Health and safety practices are developed and implemented that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.

Verifiers:

- Report on awareness-raising on use of personal protective equipment (PPE) (LS);
- Induction reports (L);
- Display of safety measures on notice boards (LS);
- Use of PPE (LS);
- PPE distribution programme (L).

Indicator 2.3.4LS Rules and procedures are provided to *workers\** to make them aware of the need to comply with safety regulations.

Verifiers:

- Instructions to workers in respect of HSSE (L);
- Reports on awareness-raising meetings (LS);
- Prospectus on safety measures; Display panels highlighting safety issues (L);
- Display of safety measures on notice boards (LS).

Indicator 2.3.5LS *Workers\** undergo medical examinations in accordance with national legislation.

Verifiers:

- Reports of medical examinations (LS);
- Acknowledgement of receipt of the results of medical examinations by the employee (L);
- Employee insurance cards (LS);
- Agreement between the employer and a state-approved medical centre (L).

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| <p>Indicator 2.3.6LS <i>Workers*</i> have personal protective equipment appropriate to their assigned tasks.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Personal protective equipment (PPE) appropriate to the tasks concerned (LS);</li> <li>• List of PPE distributed, with signatures of recipients (LS);</li> <li>• Timetable of procurement and distribution of PPE (L).</li> </ul>   |
| <p>Indicator 2.3.7LS Use of this personal protective equipment is enforced.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Penalties for non-use of PPE as stipulated in the Internal operating procedures (LS);</li> <li>• Disciplinary measures taken (LS);</li> <li>• Measures to encourage the use of PPE (LS);</li> <li>• Reports on monitoring/ control of the use of PPE (LS).</li> </ul>   |
| <p>Indicator 2.3.8L Records are kept on Health and Safety practices, including accident rates and time lost to accidents.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Health and Safety at Work procedures manual;</li> <li>• Safety instructions displayed;</li> <li>• Notice board giving details of accidents that have occurred;</li> <li>• Accident analysis reports;</li> <li>• Brochures to raise awareness of <i>occupational diseases*</i>, epidemics and other pandemics, (hazards associated with) water and foodstuffs;</li> <li>• Health data analysis reports.</li> </ul> |
| <p>Indicator 2.3.9LS The health and safety practices are reviewed and revised as required after major incidents or accidents.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Up-to-date health and safety instruction manuals (L);</li> <li>• First-aid training reports (LS);</li> <li>• Serious accident analysis reports (LS);</li> <li>• Minutes of decisions to take corrective measures (LS).</li> </ul>   |
| <p><b>Criterion 2.4.</b> <i>The Organization*</i> shall pay wages that meet or exceed minimum <i>forest*</i> industry standards or other recognized <i>forest*</i> industry wage agreements or <i>living wages*</i>, where these are higher than the <i>legal*</i> minimum wages. When none of these exist, <i>The Organization*</i> shall through <i>engagement*</i> with <i>workers*</i> develop mechanisms for determining <i>living wages*</i>.</p>  |
| <p>Indicator 2.4.1LS Wages paid by <i>the Organization*</i> in all circumstances meet or exceed <i>legal*</i> minimum wage rates.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Collective-bargaining agreements or company agreements (L);</li> <li>• Wage scale (L);</li> </ul>   |

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| <ul style="list-style-type: none"> <li>• Decree no.0127/PR/MTEPS/MBCFPRE of 23 April 2010 setting the amount of the minimum monthly income in the Republic of Gabon (LS);</li> <li>• Pay slips (LS).</li> </ul>   |
| <p>Indicator 2.4.2LS Monthly wages, salaries and contractual <i>remuneration</i>* are paid on the 5th of the following month at the latest.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Payment orders (L);</li> <li>• Company payroll (LS).</li> </ul>  |
| <p><b>Criterion 2.5</b> <i>The Organization</i>* shall demonstrate that <i>workers</i>* have job-specific training and supervision to safely and effectively implement the <i>Management Plan</i>* and all management activities.</p>   |
| <p>Indicator 2.5.1L <i>Workers</i>* have job specific training consistent with Annex B including a supervision to ensure they safely and effectively contribute to the implementation of the <i>management plan</i>* and all management activities.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Training reports;</li> <li>• Training plan;</li> <li>• Assessment sheets.</li> </ul>   |
| <p>Indicator 2.5.1S <i>Workers</i>* have job-specific training in accordance with the provisions of the simple <i>management plan</i>*.</p>   |
| <p>Indicator 2.5.2LS Up-to-date training records are kept for all relevant <i>workers</i>*.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• List of training courses (L);</li> <li>• Training reports (LS).</li> </ul>   |
| <p><b>Criterion 2.6</b> <i>The Organization</i>* through <i>engagement</i>* with <i>workers</i>* shall have mechanisms for resolving grievances and for providing <i>fair compensation</i>* to <i>workers</i>* for loss or damage to property, <i>occupational diseases</i>*, or <i>occupational injuries</i>* sustained while working for <i>The Organization</i>*.</p>  |
| <p>Indicator 2.6.1LS A <i>dispute</i>* resolution process* is in place, developed through <i>culturally appropriate</i>* <i>engagement</i>* with <i>workers</i>*.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Disputes resolution procedures manual (L);</li> <li>• Existence of a permanent economic and social engagement committee (PESEC) (L);</li> <li>• Reports on engagement meetings involving staff delegates (LS);</li> <li>• Reports or minutes of PESEC meetings (L);</li> <li>• Referral to the labour inspectorate of the jurisdiction (S).</li> </ul> |

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

Verifiers:

- Grievances/complaints register (LS);
- Reports or minutes of PESEC meetings (L);
- Reports on engagement meetings involving staff delegates (L);
- Decisions to implement recommendations (LS);
- Referral to the labour inspectorate of the jurisdiction (S).

Indicator 2.6.3LS Up-to-date records of workers\* grievances\* relating to loss or damage of workers\* 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 why they have not been resolved, and how they will be resolved.

Verifiers:

- Disputes and grievances monitoring file (L);
- Minutes of follow-up meetings to implement decisions (LS);
- Conciliation or non-conciliation report from the Labour Inspectorate (S).

Indicator 2.6.4LS *Fair compensation*\* is provided to *workers*\* in the event of *occupational accidents*\* or diseases.

Verifiers:

- Letters offering compensation (LS);
- Proof that compensation has been paid (LS);
- Receipts/Invoices; Copies of cheques (LS);
- Damage assessment reports (LS).



### 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.

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

Indicator 3.1.1LS The *Indigenous Pygmy Peoples*\* that may be affected by management activities are identified and registered.

Verifiers:

- Socio-economic survey report (LS);
- Reports on awareness-raising activities (LS);
- Report on participatory map-making (LS).

Indicator 3.1.2LS Through *culturally appropriate*\* *engagement*\* with the *Indigenous Pygmy Peoples*\* identified in 3.1.1, the following matters are documented and/or mapped:

- 1) Their *legal*\* and *customary rights*\* of *tenure*\*;
- 2) Their *legal*\* and *customary*\* access to, and *use rights*\*, of the *forest*\* resources and *ecosystem services*\*;
- 3) Their *legal*\* and *customary*\* rights and obligations that apply;
- 4) The evidence supporting these rights and obligations;
- 5) Areas where rights are contested between the pygmy people(s)\* and other entities.
- 6) Summary of the means by which the *legal*\* and *customary rights*\*, and contested rights, are addressed by *The Organization*\*; and
- 7) The aspirations and goals of *Indigenous Pygmy Peoples*\* related to management activities, *Intact Forest Landscapes*\* and *Indigenous cultural landscapes*\*.

Verifiers:

- Socio-economic survey report (LS);
- Minutes of engagement meetings with *Indigenous Pygmy Peoples* (LS);
- Report on participatory map-making (LS).
- Memorandum of understanding (L);
- Contractual terms of reference (L);
- Minutes of restitution of work done (S).

Indicator 3.1.3L *The Organization*\* supports the *Indigenous Pygmy Peoples*\* in planning, carrying out and following up identified projects.

Verifiers:

- List of identified projects;
- Minutes; Project documents;
- Letter transmitting projects to the Projects Supervision and Management Committee (PSMC);
- Acknowledgement of receipt of projects;
- Proof that funds have been disbursed;
- Monitoring and assessment report on the implementation of projects.

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

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

Verifiers:

- Report on awareness-raising (LS);
- Engagement framework (LS);
- Participatory map-making (LS);
- List of participants from Indigenous Pygmy Peoples (LS).

Indicator 3.2.2L The concerns and interests, *legal\** and *customary rights\** of *Indigenous Pygmy Peoples\** within the MU have been identified with their participation, documented and taken into account in the *Management Plan\**.

Verifiers:

- Participatory map-making;
- Socio-economic survey report;
- Protocol of understanding on the management of forest resources;
- Contractual terms of reference.

Indicator 3.2.2S The concerns and interests, *legal\** and *customary rights\** of *Indigenous Pygmy Peoples\** within the MU have been identified with their participation, documented and taken into account in the *Simple Management Plan\**.

Verifiers:

- Participatory map-making;
- Socio-economic survey report;
- Local development plan.

Indicator 3.2.3LS Where evidence exists that *legal\** and *customary rights\** of *Indigenous Pygmy Peoples\** related to management activities have been violated the situation is corrected, if necessary, through *culturally appropriate\* engagement\** and/or through the *dispute\** resolution process as required in *Criterion\** 1.6 or 4.6.

Verifiers:

- Report and minutes of engagement meetings (LS);
- Conciliation protocol (LS);
- Disputes resolution procedures manual (L);
- Disputes management committee (L).

Indicator 3.2.4LS Free, prior and informed consent\* is granted by *Indigenous Pygmy Peoples\** prior to management activities that affect their identified rights through a process of participatory social map-making that includes:

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

Verifiers:

- Engagement meeting reports (L);
- Reports on awareness-raising (LS);
- Participatory map-making (LS);
- Protocol of understanding (L);
- Reports of the General assembly Meetings (S);
- Resolutions of the General assembly Meetings (S).

Indicator 3.2.5LS Where the process of Free Prior and Informed Consent\* has not yet resulted in an *FPIC\** agreement, the Organisation\* and the affected *Indigenous Peoples\** are engaged in a mutually agreed *FPIC\** process that is advancing, in *good faith\**.

Verifiers:

Report and minutes of dialogue meetings (LS).

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

Indicator 3.3.1LS Where control over management activities has been granted through free, prior and informed consent\* based on *culturally appropriate\* engagement\**, the *binding agreement\** contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.

Verifiers:

- Engagement meeting reports (L);
- Protocol of understanding (LS);
- Contractual terms of reference (L);
- Reports of the General assembly Meetings (S);
- Resolutions of the General assembly Meetings (S).

Indicator 3.3.2LS Records of *binding agreements\** are maintained.

Verifiers:

- Protocol of understanding/agreement (LS);
- Contractual terms of reference (L).

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

Verifiers:

- Procedures for monitoring by Indigenous Pygmy Peoples set out in the protocol of understanding/agreement (LS);
- Provisions in the contractual terms of reference (L);
- Provisions in the contractual terms of reference; Minutes of compliance with these clauses signed by The Organization and the groups doing the monitoring (LS).

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

Indicator 3.4.1LS The rights, customs and culture of *Indigenous Pygmy Peoples\** as defined in UNDRIP and ILO Convention 169 (1989) are not violated by *The Organization\**.

Indicator 3.4.2LS Where evidence that rights, customs and culture of *Indigenous Pygmy Peoples\**, as defined in UNDRIP and ILO Convention 169, have been violated by *The Organization\**, the situation is documented, including steps to restore\* these rights, customs and culture of *Indigenous Pygmy Peoples\**, to the satisfaction of the rights-holders.

Verifiers:

- Incident reports (LS);
- Reports or evidence of disputes settled (LS).

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

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

Verifiers:

- Report on participatory map-making (LS);
- Protocol of understanding (LS).

Indicator 3.5.2LS Measures to protect such sites are agreed, documented and implemented through *culturally appropriate\* engagement\** with the *Indigenous Pygmy Peoples\**. When indigenous peoples\* determine that physical identification of sites in documentation or on maps would threaten the value or *protection\** of the sites, then other means will be used.

Verifiers:

- Report on participatory map-making (LS);
- Protocol of understanding/agreement (LS);
- Minutes of engagement meetings (LS).

Indicator 3.5.3LS Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the *Indigenous Pygmy Peoples\**, and as directed by *national laws\**

Verifiers:

- Incident reports (LS);
- Minutes of engagement meetings (LS);
- Decisions to suspend activities (LS).

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

Indicator 3.6.1L *Traditional knowledge\** and *intellectual property\** are protected and are only used when the acknowledged owners of that *traditional knowledge\** and *intellectual property\** have provided their free, prior and informed consent\* formalized through a *binding agreement\**.

Verifiers:

- Protocol of understanding/agreement;
- Reports on awareness-raising/information activities.

Indicator 3.6.1S *Traditional knowledge\** and *intellectual property\** are protected and are only used when the acknowledged owners of that *traditional knowledge\** and *intellectual property\** have provided their free, prior and informed consent\* formalized through a *binding agreement\** where logging is done by an external company under a harvesting contract signed with the community.

Indicator 3.6.2L *Indigenous Pygmy Peoples\** are compensated according to the *binding agreement\** reached through free, prior and informed consent\* for the use of *traditional knowledge\** and *intellectual property\**.

Verifiers:

- Protocol of understanding/agreement;
- Copy of document providing proof that compensation has been disbursed.

Indicator 3.6.2S *Indigenous Pygmy Peoples\** are compensated according to the *binding agreement\** reached through free, prior and informed consent\* for the use of *traditional knowledge\** and *intellectual property\** where logging is done by an external company under a harvesting contract signed with the community.

#### PRINCIPLE 4: COMMUNITY RELATIONS

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

**Criterion 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\**.

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

Verifiers:

- Socio-economic survey report (LS);
- Report on awareness-raising (LS);
- Participatory maps (LS).

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

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

Verifiers:

- Socio-economic survey report (LS);
- Minutes of engagement meetings with local communities (LS);
- Report on participatory mapping (LS);
- Memorandum of understanding (L);
- Contractual terms of reference (L);
- Minutes of the restitution of work done (S);
- Local development plan (S).

Indicator 4.1.3L *The Organization\** supports *local communities\** in planning, carrying out and monitoring identified projects.

Verifiers:

- List of projects adopted;

- Minutes;
- Project documents;
- Letter transmitting projects to the Projects Supervision and Management Committee (PSMC);
- Acknowledgement of receipt of projects;
- Proof that funds have been disbursed;
- Monitoring and assessment report on the implementation of projects.

**Criterion 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\**.

Indicator 4.2.1LS Through *culturally appropriate\* engagement\* local communities\** are informed when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights, resources, *lands and territories\**.

Verifiers:

- Report on awareness-raising (LS);
- Engagement framework (L);
- Participatory mapping (LS);
- List of participants from local communities (LS).

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

Verifiers:

- Participatory mapping (LS);
- Mechanisms to monitor the impact of management activities on their resources (L);
- Protocol of understanding on the management of forest resources (LS);
- Contractual terms of reference (L).

Indicator 4.2.3LS Where evidence exists that *legal\** and *customary rights\** of *local communities\** have been violated, the situation is corrected, if necessary, through *culturally appropriate\* engagement\** and/or through the *dispute\** resolution process as required in *Criteria\** 1.6 or 4.6.

Verifiers:

- Procedures for monitoring by local communities in the protocol of understanding/agreement (L);
- Provisions in the contractual terms of reference (L);
- Minutes of compliance with these clauses signed by the Organization and the groups doing the monitoring (LS);
- Internal operating procedures (LS).



Indicator 4.2.4LS Free, prior and informed consent\* is granted by *local communities\** prior to management activities that affect their identified rights through a process of participatory social mapping that includes:

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

Verifiers:

- Consultation meeting reports (L);
- Reports of general meetings (S);
- Memorandum of understanding (S);
- Resolutions of the general assemblies (S);
- Participatory mapping (LS).

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

Verifiers:

Report and minutes of dialogue meetings (LS).

**Criterion 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.

Indicator 4.3.1LS Opportunities are communicated and provided to *local communities\**, local contractors and local suppliers for:

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

Verifiers:

- Press releases and notices advertising job offers, training opportunities and/or service requirements (LS);
- Notices advertising job offers, training opportunities and/or service requirements (S);
- Acknowledgement of receipt of job offers (L);
- Reports on awareness-raising and information relating to offers and opportunities (LS).

**Criterion 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.

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

Verifiers:

- Engagement meeting reports (L);
- Contractual terms of reference (L);
- Protocol of understanding (L);
- Minutes of the meeting of the Project Monitoring and Management Committee (PMMC) (S);
- Local development plan (S).

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

Verifiers:

- Contractual terms of reference (L);
- List of projects adopted (L);
- Proof that funds have been disbursed (LS);
- Monitoring and assessment report on the implementation of projects (LS);
- Copies of invoices (LS);
- Additional project sheets signed by the various parties (LS);
- Local development plan (S).

**Criterion 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.

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

Verifiers:

- Socio-economic and environmental impact study report (L);
- Simplified Environmental and Social Impact study report (S);
- Environmental and social management plan (LS);
- Report on participatory mapping (LS);
- Protocol of understanding (L).

**Criterion 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\**.

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

Verifiers:

- Dispute-resolution procedures manual (L);
- Disputes management committee (L);
- Internal operating procedures (S).

Indicator 4.6.2LS 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:

- Complaints register (LS);
- Management activities impact report (L);
- Minutes of engagement meetings (LS);
- Decisions relating to the resolution of disputes (LS).

Indicator 4.6.3L Procedures based on national legislation and/or customary rules, for compensation of damage or loss affecting property, resources, health and the livelihoods of local populations are implemented by *the Organization\**.

Verifiers:

- Compensation procedure;
- Compensation reports.

Indicator 4.6.4L An up-to-date record of grievances related to the impacts of management activities is kept, 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 why they have not been resolved, and how they will be resolved.

Verifiers:

- Complaints register;
- Minutes of engagement meetings;
- Protocol of understanding/agreement;
- Copy of document providing proof that compensation has been disbursed.

**Criterion 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\**.

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

Verifiers:

- Report on participatory mapping (LS);
- Social charter (LS);
- Memorandum/protocol of understanding (L).

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

Verifiers:

- Report on participatory mapping (LS);
- Social charter (LS);
- Memorandum/protocol of understanding (L);
- Monitoring report (LS).

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

Verifiers:

- Incident reports (LS);
- Social charter (LS);
- Decisions to suspend activities (L);
- Notification that activity has been resumed (L).

**Criterion 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.

Indicator 4.8.1L *Traditional knowledge\** and *intellectual property\** are protected and are only used when the acknowledged owners of that *traditional knowledge\** and *intellectual property\** have provided their free, prior and informed consent\* formalized through a *binding agreement\**.

Verifiers:

- Protocol of understanding/agreement;
- Reports on awareness-raising/information sessions.

Indicator 4.8.1S *Traditional knowledge\** and *intellectual property\** are protected and are only used when the acknowledged owners of that *traditional knowledge\** and *intellectual property\** have provided their free, prior and informed consent\* formalized through a *binding agreement\** where logging is done by an external company under a harvesting contract signed with the community.

Indicator 4.8.2L *Local communities\** are compensated according to the *binding agreement\** reached through free, prior and informed consent\* for the use of *traditional knowledge\** and *intellectual property\**.

Verifiers:

- Protocol of understanding/agreement;
- Copy of document providing proof that compensation has been disbursed;
- Copies of cheques and/or invoices.

Indicator 4.8.2S *Local communities\** are compensated according to the *binding agreement\** reached through free, prior and informed consent\* for the use of *traditional knowledge\** and *intellectual property\** where logging is done by an external company under a harvesting contract signed with the community.

**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.

**Criterion 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.

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

Verifiers:

- Report identifying resources and ecosystem services of benefit to the local economy (L);
- Socio-economic survey report (LS);
- Local development plan (S).

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

Indicator 5.1.3LS When *The Organization\** uses FSC *Ecosystem Services\* Claims*, *The Organization\** complies with applicable requirements in FSC-PRO-30-006.

Indicator 5.1.4LS The harvesting of multiple-use timber species and their various utilization methods is in conformity with applicable laws.

Verifier:

Decree n°350-PR-MPERNFM of 7 June 2016 (see annex A section 3.1) (LS).

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

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

Verifiers:

- Sustainable forest management plan (SFMP) (L);
- 5 years Management plan (L);
- Annual operations plan (AOP) (L);
- Simple management plan (S) ;
- Five-Year Block Inventory Report (S).

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

Verifiers:

- Annual operations plan (AOP) (L);
- Forestry operations logbook (LS);
- Forestry operations inventory report (LS);
- Annual Harvesting Area (AHA) closure report (LS);
- Annual production report (LS).

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

Verifiers:

- Forestry operations logbook or register (LS);
- Daily volume logbook or register (LS);
- Quarterly logging statement (LS);
- Annual production report (LS).

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

Indicator 5.3.1LS Costs related to preventing, mitigating or compensating for negative social and environmental impacts of management activities are quantified and documented in the *management plan\**.

Verifiers:

- Environmental and social management plan (ESMP) budget (L);
- Social contract (L);
- Social contract budget (L);
- Evidence of payment for activities in the ESMP and social contract (L);
- Local development plan (S).

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

Verifiers:

- Environmental and Social Management Plan (ESMP) (LS);
- Ecosystem services (conservation series) (L);
- Report assessing benefits of the positive social and environment impacts of management activities (L);
- Minutes of the Monitoring and Project Management Committee (LS);
- Local development plan (S).

**Criterion 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.

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

Indicator 5.4.2L *The Organization\** cooperates with local entrepreneurs where this is feasible, to support their initiatives in processing *forest\** products.

Verifiers:

- Partnership contracts;
- Protocol of understanding to share advantages or profits.

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

Indicator 5.5.1LS *The Organization\** allocates sufficient funds to implement the *management plan\** in order to meet this standard and to ensure *long-term\* economic viability\**.

Verifiers:

- Business plan (L);
- Investment plan (L);
- Local development plan (S).

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

Verifiers:

- Investments made in accordance with the annual budget/investment plan (L);
- Annual financial statements (L);
- Minutes of the Monitoring and Project Management Committee (LS).



**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.

**Criterion 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.

Indicator 6.1.1LS *Best available information\** is used to identify *environmental values\** within, and, where potentially affected by management activities, outside of the *Management Unit\**.

Verifiers:

- Results of inventories (LS);
- Environmental impact surveys (L);
- Simplified environmental impact surveys (S);
- Environmental and Social Management Plan (ESMP) monitoring reports (LS);
- Monitoring reports carried out by government agencies (LS);
- HCV surveys (L);
- Other research studies in the MU (L).

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

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

Verifiers:

- Forest inventory reports;
- Maps indicating risks;
- Impact monitoring reports;
- Environmental and social management plans (ESMPs);
- Approved minutes of consultation meetings with stakeholders.

**Criterion 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\**.

Indicator 6.2.1LS *The Organization\** carries out a documented assessment of the potential impacts of its direct and indirect activities on *environmental values\**, taking into account the *scale\** and *intensity\** of its operations, as well as the sensitivity to such operations of the sites and *landscape\** level.

Verifiers:

- Maps indicating risks (L);
- Environmental Impact evaluation reports (L);
- Simplified environmental impact surveys (S);
- Scientific studies of environmental values (L).

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

Verifiers:

- Environmental and social impact studies (ESIS) (L);
- Simplified environmental impact surveys (S);
- Certificate of conformity of the ESIS and SEIS (LS).

**Criterion 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.

Indicator 6.3.1LS Measures and strategies to limit negative impacts are planned, implemented and documented on the basis of the findings of the environmental and social impact study.

Verifiers:

- Environmental and social management plan (ESMP) (LS);
- ESMP follow-up reports (LS);
- ESMP monitoring reports (LS).

Indicator 6.3.2LS Management activities are implemented so as to prevent negative impacts on *environmental values\**.

Verifiers:

- Monthly/quarterly/annual ESMP follow-up reports (L);
- ESMP monitoring reports (LS);
- Reduced-impact logging techniques manuals (L).

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

Verifiers:

- Accounts / reports on the implementation of corrective measures (L);
- Documentation concerning the forestry techniques adopted (L);
- Reports on the settlement of disputes (LS);
- Accounts / reports on compensation paid in the event of damage (LS).

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| <p><b>Criterion 6.4.</b> <i>The Organization*</i> shall protect <i>rare species*</i> and <i>threatened species*</i> and their <i>habitats*</i> in the <i>Management Unit*</i> through <i>conservation zones*</i>, <i>protection areas*</i>, <i>connectivity*</i> and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the <i>scale, intensity and risk*</i> of management activities and to the <i>conservation*</i> status and ecological requirements of the <i>rare and threatened species*</i>. <i>The Organization*</i> shall take into account the geographic range and ecological requirements of <i>rare and threatened species*</i> beyond the boundary of the <i>Management Unit*</i>, when determining the measures to be taken inside the <i>Management Unit*</i>.</p> |
| <p>Indicator 6.4.1LS <i>Best available information*</i> is used to identify <i>rare and threatened species*</i>, and their <i>habitats*</i>, including CITES species (where applicable) and those listed on national, regional and local lists of <i>rare and threatened species*</i> that are present or likely to be present within and adjacent to the <i>Management Unit*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• List of rare and threatened species present in the Management Unit (LS);</li> <li>• Maps of the distribution of rare and threatened species within the MU (L).</li> </ul>   |
| <p>Indicator 6.4.2LS Potential impacts of management activities on <i>rare and threatened species*</i> and their <i>conservation*</i> status and <i>habitats*</i> are identified, and management activities are modified to avoid negative impacts.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Environmental and social impact (ESIS) studies report (L);</li> <li>• Environmental and social management plan (ESMP) follow-up and monitoring reports (L);</li> <li>• Forestry operations procedures (L);</li> <li>• Sustainable Forest Management Plan (SFMP)/5 years management plan/annual operations plan (L);</li> <li>• Simplified environmental impact surveys (S);</li> <li>• ESMP monitoring reports (S);</li> <li>• Simple management plan (S).</li> </ul>  |
| <p>Indicator 6.4.3L The <i>rare and threatened species*</i> and their <i>habitats*</i> are protected, including through the provision of <i>conservation*</i> zones, <i>protection areas*</i>, <i>connectivity*</i> and other direct means for their survival and viability.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV monitoring reports (maintenance or improvement);</li> <li>• Wildlife protection plan / Anti-poaching plan.</li> </ul>   |
| <p>Indicator 6.4.4LS <i>The Organization*</i> puts in place mechanisms to ensure that:</p> <ol style="list-style-type: none"> <li>1) hunting, trapping and fishing are prevented in accordance with applicable regulations;</li> <li>2) Applicable national and/or international regulations on <i>protection</i>, hunting, fishing and trade in animal species or parts (trophies) are known and complied with;</li> </ol>   |

- 3) there are internal regulations prohibiting and penalizing illegal hunting, fishing and collecting within the MU, and the transport and trade in bush meat and firearms in the concession-holder's vehicles;
- 4) there are internal procedures to control illegal hunting, fishing and collecting practices within the *Management Unit*.

Verifiers:

- The company's internal regulations (displayed) (LS);
- Contractual terms of reference (L);
- Protocol of understanding with neighboring communities (L);
- Wildlife protection plan / Anti-poaching plan (L);
- Information and awareness-raising reports (LS).

**Criterion 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.

Indicator 6.5.1L *Best available information*\* is used to identify and map the representative ecosystems of the *Management Unit*\*.

Verifiers:

- Maps of the various representative ecosystems of the MU;
- Survey reports of the situation prior to forestry operations (wildlife inventory, inventory of flora);
- HCV identification report.

Indicator 6.5.2LS *Representative Sample Areas*\* of native *ecosystems*\* are included in the *conservation area network*\* and protected, when they exist in the MU.

Verifiers:

- Maps of the various representative ecosystems of the MU (L);
- HCV identification report (L);
- Simple management plan (S).

Indicator 6.5.3L The size of the *representative sample areas*\* and/or *restoration*\* areas is proportionate to the *conservation*\* status and value of the *ecosystems*\* at the *landscape*\* level, the size of the *Management Unit*\* and the *intensity*\* of *forest*\* management.

Verifiers:

- Maps of representative sample areas and/or *restoration*\* areas (protection series and conservation series);
- Landscape map.

Indicator 6.5.4LS *Representative sample areas\** in combination with other components of the *conservation areas network\** comprise a minimum of 10% of the *Management Unit\**.

Verifiers:

- Maps of representative sample areas, protection and conservation areas (LS);
- Landscape map (L).

**Criterion 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.

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

Verifiers:

- SFMP (L);
- AOP (L);
- ESMP (LS);
- HCV report (L);
- Post-harvesting diagnostic report (LS);
- Simple management plan (S).

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

Verifiers:

- Replanting/restoration strategy document;
- Annual Harvest Area (AHA) closure report;
- SFMP.

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

Verifiers:

- Regeneration strategy document;
- Silvicultural treatments;
- Conservation activities;
- AHA closure report;
- Conservation zones identification report.

Indicator 6.6.4L 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:

- Wildlife management policy;

- Map identifying sensitive and protected sites;
- Minutes of MU boundary opening operations;
- Wildlife protection plan;
- Minutes of closure of annual harvesting area (AHA);
- Closure of access routes and related report;
- ESMP follow-up and monitoring reports.

Indicator 6.6.5LS A system of regular and punctual controls is implemented to ensure hunting policies are respected.

Verifiers:

- Wildlife protection plan (WPP) (L);
- WPP follow-up reports (L);
- Wildlife monitoring plan in SMP (S);
- Annual monitoring report (S).

Indicator 6.6.6L Effective mitigation measures are in place to ensure that *workers\** do not increase the practice of hunting, trapping or collecting of bush meat or wild fish.

Verifiers:

- Evidence that there are alternatives to bush meat;
- Awareness-raising report;
- Internal operating procedures;
- Wildlife protection plan monitoring report.

**Criterion 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.

Indicator 6.7.1LS *Protection\** measures are implemented to protect natural watercourses, *water bodies\**, *riparian zones\** and their *connectivity\**, including water quantity and water quality.

Verifiers:

- ESMP (L);
- ESMP follow-up reports (L);
- Water analysis report, if appropriate (L);
- ESMP monitoring reports (L);
- SMP (S);
- SMP follow-up reports (S).

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

Verifiers:

- ESMP (L);
- Restoration report (LS);
- ESMP follow-up reports (L);
- SMP monitoring reports (S);

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

Verifiers:

- ESMP follow-up reports (L);
- Closure report (on site restoration) (LS).

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

Verifiers:

- ESMP follow-up reports (L);
- Closure report (on site restoration) (LS).

**Criterion 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\**.

Indicator 6.8.1LS A varying mosaic of species, sizes, ages, spatial *scales\**, and regeneration cycles appropriate to the *landscape\** is maintained at the levels prescribed in the technical national forestry guide (Article 3.4.6.2).

Verifiers:

- SFMP (L);
- HCV report (LS);
- Permanent plots monitoring report (L);
- Post-harvesting diagnostic report (LS).

Indicator 6.8.2LS The mosaic of species, sizes, ages, spatial *scales\**, and regeneration cycles appropriate to the *landscape\** is *restored\** where it has not been maintained in conformity with the levels prescribed in the technical national forestry guide (Article 3.4.6.2).

Verifiers:

- SFMP (L);
- Silvicultural programme (L);
- Forest stratification maps (L);
- HCV report (L);
- Permanent plots monitoring report (L);
- Silvicultural treatment (S);
- Simple management plan (S).

**Criterion 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\**.

Indicator 6.9.1LS There is no conversion of *natural forest\** to *plantations\**, nor conversion of *natural forests\** to non-forest land use, nor conversion of *plantations\** on sites directly converted from *natural forest\** to non-forest\* land use, except when the conversion:

- 1) affects only 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\**.

Verifiers:

- Conversion reports (LS);
- Conversion area maps (LS);
- Materialization/Clear indication of the conversion area boundaries (L).

**Note:** This *criterion\** applies in the case of *Community forests\** only to the timber production area.

**Criterion 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\**.

Indicator 6.10.1LS Based on *Best available information\**, accurate data is compiled on all conversions since 1994.

Indicator 6.10.2LS Areas converted from *natural forest\** to *plantation\** since November 1994 are not certified, except where:

- 1) *the Organization\** provides clear and sufficient evidence that it was not directly or indirectly responsible for the conversion; or
- 2) the conversion will produce clear, substantial, additional, secure *long-term\* conservation\** benefits in the *Management Unit\**, and
- 3) the total area of *plantations\** on sites converted from *natural forest\** since November 1994 is less than 5% of the total area of the *Management Unit\**.

Verifiers:

- Historical reports concerning the MU (LS).



## 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.

**Criterion 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.

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

Verifiers:

- Sustainable forest management plan (SFMP) (L);
- Environmental and Social Policy Statement (LS);
- Simple management plan (S).

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

Verifiers:

- 5 years Management Plan (5years MP) and annual operation plan (AOP) (L);
- Wildlife protection plan (WPP) (L);
- Simple management plan (S);
- Environmental management plan (LS);
- 5-year harvesting block plan (S).

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

Verifiers:

- Summary of the sustainable forest management plan (SFMP) (L);
- Summary of Simple Management Plan (S).

**Criterion 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.

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| <p>Indicator 7.2.1LS The <i>management plan</i>* includes management actions, procedures, strategies and other measures to achieve the <i>management objectives</i>*.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• SFMP, 5 years MP, AOP, WPP and related documents (ESMP,...) (L);</li> <li>• Simple management plan and Local development plan (S).</li> </ul>  |
| <p>Indicator 7.2.2L The <i>management plan</i>* addresses the elements listed in Annex D. and is implemented.</p> <p>Verifiers:</p> <p>Compliance with the stipulations of the SFMP, 5 years MP, AOP and related documents (ESMP...).</p>   |
| <p><b>Criterion 7.3.</b> The <i>management plan</i>* shall include <i>verifiable targets</i>* by which progress towards each of the prescribed <i>management objectives</i>* can be assessed.</p>   |
| <p>Indicator 7.3.1LS <i>Verifiable targets</i>*, and the frequency that they are assessed, are established for monitoring the progress towards each <i>management objective</i>*.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Evaluation-monitoring procedure (L);</li> <li>• Evaluation-monitoring reports (L);</li> <li>• Activity reports (monthly, quarterly and yearly reports) (S).</li> </ul>   |
| <p><b>Criterion 7.4.</b> The <i>Organization</i>* shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, <i>stakeholder engagement</i>* or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.</p>  |
| <p>Indicator 7.4.1L The <i>management plan</i>* is revised and updated periodically consistent with Annex E to incorporate:</p> <ol style="list-style-type: none"> <li>1) Monitoring results, including results of certification audits;</li> <li>2) Evaluation results;</li> <li>3) Stakeholder <i>engagement</i>* results;</li> <li>4) New scientific and technical information, and</li> <li>5) New scientific and technical information, and changing environmental, social, or economic circumstances.</li> </ol> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letter from competent authority authorizing the revision of the SFMP;</li> <li>• Letter from competent authority approving the revised SFMP.</li> </ul> |
| <p>Indicator 7.4.1S The <i>management plan</i>* is revised and updated periodically to incorporate:</p> <ol style="list-style-type: none"> <li>1) Monitoring results, including results of certification audits;</li> <li>2) Stakeholder <i>engagement</i>* results;</li> <li>3) New scientific and technical information, and</li> <li>4) New scientific and technical information, and changing environmental, social, or</li> </ol>  |

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| <p>economic circumstances.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Letter from relevant government authority authorizing the revision of the Simple management plan;</li> <li>• Letter from relevant government authority approving the revised simple management plan.</li> </ul>   |
| <p><b>Criterion 7.5.</b> <i>The Organization*</i> shall make <i>publicly available*</i> a summary of the <i>management plan*</i> free of charge. Excluding <i>confidential information*</i>, other relevant components of the <i>management plan*</i> shall be made available to <i>affected stakeholders*</i> on request, and at cost of reproduction and handling.</p>  |
| <p>Indicator 7.5.1LS A summary of the <i>management plan*</i> in a format comprehensible to <i>stakeholders*</i>, including maps and excluding <i>confidential information*</i>, is made <i>publicly available*</i> at no cost.</p> <ul style="list-style-type: none"> <li>• SFMP Summary (L);</li> <li>• Evidence of dissemination of the SFMP summary (on website, minutes of meetings with stakeholders, letters of transmittal, etc.) (L);</li> <li>• Summaries of the Simple Management Plan and the Local Development Plan (S).</li> </ul>  |
| <p>Indicator 7.5.2LS Relevant components of the <i>management plan*</i>, excluding <i>confidential information*</i>, are available to <i>affected stakeholders*</i> on request at the actual costs of reproduction and handling.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Acknowledgement of receipt of the SFMP by stakeholders (S);</li> <li>• Acknowledgement of receipt of the simple management plan (SMP) and local development plan by stakeholders (S);</li> <li>• Acknowledgement of receipt of the monitoring-evaluation report by stakeholders (L)</li> <li>• Publication of summary SFMP and monitoring-evaluation report on website (L).</li> </ul>  |
| <p><b>Criterion 7.6.</b> <i>The Organization*</i> shall, proportionate to <i>scale, intensity and risk*</i> of management activities, proactively and transparently engage <i>affected stakeholders*</i> in its management planning and monitoring processes, and shall <i>engage* interested stakeholders*</i> on request.</p>   |
| <p>Indicator 7.6.1LS <i>Culturally appropriate* engagement*</i> is used to ensure that <i>affected stakeholders*</i> are proactively and transparently engaged in the following processes:</p> <ol style="list-style-type: none"> <li>1) <i>Dispute* resolution processes (Criterion* 1.6, Criterion* 2.6, Criterion* 4.6);</i></li> <li>2) <i>Identification of rights (Criterion* 3.1, Criterion* 4.1), Indigenous cultural landscapes* (Criterion* 3.1) sites (Criterion* 3.5, Criterion* 4.7) and impacts (Criterion* 4.5);</i></li> <li>3) <i>Local communities'* socio-economic development activities (Criterion* 4.4); and</i></li> <li>4) <i>High Conservation Value* assessment, management and monitoring (Criterion* 9.1, Criterion* 9.2, Criterion* 9.4).</i></li> </ol> |

Indicator 7.6.2LS *Culturally appropriate\* engagement\** is used to:

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

Verifiers:

- Minutes of engagement meetings (LS);
- Communication/information procedures (LS).

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

Verifiers:

- Minutes of engagement meetings (LS);
- Communication/information procedures (LS);
- Reports of the Project Management and Monitoring Committee (PMMC) (LS);
- Minutes of the official launch of community forest activities (S);
- Minutes of the establishment of the project monitoring and management committee (LS).

Indicator 7.6.4LS On request, *interested stakeholders\** take part in *culturally appropriate\* engagement\** in the monitoring and planning of management activities that affect their interests.

Verifiers:

- Records of follow-up of requests (LS);
- External requests/disputes management procedure (LS).

## 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\**.

**Criterion 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\**.

Indicator 8.1.1LS Procedures for implementing and monitoring the *management plan\** (including its policies, *management objectives\** and *verifiable targets\**) are in place.

Verifiers:

- Manual of procedures for implementing and monitoring the SFMP (L);
- Internal audits and related reports (L);
- External audits and related reports (L);
- Procedure for the implementation and monitoring Wildlife protection plan (WPP) (L);
- Procedures for the implementation and monitoring of the Simple management plan (S);
- Procedures for the implementation and monitoring of the local development plan (S).

**Criterion 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.

Indicator 8.2.1L The social and environmental impacts of management activities are *monitored\** consistent with Annex F.

Verifiers:

- ESMP follow-up reports;
- ESMP monitoring reports;
- Internal audit reports;
- Reports on inspections carried out by the Administration (competent government agency).

Indicator 8.2.1S The social and environmental impacts of management activities are *monitored\**.

Verifiers:

- Monitoring report on the implementation of the Simple Management Plan ;
- Activity report.

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| <p>Indicator 8.2.2L Changes in environmental conditions are monitored* consistent with Annex F.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• ESMP follow-up reports;</li> <li>• Supplementary survey reports;</li> <li>• Reports on inspections carried out by the Administration (competent government agency).</li> </ul>   |
| <p><b>Criterion 8.3</b> <i>The Organization*</i> shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.</p>  |
| <p>Indicator 8.3.1LS <i>Adaptive management*</i> procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting <i>management plan*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Evaluation-monitoring procedure (L);</li> <li>• Evaluation-monitoring reports (L).</li> <li>• Reports on inspections carried out by the Administration (competent government agency) (LS);</li> <li>• Internal audit reports (L);</li> <li>• Permanent plots monitoring report (L);</li> <li>• Activity reports (S).</li> </ul>   |
| <p>Indicator 8.3.2LS If monitoring results show non-conformities with the FSC Standard, then <i>management objectives*</i>, <i>verifiable targets*</i> and/or management activities are revised.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Service notes (L);</li> <li>• Reports on adoption of corrective measures (L);</li> <li>• Reports on corrective measures/follow-up (L);</li> <li>• Letters authorizing changes to the SFMP (L);</li> <li>• Letters approving the revised SFMP (L);</li> <li>• Revised SFMP (L);</li> <li>• State control reports (LS)</li> <li>• Revised Simple Management Plan (S);</li> <li>• Revised Simple management plan approval letter (S).</li> </ul> |
| <p><b>Criterion 8.4.</b> <i>The Organization*</i> shall make <i>publicly available*</i> a summary of the results of monitoring free of charge, excluding <i>confidential information*</i>.</p>  |
| <p>Indicator 8.4.1L A summary of the monitoring results consistent with Annex F, in a format comprehensible to <i>stakeholders*</i>, including maps and excluding <i>confidential information*</i>, is made <i>publicly available*</i> at no cost.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Summary memorandum of corrective measures/follow-up;</li> </ul>   |

- Evidence of dissemination of monitoring results (website, minutes of meetings with local communities, letter transmitting results).

Indicator 8.4.1S A summary of the monitoring results, in a format comprehensible to *stakeholders\**, including maps and excluding *confidential information\**, is made *publicly available\** at no cost.

Verifier:

- Activity report summary.

**Criterion 8.5.** *The Organization\** shall have and implement a tracking and tracing system proportionate to the *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.

Indicator 8.5.1LS A system is implemented to track and trace all products that are marketed as FSC certified.

As part of this:

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

Verifiers:

- Forestry operations logbooks (LS);
- Felling logbooks (LS);
- Specification sheets (LS);
- Haulage statements (LS);
- GIS maps or data (L).

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

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

Verifiers:

- Forestry operations logs (LS);
- Felling logs (LS);
- Specification sheets (LS);
- Haulage statements (LS);
- List of suppliers and list of groups of products (LS);
- GIS maps or data (L).

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

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

Verifiers:

- Record-keeping procedures (LS);
- Sales documents or computerized sales management files (LS).



## 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\**.

**Criterion 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, national or regional 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\**.

Indicator 9.1.1L 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, and their condition.

Verifiers:

- Reports on consultations with stakeholders;
- HCV survey reports;
- Maps of HCVs.

Indicator 9.1.1S An assessment is completed using *Best Available information\** that records the location and status of *High Conservation Value\** Categories 1-6.

Verifiers:

- Reports on consultations with stakeholders;
- HCV survey report.

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| <p>Indicator 9.1.2LS This assessment includes identification of <i>Intact Forest Landscapes*</i>, as of January 1, 2017.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Map identifying Intact Forest Landscapes (IFLs) within the MU (LS);</li> <li>• HCV survey reports (LS).</li> </ul>  |
| <p>Indicator 9.1.3LS The assessment uses results from <i>culturally appropriate* engagement*</i> with affected rights-holders* and affected* and <i>interested stakeholders*</i> with an interest in the <i>conservation*</i> of the <i>High Conservation Values*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Reports on consultations with stakeholders (LS);</li> <li>• HCV survey reports (LS);</li> <li>• Maps of HCVs (LS).</li> </ul> |
| <p><b>Criterion 9.2.</b> <i>The Organization*</i> shall develop effective strategies that maintain and/or enhance the identified <i>High Conservation Values*</i>, through <i>engagement*</i> with <i>affected stakeholders*</i>, <i>interested stakeholders*</i> and experts.</p>  |
| <p>Indicator 9.2.1LS <i>Threats*</i> to <i>High Conservation Values*</i> are identified using <i>best available information*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV survey reports (LS);</li> <li>• Maps of HCVs (LS);</li> <li>• Participatory mapping (LS);</li> <li>• List of potential threats/dangers (LS).</li> </ul>  |
| <p>Indicator 9.2.2LS Management strategies and actions are developed to maintain and/or enhance the identified HCVs and to maintain associated HCV areas* prior to implementing potentially harmful management activities.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV management plan (LS);</li> <li>• HCV survey reports (LS).</li> </ul>  |
| <p>Indicator 9.2.3LS <i>Affected rights holders*</i>, affected* and <i>interested stakeholders*</i> and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified <i>High Conservation Values*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Minutes of engagement meetings (LS);</li> <li>• Consultation reports (LS);</li> <li>• HCV management plan (LS).</li> </ul>           |
| <p>Indicator 9.2.4LS Management strategies are developed to protect* <i>Intact Forest Landscapes*</i> inside and outside <i>core areas*</i> while respecting the rights of <i>Indigenous Pygmy Peoples*</i> and <i>local communities*</i> through <i>FPIC*</i>.</p> <p>Verifiers:</p>   |

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| <ul style="list-style-type: none"> <li>• Socio-economic survey report (L);</li> <li>• HCV follow-up reports (LS);</li> <li>• FPIC reports (LS).</li> </ul>   |
| <p>Indicator 9.2.5LS Management strategies are developed to protect <i>High Conservation Values*</i> in <i>Intact Forest Landscapes*</i> outside of <i>core areas*</i>. These strategies include the implementation of the measures in Annex J.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV evaluation-monitoring reports (LS);</li> <li>• HCV monitoring procedures (LS).</li> </ul>   |
| <p>Indicator 9.2.6LS Management strategies are developed to protect* <i>core areas*</i>. These strategies include:</p> <ol style="list-style-type: none"> <li>1) The management methods defined for <i>conservation*</i> areas (where a <i>core area*</i> is located in the <i>conservation*</i> area);</li> <li>2) Stepping up efforts to prevent poaching;</li> <li>3) A ban on new road building, except in cases of extreme necessity. If necessary, their positioning takes into account <i>connectivity*</i> with adjacent protected areas and/or neighboring <i>Intact Forest Landscapes*</i>.</li> </ol> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Wildlife management plan (L);</li> <li>• Surveillance report (LS);</li> <li>• HCV management document, including IFLs (LS).</li> </ul> |
| <p>Indicator 9.2.7LS A <i>core area*</i> of the <i>Intact Forest Landscape*</i> is designated in the <i>Management Unit*</i>, maximizing the representativeness of the <i>landscapes*</i> and taking into account <i>connectivity*</i> with adjacent protected areas and/or neighboring <i>Intact Forest Landscapes*</i>.</p>  |
| <p>Indicator 9.2.8LS <i>The Organization*</i> marks out a <i>core area*</i> in the <i>Intact Forest Landscape*</i> that accounts for &gt;50% of the <i>Intact Forest Landscape*</i> area contained in the <i>Management Unit*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• GFW IFL updated map (LS);</li> <li>• Country IFL map based on GFW data (LS); and</li> <li>• <i>Best available information*(LS)</i>.</li> </ul>   |
| <p>Indicator 9.2.9LS Management strategies allow limited <i>industrial activity*</i> within <i>core areas*</i>, but only if all the effects of such activity, including <i>fragmentation*</i>:</p> <ol style="list-style-type: none"> <li>1) are restricted to a <i>very limited portion of the core area*</i>;</li> <li>2) do not reduce the area of the <i>Intact Forest Landscape*</i> to below 50,000 ha;</li> <li>3) will produce clear, substantial, additional, <i>long-term* conservation*</i> and social benefits.</li> </ol> <p>Verifier:</p> <p>Activity analysis report (LS).</p>  |
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| <p><b>Criterion 9.3.</b> <i>The Organization*</i> shall implement strategies and actions that maintain and/or enhance the identified <i>High Conservation Values*</i>. These strategies and actions shall implement the <i>precautionary approach*</i> and be proportionate to the <i>scale, intensity and risk*</i> of management activities.</p>  |
| <p>Indicator 9.3.1L The HCVs and HCV areas on which they depend are preserved and/or enhanced, including by implementing the strategies developed in annex H.</p> <p>Verifier:</p> <ul style="list-style-type: none"> <li>• HCV evaluation-monitoring reports.</li> </ul> <p>Indicator 9.3.1S The HCVs and HCV areas on which they depend are preserved.</p> <p>Verifier:</p> <p>HCV monitoring reports.</p>  |
| <p>Indicator 9.3.2L The strategies and actions prevent damage and avoid <i>risks*</i> to <i>High Conservation Values*</i>, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of <i>High Conservation Values*</i> are uncertain.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Risk management action plan;</li> <li>• Report on assessment/monitoring of the risk management action plan.</li> </ul>                                  |
| <p>Indicator 9.3.3LS <i>Core areas*</i> are protected consistent with <i>Criterion*</i> 9.2.</p> <p>Verifier:</p> <p>Activity reports (LS)</p>  |
| <p>Indicator 9.3.4LS Limited <i>industrial activity*</i> in <i>core areas*</i> is consistent with <i>indicator*</i> 9.2.9.</p> <p>Verifier:</p> <p>Activity reports (LS)</p>  |
| <p>Indicator 9.3.5LS Activities that harm <i>High Conservation Values*</i> cease immediately and actions are taken to <i>restore*</i> and protect the <i>High Conservation Values*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Minutes/memoranda confirming suspension of activities (LS);</li> <li>• Minutes/reports relating to corrective measures (LS).</li> </ul>  |
| <p><b>Criterion 9.4.</b> <i>The Organization*</i> shall demonstrate that periodic monitoring is carried out to assess changes in the status of <i>High Conservation Values*</i>, and shall adapt its management strategies to ensure their effective <i>protection*</i>. The monitoring shall be proportionate to the <i>scale, intensity and risk*</i> of management activities, and shall include <i>engagement*</i> with <i>affected stakeholders*</i>, <i>interested stakeholders*</i> and <i>experts*</i>.</p> |
| <p>Indicator 9.4.1L A program of periodic monitoring* assesses:</p> <ol style="list-style-type: none"> <li>1) Implementation of strategies;</li> <li>2) The status of HCVs, including the HCV Areas* on which they depend; and</li> <li>3) The effectiveness of the management strategies and actions for the <i>protection*</i> of HCVs*, to fully maintain and/or enhance the HCVs.</li> </ol>  |

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| <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV management/monitoring plan;</li> <li>• HCV monitoring reports.</li> </ul> <p>Indicator 9.4.1S An annual monitoring* report assesses the implementation of HCV management and <i>protection*</i> activities.</p> <p>Verifier:<br/>Annual HCV monitoring report.</p>   |
| <p>Indicator 9.4.2LS The monitoring* program includes <i>engagement*</i> with affected* rights-holders, affected and <i>interested stakeholders*</i>, and experts.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV management/monitoring plan (LS);</li> <li>• HCV monitoring/ evaluation report (L);</li> <li>• Minutes of engagement/consultation meetings (LS);</li> <li>• Annual HCV monitoring report (S).</li> </ul> |
| <p>Indicator 9.4.3L The monitoring program has sufficient scope, detail and frequency to detect changes in <i>High Conservation Values*</i>, relative to the initial assessment and status identified for each <i>High Conservation Value*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• HCV management/monitoring plan;</li> <li>• HCV monitoring reports.</li> </ul>  |
| <p>Indicator 9.4.4LS 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 <i>High Conservation Values*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• Monitoring reports (L);</li> <li>• Activity reports (S);</li> <li>• Corrective actions report (LS).</li> </ul>         |

## 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.

**Criterion 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\**.

Indicator 10.1.1LS Harvested sites are regenerated in a *timely manner\** that:

- 1) Protects affected *environmental values\**; and
- 2) Is suitable to maintain *natural forest\** composition and structure.

Verifiers:

- Silvicultural prescriptions of the Management Plan/ Simple Management Plan (LS);
- Annual reports by the silvicultural team (LS);
- Number of saplings raised in the nursery and planted (L).

Indicator 10.1.2L In the case of *plantations\**, harvested sites are regenerated in a *timely manner\** that:

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

Indicator 10.1.3L Regeneration activities are carried out in such a way that, when existing *plantations\** are harvested, the *objective\** is to re-establish the vegetation cover that existed prior to the harvest or establish more *natural conditions\** using ecologically appropriate species.

Verifier:

Monitoring report.

**Criterion 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.

Indicator 10.2.1L Where *plantations\** are concerned, species\* chosen for regeneration are local *native species\** and are ecologically well adapted to the site, unless clear and convincing justification is provided for using non-local *genotypes\** or non-native species.

Indicator 10.2.2L Where *plantations\** are concerned, species chosen for regeneration are consistent with the regeneration objectives\* and with the *management objectives\**.

Indicator 10.2.3LS Where *natural forests\** are concerned, species chosen for regeneration are *native species\** of local provenance and are ecologically well adapted to the site.

Verifiers:

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| <ul style="list-style-type: none"> <li>List of species planted (L);</li> <li>List of harvested species (LS).</li> </ul>  |
| <p><b>Criterion 10.3.</b> <i>The Organization*</i> shall only use <i>alien species*</i> when knowledge and/or experience have shown that any invasive impacts can be controlled and effective mitigation measures are in place.</p>  |
| <p>Indicator 10.3.1LS <i>Alien species*</i> are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.</p>  |
| <p>Indicator 10.3.2LS <i>Alien species*</i> are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.</p>  |
| <p>Indicator 10.3.3LS The spread of <i>invasive species*</i> introduced by <i>The Organization*</i> is controlled.</p>   |
| <p>Indicator 10.3.4LS Management activities are implemented, preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of <i>alien species*</i> that were not introduced by <i>The Organization*</i></p>  |
| <p><b>Criterion 10.4</b> <i>The Organization*</i> shall not use <i>genetically modified organisms*</i> in the <i>Management Unit*</i>.</p>   |
| <p>Indicator 10.4.1LS <i>Genetically modified organisms*</i> (GMOs) are not used.</p>  |
| <p><b>Criterion 10.5</b> <i>The Organization*</i> shall use silvicultural practices that are ecologically appropriate for the vegetation, species, sites and <i>management objectives*</i>.</p>  |
| <p>Indicator 10.5.1LS Silvicultural practices are implemented that are ecologically appropriate for the vegetation, species, sites and <i>management objectives*</i>.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>Silvicultural treatment procedures (L);</li> <li>Annual reports by the silvicultural team (L);</li> <li>Annual activity report (S).</li> </ul>  |
| <p><b>Criterion 10.6.</b> <i>The Organization*</i> shall minimize or avoid the use of <i>fertilizers*</i>. When <i>fertilizers*</i> are used, <i>The Organization*</i> shall demonstrate that use is equally, or more ecologically and economically beneficial, than use of silvicultural systems that do not require <i>fertilizers*</i>, and prevent, mitigate, and/or repair damage to <i>environmental values*</i>, including soils.</p> |
| <p>Indicator 10.6.1L In the case of <i>plantations*</i>, the use of <i>fertilizers*</i> is minimized or avoided.</p>   |
| <p>Indicator 10.6.2LS The use of <i>fertilizers*</i> is prohibited in <i>Management Units*</i> (MUs), except by special dispensation.</p> <p>Verifier:</p> <p>Notification of special dispensation to use fertilizers (LS).</p>  |

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| <p>Indicator 10.6.3LS When <i>fertilizers*</i> are used, their ecological and economic benefits are at least equal to or higher than those of silvicultural systems that do not require <i>fertilizers*</i>.</p> <p>Verifiers:</p> <p>Report analyzing methods of use/results of experimentation.</p>   |
| <p>Indicator 10.6.4LS When <i>fertilizers*</i> are used, their types, rates, frequencies and site of application are documented.</p>  |
| <p>Indicator 10.6.5LS When <i>fertilizers*</i> are used, <i>environmental values*</i> are protected, including through implementation of measures to prevent damage.</p>  |
| <p>Indicator 10.6.6LS Damage to <i>environmental values*</i> resulting from fertilizer* use is mitigated or repaired.</p>   |
| <p><b>Criterion 10.7</b> <i>The Organization*</i> shall use integrated pest management and <i>silviculture*</i> systems which avoid, or aim at eliminating, the use of <i>chemical pesticides*</i>. <i>The Organization*</i> shall not use any chemical <i>pesticides*</i> prohibited by FSC policy. When <i>pesticides*</i> are used, <i>The Organization*</i> shall prevent, mitigate, and/or repair damage to <i>environmental values*</i> and human health.</p> |
| <p>Indicator 10.7.1L Integrated pest management, including selection of <i>silviculture*</i> systems, is used to avoid, or aim to eliminate, the frequency, extent and amount of chemical pesticide* applications, and results in non-use or overall reductions in applications of chemical <i>pesticides*</i>.</p>   |
| <p>Indicator 10.7.2LS Chemical <i>pesticides*</i> prohibited by FSC's Pesticide Policy are not used or stored in the <i>Management Unit*</i> unless FSC has granted derogation.</p>   |
| <p>Indicator 10.7.3L Records of <i>pesticide*</i> 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.</p>  |
| <p>Indicator 10.7.4L The use of <i>pesticides*</i> complies with the ILO document "Safety in the use of chemicals at work" and applicable national regulations regarding requirements for the transport, storage, handling, application and emergency procedures for clean-up following accidental spillages.</p>   |
| <p>Indicator 10.7.5L If <i>pesticides*</i> are used, application methods minimize quantities used, while achieving effective results, and provide effective <i>protection*</i> to surrounding <i>landscapes*</i>.</p>   |
| <p>Indicator 10.7.6L Damage to <i>environmental values*</i> and human health from <i>pesticide*</i> use is prevented and mitigated or repaired where damage occurs.</p>   |
| <p>Indicator 10.7.7L When <i>pesticides*</i> are used:</p> <ol style="list-style-type: none"> <li>1) The selected <i>pesticide*</i>, application method, timing and pattern of use offers the least <i>risk*</i> to humans and non-target species; and</li> <li>2) <i>Objective*</i> evidence demonstrates that the <i>pesticide*</i> is the only effective, practical and cost-effective way to control the pest.</li> </ol>                                       |
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| <p><b>Criterion 10.8.</b> <i>The Organization*</i> shall minimize, <i>monitor*</i> and strictly control the use of <i>biological control agents*</i> in accordance with <i>internationally accepted scientific protocols*</i>. When <i>biological control agents*</i> are used, <i>The Organization*</i> shall prevent, mitigate, and/or repair damage to <i>environmental values*</i>.</p> |
| <p>Indicator 10.8.1L The use of <i>biological control agents*</i> is minimized, monitored* and controlled.</p>  |
| <p>Indicator 10.8.2LS The use of <i>biological control agents*</i> complies with <i>internationally accepted scientific protocols*</i>.</p>   |
| <p>Indicator 10.8.3L The use of <i>biological control agents*</i> is recorded, including type, quantity, period, location and reason for use.</p>   |
| <p>Indicator 10.8.4L Damage to <i>environmental values*</i> caused by the use of <i>biological control agents*</i> is prevented and mitigated or repaired where damage occurs.</p>  |
| <p><b>Criterion 10.9</b> <i>The Organization*</i> shall assess <i>risks*</i> and implement activities that reduce potential negative impacts from <i>natural hazards*</i> proportionate to <i>scale, intensity, and risk*</i>.</p>  |
| <p>Indicator 10.9.1LS Potential negative impacts of <i>natural hazards*</i> on <i>infrastructure*</i>, <i>forest resources</i> and communities in the <i>Management Unit*</i> are assessed.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• ESIS report (L);</li> <li>• ESMP (L);</li> <li>• SMP (S);</li> <li>• NIES.</li> </ul>  |
| <p>Indicator 10.9.2LS Management activities mitigate these impacts.</p> <p>Verifiers:</p> <ul style="list-style-type: none"> <li>• ESMP follow-up and monitoring reports (L);</li> <li>• SMP monitoring report (S).</li> </ul>  |
| <p>Indicator 10.9.3L The <i>risk*</i> of management activities increasing the frequency, distribution or severity of <i>natural hazards*</i> is identified for those hazards that may be influenced by management.</p>  |
| <p>Indicator 10.9.4LS Management activities are modified and/or measures are developed and implemented that reduce the identified <i>risks*</i>.</p>  |
| <p><b>Criterion 10.10</b> <i>The Organization*</i> shall manage <i>infrastructural development*</i>, transport activities and <i>silviculture*</i> so that water resources and soils are protected, and disturbance of and damage to <i>rare and threatened species*</i>, <i>habitats*</i>, <i>ecosystems*</i> and <i>landscape values*</i> are prevented, mitigated and/or repaired.</p>   |
| <p>Indicator 10.10.1LS Development, maintenance and use of <i>infrastructure*</i>, as well as transport activities, are managed to protect the <i>environmental values*</i> identified in <i>Criterion* 6.1</i>.</p>  |

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| Indicator 10.10.2L <i>Silviculture*</i> activities are managed to ensure <i>protection*</i> of the <i>environmental values*</i> identified in <i>Criterion*</i> 6.1.   |
| Indicator 10.10.3L Disturbance or damages to water courses*, <i>water bodies*</i> , soils, rare and <i>threatened species*</i> , <i>habitats*</i> , ecosystems* and <i>landscape values*</i> are prevented, mitigated and repaired in a <i>timely manner*</i> , and management activities modified to prevent further damage.  |
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| <b>Criterion 10.11.</b> <i>The Organization*</i> shall manage activities associated with harvesting and extraction of timber and <i>non-timber forest* products</i> so that <i>environmental values*</i> are conserved, merchantable waste is reduced, and damage to other products and services is avoided.   |
| Indicator 10.11.1LS Harvesting and extraction practices for timber and <i>non-timber forest products*</i> are implemented in a manner that conserves the <i>environmental values*</i> identified in <i>Criterion*</i> 6.1 and the <i>High Conservation Values*</i> identified in <i>Criteria*</i> 9.1 and 9.2.   |
| Indicator 10.11.2L Harvesting practices optimize the use of <i>forest*</i> products and merchantable materials.  |
| Indicator 10.11.3LS Sufficient amounts of dead and decaying biomass and <i>forest*</i> structure are retained to conserve <i>environmental values*</i> .   |
| Indicator 10.11.4LS Harvesting practices minimize damage to standing residual trees, residual woody debris on the ground and other <i>environmental values*</i> .  |
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| <b>Criterion 10.12.</b> <i>The Organization*</i> shall dispose of <i>waste materials*</i> in an environmentally appropriate manner.  |
| Indicator 10.12.1LS Collection, clean-up, transportation and disposal of all <i>waste materials*</i> is done in an environmentally appropriate way that conserves <i>environmental values*</i> as identified in <i>Criterion*</i> 6.1.   |
| Verifiers: <ul style="list-style-type: none"> <li>• Waste materials management plan (L);</li> <li>• Sub-contractors' contracts and approval of sub-contractors' qualifications (L);</li> <li>• Documents recording collection and transportation of waste materials (L);</li> <li>• Certificate of disposal of waste materials (L);</li> <li>• Simplified waste management plan (S);</li> <li>• Activity reports (S).</li> </ul> |

## 9. Annexes to the standard

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

**N.B.** Concession-holders must put in place a mechanism to ensure this list is updated as required. We have included the titles of the different laws using their French connotations to avoid any confusions that their translation to English may cause.

| 1. <i>Legal rights* to harvest</i>            |  | <i>Applicable laws*</i>  |
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| 1.1 <i>Land tenure*</i> and management rights | Legislation covering <i>land tenure*</i> rights, including <i>customary rights*</i> as well as management rights, that includes the use of <i>legal*</i> methods to obtain <i>tenure*</i> rights and management rights. It also covers <i>legal*</i> business registration and tax registration, including relevant legally required licenses. | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise - Voir le PDF ;</li> <li>- Ordonnance n°11/2008 du 25/07/2008 modifiant et complétant certaines dispositions de la loi n°16/2001 du 31/12/2001 portant code forestier en République gabonaise ;</li> <li>- Ordonnance n° 6/2002 du 22/08/2002 portant modification de certaines dispositions de la loi n° 16/2001 du 31/12/2001 portant code forestier en République gabonaise ;</li> <li>- n°11/2008 du 25/07/2008 modifiant et complétant certaines dispositions de la loi n°16/2001 du 31/12/2001 portant code forestier en République gabonaise ;</li> <li>- Ordonnance n°008/PR/2010 du 25/02/2010 portant modification et abrogation de certaines dispositions de la loi n°16/2001 du 31/12/2001 - Voir le document ;</li> <li>- Loi n°15/2010 portant ratification de l'ordonnance n°008/PR/2010 du 25/02/2010 portant modification et abrogation de certaines dispositions de la loi n°16/2001 du 31/12/2001 - Voir le PDF;</li> <li>- Loi N°14-63 du 08/05/1963 fixant la composition du Domaine de l'Etat et les règles qui en déterminent les modes de gestion et d'aliénation ;</li> <li>- Ordonnance n° 50-70 PR/MFB/DE du 30/09/1970 portant réglementation des baux emphytéotiques consentis par l'Etat sur les terrains faisant partie de son domaine privé ;</li> <li>- Ordonnance n° 51-78-PR du 25/08/1978 modifiant les dispositions de l'article 2 de l'ordonnance n° 5070-PR-MFBDE du 30/09/1970 ;</li> <li>- Ordonnance n° 52-70 du 03/10/1970 relative à l'expropriation des terrains</li> </ul> |

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|  |  | <p>insuffisamment mis en valeur - Voir le PDF ;</p> <ul style="list-style-type: none"> <li>- Loi n° 4-84 du 12/07/1984 portant annulation des titres fonciers de propriétés forestières et agricoles ;</li> <li>- Décret n° 692-PR-MEFEPEPN du 24/08/2004 fixant les conditions d'exercice des droits d'usage coutumiers en matière de forêt, de faune, de chasse et de pêche ;</li> <li>- Décret n°001028-PR-MEFEPEPN du 01/12/2004 fixant les conditions de création des forêts communautaires ;</li> <li>- Arrêté n°018-MEF-SG-DGF-DFC du 31/01/2013 fixant les procédures d'attribution et de gestion des forêts communautaires au Gabon.</li> </ul>  |
| 1.2<br>Concession<br>licences                      | Legislation regulating procedures for acquiring <i>forest*</i> concession licences, including the use of <i>legal*</i> methods to obtain concession licences.  | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n° 001028/PR/MEFEPEPN du 01/12/04 fixant les conditions de création des forêts communautaires (en application des dispositions de l'article 157 de la loi n°016/01 du 31 décembre 2001 portant Code Forestier en République Gabonaise);</li> <li>- Arrêté N° 018/MEF/SG/DGFIDFC du 31 janvier 2013 fixant les procédures d'attribution et de gestion des forêts communautaires ;</li> <li>- Arrêté n°106-MEFPRN du 6 mai 2014 portant droit de réservation d'une forêt par une communauté villageoise.</li> </ul> |
| 1.3<br>Management<br>and<br>harvesting<br>planning | Any national or sub-national <i>legal*</i> requirements for Management Planning, including conducting <i>forest*</i> inventories, having a <i>forest* management plan*</i> and related planning and monitoring, impact assessments, consultation with other entities, as well as approval of these by <i>legally competent*</i> authorities. | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n° 689-PR-MEFEPEPN du 24/08/2004 définissant les normes techniques d'aménagement et de gestion durable des forêts domaniales productives enregistrées ;</li> <li>- Guide Technique National pour l'aménagement et la gestion des forêts domaniales complétant le décret 0689/PR/MEFEPEPN du 01/12/2004 ;</li> <li>- Arrêté n°000365MEFCAB-ME définissant les normes d'exploitation du bois d'œuvre dans les forêts communautaires</li> </ul>  |

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|   |  | - Arrêté n°000366MEFCAB-ME définissant le modèle de contrat de fermage pour l'exploitation du bois d'œuvre dans une forêt communautaire.  |
| 1.4 Harvesting permits                      | National or sub-national laws and regulations regulating procedures for issuing harvesting permits, licenses or other <i>legal</i> * documents required for specific harvesting operations. This includes the use of <i>legal</i> * methods to obtain the permits.   | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n° 689-PR-MEFEPEPN du 24/08/2004 définissant les normes techniques d'aménagement et de gestion durable des forêts domaniales productives enregistrées ;</li> <li>- Guide Technique National pour l'aménagement et la gestion des forêts domaniales complétant le décret 0689/PR/MEFEPEPN du 01/12/2004 ;</li> <li>- Décret n°001028-PR-MEFEPEPN du 01/12/2004 fixant les conditions de création des forêts communautaires ;</li> <li>- Arrêté n°00640-08MEFEPA du 08/10/2008 fixant les modalités d'attribution des concessions forestières par adjudication ;</li> <li>- Arrêté n°00641-08-MEFEPA du 08/10/2008 fixant les critères de sélections des soumissionnaires et les modalités d'évaluation et de classement des appels d'offre.</li> </ul> |
| <b>2. Taxes and fees</b>                    |  |   |
| 2.1 Payment of taxes and harvesting fees    | Legislation covering payment of all legally required <i>forest</i> * harvesting specific fees such as taxes, stumpage fees and other volume-based fees. This includes payments of the fees based on the correct classification of quantities, qualities and species. | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n°001029-PR-MEFEPEPN du 01/12/2004 réglementant l'exploitation, la transformation et la commercialisation des produits forestiers autres que le bois d'œuvre.</li> </ul>  |
| 2.2 Value added taxes and other sales taxes | Legislation covering different types of sales taxes which apply to the materials being sold that originate from the <i>forest</i> * (standing stock sales).  | - Décision n°000926MFESGDGDFDFCOM fixant les valeurs mercuriales des bois en grumes applicables dans les forêts communautaires.   |

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| 2.3 Income and profit taxes            | Legislation covering income and profit taxes related to profit derived from the sale of <i>forest</i> * products, harvesting activities and income from sale of timber.  | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ; Chapitre 4 - Commercialisation et promotion des produits forestiers.</li> </ul>   |
| <b>3. Timber harvesting activities</b> |  |   |
| 3.1 Timber harvesting regulations      | <p>Any <i>lega</i>* requirements for harvesting techniques and technology including selective cutting, shelter wood regenerations, clear felling, transport of timber from the felling site, seasonal limitations, etc. Typically, this includes regulations on the size of felling areas, <i>minimum age</i>* and/or diameter for felling activities, and elements that must be preserved during felling, etc. Establishment of skidding or hauling trails, road construction, drainage systems and bridges, etc., shall also be considered, as well as the planning and monitoring of harvesting activities. Any legally binding codes for harvesting practices shall be considered.</p> | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n° 689-PR-MEFEPEPN du 24/08/2004 définissant les normes techniques d'aménagement et de gestion durable des forêts domaniales productives enregistrées (Guide Technique National d'Aménagement Forestier (GTNAF) ; Guide des opérations de débardage et de débusquage ; Guide de l'abattage contrôlé) ;</li> <li>- Décret n°350-PR-MPERNFM du 7 juin 2016 fixant les conditions d'exploitation du Kévazingo et de l'Ozigo ;</li> <li>- Décret n° 692-PR-MEFEPEPN du 24/08/2004 fixant les conditions d'exercice des droits d'usage coutumiers en matière de forêt, de faune, de chasse et de pêche;</li> <li>- Décret n°0273-PR-MEF du 02/02/2011 fixant le statut des bois abandonnés ;</li> <li>- Arrêté n°000117-PR-MEFEPEPN du 01/03/2004 fixant les diamètres minima d'exploitabilité administratifs des bois d'œuvre ;</li> <li>- Arrêté n°000119-PR-MEFEPEPN du 01/03/2004 fixant la composition des groupes d'essences exploitables ;</li> <li>- Arrêté n°00669-MEF du 20/09/2010 fixant les conditions de délivrance de l'Autorisation Spéciale de Coupe ;</li> <li>- Arrêté n°136-MEF du 10/10/2011 fixant les modalités d'attribution et de gestion du Permis de Gré à Gré ;</li> <li>- Arrêté n°000937/MEFEDD/SG/DGFAP du 11 juillet 2018 instituant plan de protection de la faune dans les concessions forestières, agro-</li> </ul> |

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|                                 |  | <p>industrielles, minières et pétrolières (Guide d'élaboration du Plan de protection de la Faune (PPF)) ;</p> <ul style="list-style-type: none"> <li>- Arrêté n°104/MFEPRN/DGF/SPF du 06/05/2014 fixant les conditions de délivrance de l'autorisation de coupe de bois pour le sciage de long ;</li> <li>- Arrêté n°000071/MEFPECGDE/SG/DGEA du 8 février 2017 fixant les modalités de gestion des milieux aquatiques dans les forêts domaniales productives enregistrées.</li> </ul>   |
| 3.2 Protected sites and species | <p>International, national, and sub-national treaties, laws, and regulations related to protected areas, allowable <i>forest</i>* uses and activities, and/or rare, threatened, or endangered species, including their <i>habitats</i>* and potential <i>habitats</i>*.</p>        | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Décret n° 689-PR-MEFEPEPN du 24/08/2004 définissant les normes techniques d'aménagement et de gestion durable des forêts domaniales productives enregistrées ;</li> <li>- Décret n°001028-PR-MEFEPEPN du 01/12/2004 fixant les conditions de création des forêts communautaires ;</li> <li>- Décret n°001030-PR-MEFEPEPN du 01/12/2004 fixant les modalités de réalisation des travaux de régénération et de réhabilitation des sites dégradés ;</li> <li>- Décret n°0137-PR-MEFEPa du 04/02/2009 portant mise en réserve de certaines espèces végétales à usages multiples de la forêt gabonaise ;</li> <li>- Décret n°350/PR/MPERNFM du 07 juin 2016 fixant les conditions d'exploitation du Kévazingo et de l'Ozigo ;</li> <li>- Décret n°0099/PR/MFE du 19 mars 2018 portant mise en réserve du Kévazingo ;</li> <li>- Guide Technique National d'Aménagement Forestier (GTNAF).</li> </ul> |
| 3.3 Environmental requirements  | <p>National and sub-national laws and regulations related to the identification and/or <i>protection</i>* of <i>environmental values</i>* including but not limited to those relating to or affected by harvesting, acceptable levels for soil damage, establishment of buffer</p> | <ul style="list-style-type: none"> <li>- Loi 007/2014 du 1<sup>er</sup> août 2014 relative à la protection de l'environnement en République gabonaise ;</li> <li>- Loi n°2/94 du 23 décembre 1994 portant protection des biens culturels ;</li> <li>- Décret n°001029-PR-MEFEPEPN du 01/12/2004 réglementant l'exploitation, la transformation et la commercialisation</li> </ul>  |

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|                               | <p>zones (e.g., along water courses, open areas and breeding sites), maintenance of retention trees on the felling site, seasonal limitations of harvesting time, environmental requirements for <i>forest*</i> machineries, use of <i>pesticides*</i> and other chemicals, biodiversity <i>conservation*</i>, air quality, <i>protection*</i> and <i>restoration*</i> of water quality, operation of recreational equipment, development of non-forestry <i>infrastructure*</i>, mineral exploration and extraction, etc.</p>                             | <p>des produits forestiers autres que le bois d'œuvre ;</p> <ul style="list-style-type: none"> <li>- Décret n°001030-PR-MEFEPEPN du 01/12/2004 fixant les modalités de réalisation des travaux de régénération et de réhabilitation des sites dégradés ;</li> <li>- Décret n°0137-PR-MEFEPA du 04/02/2009 portant mise en réserve de certaines espèces végétales à usages multiples de la forêt gabonaise ;</li> <li>- Arrêté n°000118-PR-MEFEPEPN du 01/03/2004 portant réglementation des activités forestières, minières, agricoles, aquacoles, cynégétiques et touristiques à l'intérieur d'une zone tampon ;</li> <li>- Décret n°350/PR/MPERNFM du 07 juin 2016 fixant les conditions d'exploitation du Kévazingo et de l'Ozigo ;</li> <li>- Décret n°0099/PR/MFE du 19 mars 2018 portant mise en réserve du Kévazingo ;</li> <li>- Décret 539/ PR/ MEFEPEPN du 15 juillet 2005 réglementant les études impacts sur l'environnement ;</li> <li>- Arrêté n°000071/MEFPECGDE/SG/DGEA du 8 février 2017 fixant les modalités de gestion des milieux aquatiques dans les forêts domaniales productives enregistrées.</li> </ul> |
| <p>3.4. Health and safety</p> | <p>Legally required personal <i>protection*</i> equipment for persons involved in harvesting activities, implementation of safe felling and transport practices, establishment of <i>protection*</i> zones around harvesting sites, safety requirements for machinery used, and legally required safety requirements in relation to chemical usage. The health and safety requirements that shall* be considered relevant to operations in the <i>forest*</i> (not office work, or other activities less related to actual <i>forest*</i> operations).</p> | <ul style="list-style-type: none"> <li>- Arrêté n°000118-PR-MEFEPEPN du 01/03/2004 portant réglementation des activités forestières, minières, agricoles, aquacoles, cynégétiques et touristiques à l'intérieur d'une zone tampon ;</li> <li>- Convention collective des exploitations forestières ;</li> <li>- Convention collective des industries du bois ;</li> <li>- Code de sécurité sociale ;</li> <li>- Code de l'environnement ;</li> <li>- Loi no 3/94 du 21 novembre 1994 portant Code du travail, modifiée par la Loi n°12/2000 du 12 Octobre 2000 ;</li> <li>- Décret n°01494/PR/MTEPS du 29 décembre 2011 déterminant les règles générales d'hygiène et de sécurité sur les lieux de travail ;</li> </ul>  |



|                                 |   |  |
|---------------------------------|---|--|
|                                 |   | <ul style="list-style-type: none"> <li>- Convention 168 des nations Unies.</li> </ul>  |
| 3.5 <i>Legal* employment</i>    | <p><i>Legal*</i> requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and <i>minimum age*</i> for personnel involved in <i>hazardous work*</i>, legislation against forced and compulsory labour, and <i>discrimination*</i> and freedom of association.</p> | <ul style="list-style-type: none"> <li>- Convention collective des exploitations forestières ;</li> <li>- Convention collective des industries du bois ;</li> <li>- Loi no 3/94 du 21 novembre 1994 portant Code du travail, modifiée par la Loi n°12/2000 du 12 Octobre 2000 ;</li> <li>- Décret n°0127/PR/MTEPS/MBCFPRE du 23 avril 2010 fixant le montant du revenu minimum mensuel en République Gabonaise ;</li> <li>- Décret n° 855/PR/MTE du 9 novembre 2006, fixant le salaire minimum inter-professionnel garanti en République gabonaise.</li> </ul>   |
| <b>4. Third parties' rights</b> |   |  |
| 4.1 <i>Customary rights*</i>    | <p>Legislation covering <i>customary rights*</i> relevant to <i>forest*</i> harvesting activities, including requirements covering the sharing of benefits and indigenous rights.</p>   | <ul style="list-style-type: none"> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Ordonnance n°11/2008 du 25/07/2008 modifiant et complétant certaines dispositions de la loi n°16/2001 du 31/12/2001 portant code forestier en République gabonaise ;</li> <li>- Décret n° 692-PR-MEFEPEPN du 24/08/2004 fixant les conditions d'exercice des droits d'usage coutumiers en matière de forêt, de faune, de chasse et de pêche ;</li> <li>- Décret n°001028-PR-MEFEPEPN du 01/12/2004 fixant les conditions de création des forêts communautaires ;</li> <li>- Arrêté n°104-MEFPRN-SG-DGF-DEPRC-SR du 06/05/2014 fixant les conditions de délivrance de l'autorisation de coupe de bois pour le sciage de long ;</li> <li>- Arrêté n°105-MEFPRN-SG-DGF-DDF-SACF du 06/05/2014 fixant le modèle de cahier des charges contractuelles ;</li> </ul> |

|  |   |   |
|--|---|---|
|  |   | - Arrêté n°106 MEFPRN du 06/05/2014 portant droit de réservation d'une forêt par une communauté villageoise.  |
| 4.2 Free prior and informed consent*   | Legislation covering “free prior and informed consent” in connection with the transfer of <i>forests*</i> management rights and <i>customary rights*</i> to <i>The Organization*</i> in charge of the harvesting operation.   | - Arrêté n°105-MEFPRN-SG-DGF-DDF-SACF du 06/05/2014 fixant le modèle de cahier des charges contractuelles.  |
| 4.3 Indigenous Peoples' rights   | Legislation that regulates the rights of Indigenous Peoples* as far as it is related to forestry activities. Possible aspects to consider are <i>land tenure*</i> and rights to use certain <i>forest*-related</i> resources and practise traditional activities, which may involve <i>forest*</i> lands. | - Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;<br>- Ordonnance n°11/2008 du 25/07/2008 modifiant et complétant certaines dispositions de la loi n°16/2001 du 31/12/2001 portant code forestier en République gabonaise ;<br>- Décret n° 692-PR-MEFEPEPN du 24/08/2004 fixant les conditions d'exercice des droits d'usage coutumiers en matière de forêt, de faune, de chasse et de pêche ;<br>- Décret n°001028-PR-MEFEPEPN du 01/12/2004 fixant les conditions de création des forêts communautaires. |
| <p><b>5. Trade and transport</b></p> <p><b>N.B.:</b> This section covers requirements for <i>forest*</i> management operations, as well as processing and trade.</p> |   |   |
| 5.1 Classification of species, quantities, qualities   | Legislation regulating how harvested material is classified in terms of species, volumes and quantities in connection with trade and transport. Incorrect classification of harvested materials is a well-known method of reducing or avoiding payment of legally prescribed taxes and fees.              | - Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;<br>- Arrêté n°000119-PR-MEFEPEPN du 01/03/2004 fixant la composition des groupes d'essences exploitables.  |
| 5.2 Trade and transport  | All required trading and transport permits shall* exist as well as legally required transport documents which accompany the transport of  | - Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;<br>- Décret n°488-PR-MEFEPPN du 22/05/2007 abrogeant certaines dispositions du décret n 664-PR-MEFE  |

|   |   |   |
|---|---|---|
|   | wood from <i>forest*</i> operations.  | <p>du 22/07/1994 portant réglementation de la commercialisation des bois ;</p> <ul style="list-style-type: none"> <li>- Décret n° 664-PR-MEFE du 22/07/1994 portant réglementation de la commercialisation des bois en République gabonaise ;</li> <li>- Arrêté n°00187-MEFBP du 09/02/2009 Fixant les valeurs mercuriales des bois en grumes à l'exportation ;</li> <li>- Arrêté n°132-MEFPRN-SG-DGCIBVPF du 11/06/2014 modifiant et complétant certaines dispositions de l'arrête n°15-MEF-SG-DGICBVPF portant normes et classification des produits forestiers autorises a l'exporation ;</li> <li>- Arrêté n°133-MEFPRN-CAB du 11/06/2014 portant instauration d'une autorisation spéciale pour l'exportation des produits transformés de Kévazingo.</li> </ul> |
| 5.3 Offshore trading and transfer pricing | <p>Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and is considered to be an important source of funds that can be used for payment of bribery to the <i>forest*</i> operations and personnel involved in the harvesting operation. Many countries have enacted legislation covering transfer pricing and offshore trading. It should be noted that only transfer pricing and offshore trading, as far as it is legally prohibited in the country, can be included here.</p> | NA  |
| 5.4 Customs regulations                   | <p>Customs legislation covering areas such as export/import licenses and product classification</p>   | <ul style="list-style-type: none"> <li>- Décret n° 664-PR-MEFE du 22/07/1994 portant réglementation de la commercialisation des bois en République gabonaise ;</li> </ul>   |

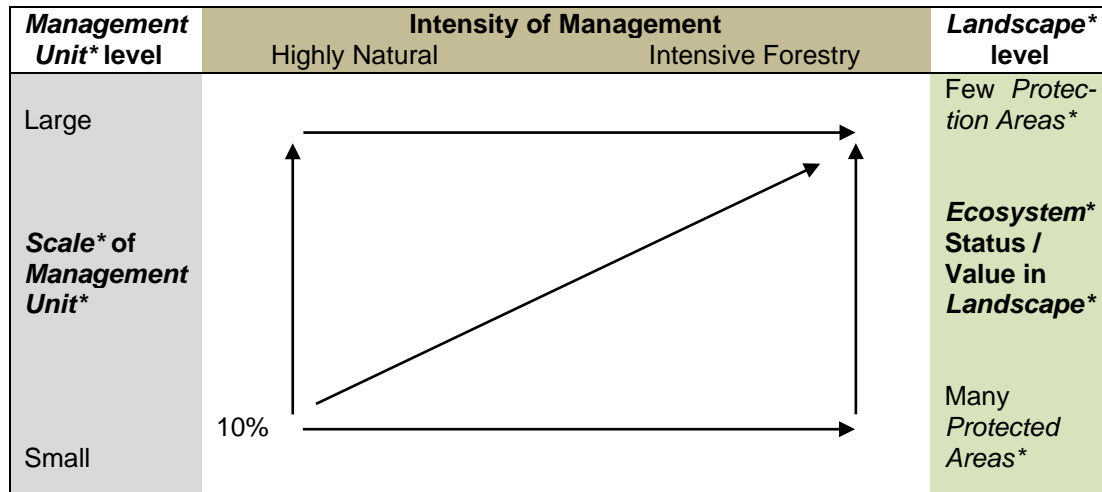
|  |  |  |
|--|--|--|
|  | (codes, quantities, qualities and species).  |  |
| 5.5 CITES  | CITES permits (the Convention on the International Trade in Endangered Species of Wild Flora and Fauna, also known as the Washington Convention).  | - Espèces inscrites aux Annexes I et II de la CITES ; <a href="http://checklist.cites.org">http://checklist.cites.org</a>  |
| <b>6. Due diligence / due care / identification and mitigation of risks*</b> |  |  |
| 6.1 Due diligence / due care / identification and mitigation of risks*       | Legislation requiring due diligence/due care procedures, such as systems for identifying and mitigation <i>risks*</i> , declaration obligations and/or the keeping of trade-related documents.   | NA   |
| <b>7. Ecosystem services*</b>  |  |  |
|  | Legislation covering <i>ecosystem services*</i> rights, including <i>customary rights*</i> as well as management rights that include the use of <i>legal*</i> methods to make claims and obtain benefits and management rights related to <i>ecosystem services*</i> . National and subnational laws and regulations related to the identification, <i>protection*</i> and payment for <i>ecosystem services*</i> . Also includes <i>legal*</i> business registration and tax registration, including relevant <i>legal*</i> required licenses for the exploitation, payment, and claims related to <i>ecosystem services*</i> (including tourism) | <ul style="list-style-type: none"> <li>- Convention on Biological Diversity*;</li> <li>- Ramsar Wetlands* Convention;</li> <li>- Loi n°16/2001 du 31/12/2001 portant code forestier en République Gabonaise ;</li> <li>- Loi 007/2014 du 1er août 2014 relative à la protection de l'environnement en République gabonaise ;</li> <li>- Décret n° 692-PR-MEFEPEPN du 24/08/2004 fixant les conditions d'exercice des droits d'usage coutumiers en matière de forêt, de faune, de chasse et de pêche ;</li> <li>- Décret n°001029-PR-MEFEPEPN du 01/12/2004 l'exploitation, la transformation et la commercialisation des produits forestiers autres que le bois d'œuvre ;</li> <li>- Décret 539/ PR/ MEFPEPN du 15 juillet 2005 réglementant les études impacts sur l'environnement ;</li> <li>- Arrêté n°000071/MEFPEGDE/SG/DGEA du 8 février 2017 fixant les modalités de gestion des milieux aquatiques dans les forêts domaniales productives enregistrées.</li> </ul> |

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

Workers\* shall be able to:

- 1) implement *forest\** activities to comply with applicable *legal\** requirements (*Criterion\* 1.5*);
- 2) understand the content, meaning and applicability of the eight ILO Core\* Labour Conventions (*Criterion\* 2.1*);
- 3) recognize and report on instances of sexual harassment and gender *discrimination\** (*Criterion\* 2.2*);
- 4) safely handle and dispose of hazardous substances to ensure that use does not pose health *risks\** *Criterion\* 2.3*
- 5) carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (*Criterion\* 2.5*);
- 6) identify where Indigenous Peoples\* have *legal\** and *customary rights\** related to management activities (*Criterion\* 3.2*);
- 7) identify and implement applicable elements of UNDRIP and ILO Convention 169 (*Criterion 3.4*);
- 8) identify sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and implement the necessary measures to protect them from the start of *forest\** management activities to avoid negative impacts (*Criterion\* 3.5* and *Criterion\* 4.7*);
- 9) identify and recognize places where *local communities\** have *legal\** and *customary rights\** related to management activities (*Criterion\* 4.2*);
- 10) carry out social, economic and *environmental impact assessments\** and develop appropriate mitigation measures (*Criterion\* 4.5*);
- 11) implement activities related to the maintenance and/or enhancement of *ecosystem services\**, when FSC *Ecosystem Services\* Claims* are used (*Criterion\* 5.1*);
- 12) handle, apply and store *pesticides\** in accordance with current regulations (*Criterion\* 7.1*); and
- 13) implement procedures for cleaning up spills of *waste materials\** (*Criterion\* 10.12*).

**Annex C Conservation Area Network\* conceptual diagram (Principle\* 6)**



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

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

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

## Annex D Elements of the *Management Plan*\* (*Principle*\* 7)

- 1) The results of assessments, including:
  - i. Natural resources and *environmental values*\*, as identified in *Principle*\* 6 and *Principle*\* 9;
  - ii. Social, economic and cultural resources and condition/characteristics, as identified in *Principle*\* 6, *Principles*\* 2 to 5 and *Principle*\* 9;
  - iii. *Intact Forest Landscapes*\* and *core areas*\*, as identified in *Principle*\* 9;
  - iv. Major social and environmental *risks*\* in the area, as identified in *Principle*\* 6, *Principles*\* 2 to 5 and *Principle*\* 9; and
  - v. The maintenance and/or enhancement of *ecosystem services*\* for which promotional claims are made, as identified in *Criterion* 5.1 and FSC-PRO-30-006.
  
- 2) Programmes and activities regarding:
  - i. *Workers*'\* rights, occupational health and safety, *gender equality*\*, as identified in *Principle* 2;
  - ii. Indigenous Peoples\*, community relations, local economic and social development, as identified in *Principle*\* 3, *Principle*\* 4 and *Principle*\* 5;
  - iii. *Stakeholder*\* *engagement*\* and the resolution of *disputes*\* and grievances, as identified in *Principle*\* 1, *Principle*\* 2 and *Principle*\* 7;
  - iv. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in *Principle*\* 10;
  - v. The rationale for harvesting rates of timber and other natural resources, as identified in *Principle*\* 5.
  
- 3) Measures to conserve\* and/or restore\*:
  - i. Rare and *threatened species*\* and *habitats*\*;
  - ii. *Water bodies*\* and *riparian zones*\*;
  - iii. *Landscape*\* *connectivity*\*, including wildlife corridors;
  - iv. Declared *ecosystem services*\*, as identified in *Criterion*\* 5.1 and FSC-PRO-30-006;
  - v. Representative Sample Areas\*, as identified in *Principle*\* 6; and
  - l. *High Conservation Values*\*, as identified in *Principle*\* 9.
  
- 4) Measures to assess, prevent and mitigate negative impacts of management activities on:
  - i. *Environmental values*\*, as identified in *Principle*\* 6 and *Principle*\* 9;
  - ii. Declared *ecosystem services*\*, as identified in *Criterion*\* 5.1. and procedure FSC-PRO-30-006 (sections I, II, III and IV);
  - iii. Social values, as identified in *Principles*\* 2 to 5 and *Principle* 9;
  
- 5) A description of the monitoring\* programme, as identified in *Principle*\* 8, including:
  - i. Growth and yield, as identified in *Principle*\* 5;

- ii. Declared *ecosystem services\**, as identified in *Criterion\* 5.1.* and procedure FSC-PRO-30-006 (sections I, II, III and IV); ;
- iii. *Environmental values\**, as identified in *Principle\* 6*;
- iv. Operational impacts, as identified in *Principle\* 10*;
- v. *High Conservation Values\**, as identified in *Principle\* 9*.
- vi. Monitoring\* systems based on *stakeholder\* engagement\**, planned or in place, as identified in *Principles 2 to 5* and *Principle 7*;
- vii. Maps describing the natural resources and land-use zoning on the *Management Unit\**;
- viii. Description of the methodology used to assess, and monitor\* any development and land-use options allowed in *Intact Forest Landscapes\** and *core areas\**, including their effectiveness in implementing the *precautionary approach\**;
- ix. Global Forest Watch map, or more accurate national or regional map, describing the natural resources and land-use zoning on the *Management Unit\**, including the *Intact Forest Landscapes\* core areas\**.



## Annex E

Conceptual framework for planning and monitoring (*Principle\*7*)

| Example of Management Plan* document*<br><i>Note: These will vary with SIR and jurisdiction</i> | Management Plan* revision Periodicity | Element being monitored (Partial list) | Monitoring periodicity         | Who monitors this element?<br><i>(Note: This will vary with SIR and jurisdiction)</i> | FSC Principle* / Criterion* |
|---|---------------------------------------|--|--------------------------------|---|-----------------------------|
| AOP (Harvest Plan)<br><br>To be produced each year  | 0                                     | Creek crossings                        | When in the field and annually | Management team and competent gov. department   | P10                         |
|   |                                       | Roads                                  | When in the field and annually | Operations and management teams and competent gov. department                         | P10                         |
|   |                                       | Buffer areas                           | Continuously                   | Operations and management teams and competent gov. department                         | P6; P10                     |
|   |                                       | Retention patches                      | Annually, sample               |   | P6, P10                     |
|   |                                       | Rare and endangered species            | Annually                       | Operations and management teams and competent gov. department                         | P6                          |
|   |                                       | Annual harvest levels                  | Annually                       | Operations and management teams and competent gov. department                         | C5.2                        |
|   |                                       | Insect disease outbreaks               | Annually, sample               |   |                             |
| Budgeting   | Annual                                | Expenditures                           | Annually                       | Chief Financial Officer   | P5                          |
|   |                                       | Contribution to local economy          | Quarterly                      | General Manager   | P5                          |
| Engagement* Plan  | Annual                                | Employment statistics                  | Annually                       | General Manager   | P3, P4                      |

| Example of Management Plan* document*<br><i>Note: These will vary with SIR and jurisdiction</i> | Management Plan* revision Periodicity | Element being monitored (Partial list)  | Monitoring periodicity                            | Who monitors this element?<br><i>(Note: This will vary with SIR and jurisdiction)</i>                              | FSC Principle* / Criterion* |
|---|---------------------------------------|---|---|--|-----------------------------|
|   |                                       | Social agreements   | Annually, or as agreed in <i>Engagement*</i> Plan | Social Coordinator   | P3, P4                      |
|   |                                       | Grievances  | Continuously                                      | Human Resources Manager<br>Social Communication Manager  | P2, P3, P4,                 |
| 5-year management plan*   | 5 years<br>(Revision not obligatory)  | Harvest forecast<br>Planning of <i>infrastructure*</i> and construction works | 5 years   | Sustainable forestry expert<br><br>Minister of Water Resources and <i>Forests*</i> (competent Directorate General) | P6                          |
|   | 5 years                               | Wildlife populations  |   | Independent biologist  |                             |
|   |                                       | Harvesting Coefficient and marketing rates                                    | Annually  | Sustainable forestry expert  | P10                         |
|   |                                       | Post-harvesting <i>forest*</i> dynamic  | Annually, sample                                  | Independent biologist<br>Sustainable forestry expert   |                             |
|   |                                       | Social programme benefitting neighboring communities                          |   | Minister of Water Resources and <i>Forests*</i> (competent Directorate General)<br><br>Community Relations Manager |                             |

| <b>Example of Management Plan* document*<br/>Note: These will vary with SIR and jurisdiction</b> | <b>Management Plan* revision Periodicity</b> | <b>Element being monitored (Partial list)</b>                        | <b>Monitoring periodicity</b>                       | <b>Who monitors this element? (Note: This will vary with SIR and jurisdiction)</b>                     | <b>FSC Principle* / Criterion*</b> |
|--|--|--|---|--|------------------------------------|
| Sustainable Forest* Management Plan* (SFMP)  | 5 years (revision not obligatory)            | Distribution of trees by age groups<br>Distribution of trees by size | 5 years   | Sustainable forestry expert<br>Minister of Water Resources and Forests (competent Directorate General) | P6                                 |
|  |  | Annual harvest forecasts over the 20 to 30-year rotation period      | 5 years   | Minister of Forests* / Forest* Manager   | C5.2                               |
|  |  | Wildlife index<br>Annual harvest forecasts over 25 years             | Depending on the context, method and target species | Forest* manager and Independent biologist  | C5.2                               |
| Ecosystem Services* Certification Document (not obligatory)                                      | 5 years (not obligatory)                     | Prior to validation and verification                                 | Prior to validation and verification                | General Manager  | FSC PRO-30-006                     |

## Annex F Monitoring requirements (*Principle\* 8*)

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

- xii. Relations with Indigenous Peoples\* and/or *local communities\** (*Criterion\** 3.2, *Criterion\** 3.3 and *Criterion\** 4.2);
- xiii. *Protection\** of sites of cultural, ecological, economic, religious or spiritual significance to indigenous peoples\* and/or *local communities\** (*Criterion* 3.5 and *Criterion\** 4.7);
- xiv. The use of *traditional knowledge\** and *intellectual property\** (*Criterion\** 3.6 and *Criterion* 4.8);
- xv. Local economic and social development (*Criterion* 4.2, *Criterion* 4.3, *Criterion* 4.4, *Criterion\** 4.5);
- xvi. The production of diversified benefits and/or products (*Criterion\** 5.1);
- xvii. The maintenance and/or enhancement of *ecosystem services\** (*Criterion\** 5.1);
- xviii. Activities to maintain or enhance *ecosystem services\** (*Criterion\** 5.1);
- xix. Actual compared to projected annual harvests of timber and non-timber *forest\** products (*Criterion\** 5.2);
- xx. The use of local processing, local services and local value-added manufacturing (*Criterion\** 5.4);
- xxi. *Long-term\* economic viability\** (*Criterion\** 5.5); and
- xxii. *High Conservation Values* 5 and 6 identified in *Criterion\** 9.1.

3) Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions, including where applicable:

- i. The maintenance and/or enhancement of *ecosystem services\** (*Criterion\** 5.2) (when *the Organization\** uses FSC *ecosystem services\** claims);
- ii. *Environmental values\** and *ecosystem functions\**, including carbon sequestration and storage (*Criterion\** 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to *environmental values\** (*Criterion\** 6.3);
- iii. Rare and *threatened species\**, and the effectiveness of actions implemented to protect them and their *habitats\** (*Criterion\** 6.4);
- iv. *Representative sample areas\** and the effectiveness of actions implemented to conserve\* and/or restore\* them (*Criterion\** 6.5);
- v. Naturally occurring *native species\** and *biological diversity\** and the effectiveness of actions implemented to conserve\* and/or restore\* them (*Criterion\** 6.6);
- vi. Water courses, *water bodies\**, water quantity and water quality and the effectiveness of actions implemented to conserve\* and/or restore\* them (*Criterion\** 6.7);
- vii. *Landscape values\** and the effectiveness of actions implemented to maintain and/or restore\* them (*Criterion\** 6.8);
- viii. Conversion of *natural forests\** to *plantations\** or conversion to non-forest (*Criterion\** 6.9);
- ix. The status of *plantations\** established after 1994 (*Criterion\** 6.10); and
- x. *High Conservation Values\** 1 to 4, as identified in *Criterion\** 9.1, and the effectiveness of actions taken to maintain and/or improve them.

## **Annex G Strategies for maintaining High Conservation Values\* (Principle\* 9)**

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

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

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

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

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

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

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

### **Assessment of core areas\* of Intact Forest Landscapes\***

#### **A. Threshold for vast majority\* (Core Area\*)**

The Organization\* marks out a core area\* in the Intact Forest Landscape\* that accounts for >50% of the Intact Forest Landscape\* area contained in the Management Unit\*.

#### **Scientific argument for determining an eco-regional\* threshold for the size of core areas\* in the Congo Basin**

By default, the size of a core area\* is 80% of the area of an Intact Forest\* Area located within a Management Unit\*. According to Annex H of the International Generic Indicators, specific national or eco-regional\* thresholds lower than 80% may be determined subject to an assessment of how to optimize the *protection\** of intact forest landscapes\*.

In the debate on the advantages and disadvantages of logging in the Congo Basin, it is often stated that, for economic reasons, the alternative to *forest\** management in accordance with the FSC® Principles and Criteria preferred by national governments would not be to protect the land through the creation of new protected areas (WWF International 2016; FRM and IFO 2015; McLeish 2016).

Consequently, it is *reasonable\** to think that the *threats\** represented by certified *forest\** management, as practised in the Congo Basin, to *Intact Forest Landscapes\** in or on the edge of *Management Units\**, are minimal and in any case far less serious than the *threats\** resulting from the negative impacts of other land uses, such as mining or agricultural *plantations\**.

These practices are very different from those observed in Canada or Russia, where clear-felling operations are the norm.

Table 1 sets out the practices normally complied with by certified companies.

**Table 1.** List of RIL measures, not visible in satellite images, to limit the direct and indirect impacts of logging in the Congo Basin

| Logging operations   | Implementation measures   | Mitigation of impacts on the forest*   |
|--|---|--|
| <b>Roads</b>   | Road widths: Limitation of widths cleared for roads to 26m (secondary roads) / 33m (main roads).  | Only temporary and limited opening of the canopy.  |
|  | Soil <i>protection*</i> :<br>Limits on gradients of permanent roads.  | Avoidance of erosion and/or <i>restoration*</i> .  |
|  | Anti-erosion arrangements for all types of open roads (outfalls, settling basins, bridge-side bollards) and monitoring of works.  |  |
|  | Arrangements to facilitate <i>restoration*</i> on closure (barricades, diversionary trenches, dismantling)  | <i>Restoration*</i> of the canopy / road after 3 to 5 years.   |
|  | Crossings of watercourses:<br>- Avoiding the crossing of watercourses as much as possible. If bridges or dams cannot be avoided, they should be constructed to the highest specification.<br>- Dismantling bridges over watercourses when logging operations are completed. | Minimizing impact on watercourses, avoiding silting, so that the <i>forest*</i> upstream is not affected by stagnating water, etc. |
| Planning of roads:<br>- plan to build roads far from protected areas;<br>- build roads in specific <i>habitats*</i> (e.g. <i>forest*</i> with open canopy);<br>- - respect special <i>habitats*</i> , avoid sensitive areas (buffer zones, slopes...). | Minimizing impact of roads in sensitive areas.  |  |

| <b>Logging operations</b>                             | <b>Implementation measures</b>   | <b>Mitigation of impacts on the forest*</b>   |
|---|--|---|
|   | Re-using old roads as much as possible.  | Minimizing impact of roads.   |
|   | <i>Wildlife protection*</i> :<br>Limitation of access, controls at barriers, and closure of roads when logging has finished in an area.                          | Preventing poaching and/or having a positive impact by controlling traffic.   |
| <b>Structure of the forest*</b>                       | Identification and <i>protection*</i> of saplings and retention of a number of seed-bearing trees, <i>protection*</i> of sensitive tree species.                 | Minimizing impact on saplings, particularly those of the species being felled.  |
|   | Definition of a maximum felling diameter to retain monumental trees.   | Keeping monumental trees.   |
|   | Definition of buffer areas around major rivers, within which felling is prohibited. A ban on felling trees that might fall into watercourses.                    | Minimizing impact on sensitive areas (rivers, <i>wetlands*</i> ), avoiding erosion, silting, sedimentation.   |
|   | Optimization of evacuation trails and <i>protection*</i> of saplings along such trails.  | Minimizing the area affected and, in particular, protecting the tree species being felled.  |
|   | Limitation of the number of trees felled per hectare.  | Minimizing impact on the structure of the <i>forest*</i>  |
|   | Optimisation of the location of quarries in relation to sensitive areas / <i>restoration*</i> .  | Minimizing impact on sensitive areas (rivers, <i>wetlands*</i> ), avoiding silting.   |
| <b>Soil protection*</b>                               | Avoiding soil compaction and deep rutting due to evacuation operations and logging yards.  | Minimizing impact or <i>restoration*</i> when logging is completed.   |
| <b>Pollution</b>                                      | Responsible management of fuels and wastes so as to avoid pollution.   | Avoiding pollution of the <i>forest*</i> with fuels and other wastes.   |
| <b>Integrity of the forest* cover and of wildlife</b> | Surveillance of the boundaries of the CFAD/FMU by foot patrols, systematic identifications of violations and involvement of the government department concerned. | Minimizing the creation of fields and/or the setting up of unauthorized encampments in the <i>forest*</i> (outside of areas allocated for agriculture). |
|   | Definition of agricultural areas and areas reserved for <i>local communities*</i> , and monitoring of the agricultural front line.                               |   |
|   | Platform for ongoing <i>engagement*</i> with the local population.   | Idem, and minimizing the impact of hunting/poaching on wildlife.  |
|   | Regulations prohibiting hunting and transportation on the concession.  | Minimising impact of hunting/poaching on wildlife.  |
|   | Checks on vehicles within the concession   |   |



| Logging operations | Implementation measures   | Mitigation of impacts on the forest* |
|--------------------|---|--------------------------------------|
|                    | Eco-guards and motorized LAB (anti-poaching) patrols.                                       |                                      |
|                    | Closure of access points (sometimes maintaining roads for monitoring/controlling poaching). |                                      |
|                    | Providing <i>workers</i> * with protein-rich foods.   |                                      |
|                    | Raising awareness and training employees/villagers.   |                                      |

**Minimal impact of logging on forest\* cover and biomass**

In the Congo Basin, the average harvesting rate is between 0.5 and 2 trees/ha every 20 to 35 years.

This method of exploitation has a very low impact on the forest\* cover, the principal disruption being the opening of the canopy when roads are built.

The most recent scientific studies that have been published agree that the opening of roads in FSC®-certified concessions in fact impacts only between 1 and 2% of the forest\* cover (figure derived from monitoring the impact of logging in the FSC-certified concessions of FRMi, N. Bayol, 2016, personal communication ; FRM and IFO 2015).

Kleinschroth et al. studied the impact of roads on an area of more than 100,000 km<sup>2</sup>, in Cameroon and in the south of the Republic of Congo, by processing satellite images recording the effects of logging between 1985 and 2015, a period of 30 years. They found that the road network accounted for less than 1% of the forest\* area of concessions and that the forest\* was constantly being regenerated and reconstituted: “The results show that less than 1% of the forest\* cover has been cleared for road construction to extract timber. Roads abandoned over the last 30 years showed a continuous trajectory of forest\* regeneration. Tree species diversity, canopy cover, the litter layer and herb composition converged with those in the surrounding logged forests\*. Trees of commercial species generally showed even higher rates of regeneration on road tracks and edges than in the forest\*, as they benefit from the high light levels due to a lack of canopy shade.” (Healy and Kleinschroth 2016)

The other visible impacts on the forest\* cover are gaps caused by felling and the construction of temporary logging yards, which together can impact an additional 5% (FRMi, IFO 2016).

As a general rule, the total disruption to forest\* cover in the area exploited for timber in Central Africa, as commonly agreed by scientists and legislative frameworks, ranges from 5 to 10%, with an average of 7% (FRMi, N. Bayol, 2016, personal communication).

A study of a REDD+ pilot project on the River Lukénie in the Democratic Republic of Congo, carried out by the CIFOR, assessed the potential impact of roads and skidding trails in a baseline scenario and a project scenario applying specific RIL measures. Analysis of Table 4 of this study reveals that, for the baseline scenario and the project scenario respectively, 7.2% and 5% (718 m<sup>2</sup>/ha and 504 m<sup>2</sup>/ha) of the Annual Allowable Cut (AAC) were affected by roads and skidding trails.

CO<sub>2</sub> emissions for the baseline scenario and the project scenario were respectively 13.8 et 6.6 tCO<sub>2</sub> eq./ha, or between 2.9% and 1.4% of the CO<sub>2</sub> stock of the above-ground biomass (471 tCO<sub>2</sub> eq./ha). This study did not take into account the impact of windfalls / gaps caused by felling (Hirsh et al. 2013).

A monitoring exercise on a forestry concession in North Congo (IFO) over a period of almost 10 years found that on average only 6% of the annual felling area was affected by logging operations, including 0.5% for main roads and 1.1% for secondary roads and log yards (FRMi, IFO2016). Taking into account that skidding trails impact only the undergrowth, the area affected by logging represents just 4% of the Annual Allowable Cut (AAC). By extrapolating over a period of 60 years, we can estimate that only 10% of the *forest\** used for timber production will be affected by logging. 90% of the productive *forest\** and 93% of the total area of concessions therefore remain “intact”.

The aerial biomass of a *forest\** used for logging returns to its initial level after twenty of so years (Nasi et al., 2008; Rutishauser et al., 2015).

A study of 59 *forests\**, mostly uncertified, located in 10 countries of the tropical basins of Africa, Asia, Amazonia, revealed that the impact of logging was still relatively low and allowed for satisfactory reconstitution of the biomass over a 25 to 30-year rotation period (Putz et al. 2012a). In all the countries in the study, an average of 76% of carbon stock was maintained after the first logging rotation.

But studies in Gabon (Medjibe et al. 2011) and in the Republic of Congo (Brown et al. 2005), show that between 92% and 97% of the carbon stock is maintained (Putz et al. 2012b), or, putting it the other way round, that the impact on the biomass ranged from 3% to 8%.

The study carried out by Putz et al. (2012b) confirms the earlier scientific conclusions: approximately 7% of the area of forested concessions is affected by FSC®-certified operations, but the impact of skidding trails affects only the undergrowth, and thus the stored carbon stock is maintained.

In addition, the *fragmentation\** of the canopy caused by *forest\** roads is limited in terms of space and, for a good part of the road network, in terms of time. Measurement of the width of roads in the north of the Republic of Congo shows that the average width of main roads is 24.5m, and in the case of secondary roads 20.5m. These figures are lower than the RIL standards for the Republic of Congo, where the maximum permitted threshold for main roads is 33m and for secondary roads 26m (FRMi, IFO, 2016).

A study conducted in the same forestry concession in North Congo (IFO) by the European Union’s Joint Research Centre (EU-JRC) revealed that slight disturbances to the canopy following selective felling were no longer visible on satellite images after 50 days; only the roads remained visible for a longer period (Verhegghen A. et al., 2015). The fact is that grassy vegetation regrows rapidly in the gaps caused by felling and covers the bare ground that can be detected by the satellite.

The study conducted by Kleinschroth et al. (2015), covering the Sangha watershed, concluded that:

“Open secondary logging roads mostly persisted for less than four years. This indicates that spontaneous re-vegetation follows road abandonment without major delays. Revegetating roads persisted in that state more than four times as long as open roads but they are assumed to have already recovered some of their capacity to deliver *ecosystem services\** and to be on a trajectory towards full *forest\** recovery.”... “Our analyses show a very dynamic secondary logging road network that appears only for a relatively short time. It is therefore difficult to use logging roads in the Congo Basin as static indicators of *forest\** degradation and *fragmentation\**.”

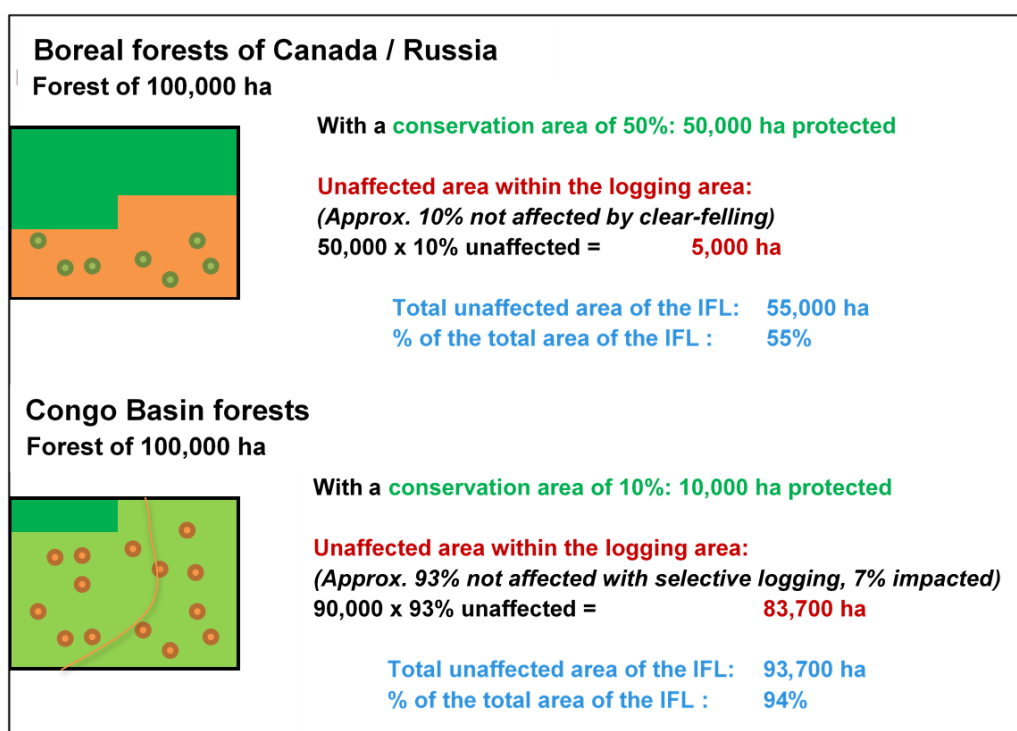
On the ground, it has been noted that vegetation establishes itself very rapidly on roadside verges receiving sunlight and that, after a few years, there is recolonization of the actual carriageway by pioneering sun-loving species, though this depends on the extent to which the soil is compacted. Such recolonization also occurs on lateritic trails.

At the same time, the canopy also closes over rapidly, re-establishing the continuity of the *ecosystem*\*. However, some roads are open and in use permanently.

Moreover, some *forests*\*, particularly those hosting Marantaceae species, have a very discontinuous canopy before logging, which may have an adverse impact on, for instance, the density of small monkey species (Brugière D. et al, 2003). In fact, logging in *forests*\* with Marantaceae may have a positive impact on their natural regeneration and reconstitution (J-F Gillet, 2013; P. Miehé, 2015).

Logging practice in the Congo Basin is therefore not comparable with the clear-felling practised in boreal and temperate *forests*\*, which affects whole stands of trees over relatively large areas, with a total impact reckoned to affect 90% of the tree cover (if some unaffected areas are excluded).

The following graphic shows that, for a 100,000-hectare Congo Basin *forest*\*, with 10% of its area protected, 94% of the area is kept intact, as compared with 55% for the boreal *forests*\* of Canada and Russia, with 50% of the *forest*\* initially subject to *conservation*\* measures.



Nevertheless, there are additional measures for further reducing the present impact of industrial forestry and enhancing the integrity of *forests*\* despite logging (Clark et al. 2009).

This being the case, it is proposed that the size of a *core area*\* should be defined in relation to the additional management measures undertaken to better protect the intact character of the *landscape*\*.

A list of RIL+ measures to be implemented in all *Intact Forest Landscapes*\* located in FSC-certified forestry concessions has been adopted by mutual agreement by the Congo Basin *High Conservation Values*\* Regional Working Group.

Based on these proposed RIL+ measures, the SDGs in each Congo Basin country developed specific measures for the management of IFL areas outside *core areas*\* as presented in annex J.

**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.**

#### IDENTIFICATION OF HCV 1

**1. Description of *Best Available Information\** in the country for identifying HCV1:**

- List of national parks, integral nature reserves, fauna reserves, special reserves or wildlife sanctuary
- List of UNESCO and Ramsar sites, Biosphere Reserve, World Heritage Sites
- List of national parks, integral nature reserves, fauna reserves, special reserves or wildlife sanctuary, consultation with relevant local and regional experts
- World Database of Key Biodiversity Areas [www.keybiodiversityareas.org/home](http://www.keybiodiversityareas.org/home)
- Important Bird Areas (IBA), Key Biodiversity Areas, Alliance for Zero Extinction sites, Centres of Plant Diversity, etc. <http://datazone.birdlife.org/eba>
- Relevant databases and maps, consultation with relevant local and regional experts
- Consultation with relevant local and regional experts, IUCN Red List, CITES Appendices, OFAC resources [http://www.observatoire-comifac.net/biodiversity.php?dom=mammals&sub\\_dom=biogeography](http://www.observatoire-comifac.net/biodiversity.php?dom=mammals&sub_dom=biogeography), Map of Life <https://mol.org>, WWF Wildfinder <http://www.worldwildlife.org/science/wildfinder/>
- Décret n°164/PR/MEF, du 19 janvier 2011, réglementant le classement et les latitudes d'abattage des espèces animales.
- CITES Appendices <https://www.cites.org/fra/cms/index.php/component/cp/country/GA>
- IUCN Red List. National species lists <http://www.iucnredlist.org/>
- Relevant databases and maps, national or regional assessment of biodiversity

**2. Description of interested and *affected stakeholders\**:**

- Indigenous Peoples, *local communities\**, Forestry Companies
- local and regional/ International experts
- Environmental NGOs, research institutes...

**3. Description of *culturally appropriate\* engagement\** for identifying HCVs:**

- *Culturally appropriate\* engagement\** with Indigenous Peoples, *local communities\**, Forestry Companies, local and regional/ International experts, Environmental NGOs, research institutes...

**4. Examples of rare/threatened / endangered species in the country:**

- See <https://www.cites.org/fra/cms/index.php/component/cp/country/GA>

**5. Geographic areas where HCV1 is likely present:**

- Inside *forest\** concessions in all over Gabon
- Areas protected by *national laws\**
- Protected areas by international conventions *ratified\** by Gabon
- Areas recognized for their biodiversity values by other institutions
- *Forests\** in proximity to protected areas and proposed protected areas (1 to 10 km buffer zone), *forests\** that provide *habitats\** for the same biodiversity; and *forest\** that provide *habitat\* connectivity\** or other supporting values.
- Key Biodiversity Areas (KBAs)

- Endemic Bird Areas (EBA)
- *Critical\** temporal concentrations of biodiversity (important areas for migration and wintering sites)

#### 6. Maps of HCV1 areas in the country:

- See specific maps in the HCV Congolese interpretation and in the website links provided in section 1 above.

#### 7. *Threats\** to HCV1 areas in the country:

- HCV 1.1: Extinction or reduction of population densities of wildlife species due to hunting by *forest\** harvesting *workers\**; Reduction in the diversity of species and ecosystems due harvesting activities.
- HCV 1.2 and 1.3: Extinction or drastic reduction of the populations of flora and wildlife species.

### STRATEGIES FOR MAINTAINING HCV1

- 1) Measures are put in place to maintain *protection\** zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of *biological diversity\** and the ecological communities and *habitats\** upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the *habitats\** and species occurrences in collaboration with the local Experts, Research Institutes and/ or with relevant NGOs;
- 2) Where enhancement is identified as the *objective\**, measures to develop, expand, and/or *restore\* habitats\** for such species are put in place with the collaboration of are developed in collaboration with the local Experts, Research Institutes and/ or with relevant NGOs.

#### Examples of *protection\** measures:

##### HCV1.1:

- Control mechanisms in place to regulate hunting and fight against poaching
- Information and awareness raising on national hunting regulations and practices
- Reinforce the implementation of measures to ensure respect for national antipoaching laws
- Implementation of reduce impact logging technics (minimization of road sizes, allowing canopy bridges, avoid sensitive zones during harvesting etc.)
- Planification and building of roads far from protected areas
- Limit agricultural activities to the community development area

##### HCV 1.2 and 1.3:

- Increase of minimum harvesting diameters of rare and threatened tree species
- Set aside *conservation\** series of *habitats\** with high concentrations of biodiversity in the *management plan\**
- Use of reduce impact logging technics to protect future trees, rare tree species, seed trees, fruit trees important for wildlife
- Implement regeneration measures for species that present regeneration difficulties or deficit
- Control mechanisms in place to regulate hunting and fight against poaching
- Limit agricultural activities to the community development area

### MONITORING HCV1

Strategies that fully maintain the extent and integrity HCV 1 is done in collaboration with local experts, ENGOs and/ or research institutes

- Annual compilation and analysis of post-harvest data on HCV 1 for each annual harvesting area and comparison after every 5 years
- Compilation and analysis of antipoaching monitoring data after every 3 months and evaluation of the evolution of poaching activity
- Compilation and analysis of post-harvest data on the state of rare and threatened wildlife species every T+5 years and T+10 years
- Compilation and analysis every 3 months of the number of human/ hunting indices in the *conservation*\* series.

**Examples of monitoring *indicators*\*:**

- Quantity/ percentage of seed trees protected during harvesting
- Quantity/ percentage of future trees protected during harvesting
- Percentage of rare and *threatened species*\* damaged during harvesting
- Volume harvested per annual harvesting area
- Ratio of the number of poached wildlife seized on the number of patrols executed
- Presence indices of rare and *threatened species*\*
- Number of sensitization meetings organized
- Number of human presence indices in the *conservation*\* series

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

**IDENTIFICATION OF HCV 2**

**1. Description of *Best Available Information*\* in the country for identifying HCV2:**

- <https://www.globalforestwatch.org/>
- <http://carpe.umd.edu/>
- Olson, D. M., Dinerstein, E. 2002. The Global 200: Priority ecoregions for global *conservation*\*. Annals of the Missouri Botanical Garden 89(2):199-224.
- <https://www.ramsar.org/fr/zone-humide/congo>
- <https://www.ramsar.org/document/the-list-of-wetlands-of-international-importance-the-ramsar-list>
- Mapping and other data on *forest*\* cover, age, succession, structure, species composition, *habitat*\* *connectivity*\*, anthropogenic disturbance, etc.
- Consultation with relevant local and regional experts/ Research Institutes and/ or ENGOs.
- IUCN Protected Area classification of a Wilderness Area <https://www.worldheritagesite.org/connection/High-Biodiversity+Wilderness+Area>
- IUCN & Critical Ecosystem Partnership Fund (CEPF) data <https://www.cepf.net/our-work/biodiversity-hotspots>
- Potapov, P., Hansen, M. C., Laestadius L., Turubanova S., Yaroshenko A., Thies C., Smith W., Zhuravleva I., Komarova A., Minnemeyer S., Esipova E. 2016. The last frontiers of wilderness: Tracking loss of intact forest landscapes from 2000 to 2013. Science Advances, 2017; 3:e1600821
- Annex H of FSC International Generic Indicators version 2-0 (FSC-STD-60-004 v2-0)
- FSC Frequently asked questions on the advice note for motion 65-V1-3, July 2018

**2. Description of interested and *affected stakeholders*\*:**

- Indigenous Peoples, *local communities*\*, Forestry Companies

- local and regional experts
- Environmental NGOs, research institutes...

### 3. Examples of HCV2 areas in the country:

- *Intact Forest Landscapes\**, Central Africa Regional Program for the Environment (CARPE) *landscapes\**, UNESCO Biosphere Reserves, WWF Global 200 Ecoregions, RAMSAR sites, High Biodiversity Wilderness Area, Biodiversity Hotspots, *Connectivity\** corridors that have been proposed between protected areas and/or other HCV 1 occurrences etc.

### 4. Geographic areas where IFLs or other types of HCV2 is likely present:

- Inside *forest\** concessions in most parts of Gabon

### 5. Maps of HCV2 areas in the country:

- See Global Forest Watch IFL map for 2017.  
<https://www.google.com/search?q=Global+forest+watch+2017+IFL+map&tbm=isch&source=univ&client=firefox-b-d&sa=X&ved=2ahUKEwjy65OF7Z3kAhWCJ1AKHbq8BzsQ7Al6BAgJECQ&biw=1088&bih=498>

### 6. Threats\* to HCV2 areas in the country:

- Deforestation or degradation by *forest\** harvesting activities
- Over exploitation of flora and wildlife resources

## STRATEGIES FOR MAINTAINING HCV2

- 1) Strategies that fully maintain the extent and intactness of the *forest\** ecosystems\* and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact *natural forest\** ecosystems\* are developed in collaboration with the local Experts, Research Institutes and/ or with relevant NGOs.
- 2) Where enhancement is identified as the *objective\**, measures to *restore\** and reconnect *forest\** ecosystems\*, their intactness, and *habitats\** that support natural *biological diversity\** are developed in collaboration with the local Experts, Research Institutes and/ or with relevant NGOs.

### Examples of *protection\** measures:

- Putting to place *protection\** zones and set-aside areas, with no commercial logging.
- Carve out community development areas of the *management unit\** out of HCV 2 areas.
- Control mechanisms in place to regulate hunting and fight against poaching
- Information and awareness raising on national hunting regulations and practices
- Implementation of reduce impact logging technics (minimization of road sizes, allowing canopy bridges, avoid sensitive zones during harvesting etc...)
- Designate *core areas\** of IFLs, develop and implement *protection\** measures
- Implement stricter reduce impact logging technics in case of harvesting in IFL areas (reduction of road densities)

## MONITORING HCV2

Strategies that fully maintain the extent and integrity HCV 2 is done in collaboration with local experts and/ or research institutes.

**Examples of *protection*\* measures:**

- Realization of wildlife inventories every 5-10 years (following WCS wildlife inventory protocol used between 2007-2014).
- Annual monitoring of the respect for the boundaries of *conservation*\* areas through tele-detection.
- Annual road size monitoring data analysis to check respect for the minimum provided for in the *management plan*\* and RIL procedures in each annual harvesting area.
- Annual evaluation of the damages on caused by *forest*\* harvesting activities (tree felling, log trail paths, roads opening etc..) in the annual harvesting area
- Inventory of the biomass on harvesting roads after 3 and 10 years

**Examples of monitoring indicators:**

- Surfaces affected by agriculture
- Average largeness of roads
- Total surfaces affected by harvesting roads
- Recolonization of roads after harvesting

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**HCV3 – Ecosystems\* and *habitats*\*. Rare\*, threatened\*, or endangered ecosystems\*, *habitats*\* or *refugia*\*.**

**IDENTIFICATION OF HCV3**

**1. Description of *Best Available Information*\* in the country for identifying HCV3:**

- Consultation with relevant local and regional experts, ENGOS.
- *Culturally appropriate*\* *engagement*\* with Indigenous Peoples and affected and *interested stakeholders*\*
- <http://www.iucnredlistofecosystems.org/>
- <http://whc.unesco.org/en/list>
- <https://databasin.org/>
- <http://www.coforchange.eu/fr>
- *Habitat*\* assessments, *conservation*\* plans, recovery plans, and other published reports by governments, research institutions, or *conservation*\* Organizations.

**2. Description of Interested and *affected stakeholders*\*:**

- Indigenous Peoples\*, *local communities*\*, Forestry Companies
- local and regional experts
- Environmental NGOs, research institutes...

**3. Examples of HCV3 ecosystems and *habitats*\* in the country:**

- IUCN Red List of ecosystems, UNESCO Biosphere Reserves, WWF Global 200 Ecoregions, Ecosystems described as threatened by *forest*\* logging in national directives, Other rare, threatened, or endangered *habitats*\* and other *habitats*\* and *habitat features*\* that are vulnerable and/or important to HCV 1.

**4. Geographic areas where HCV3 is likely present:**

- Inside *forest*\* concessions in all over Gabon

**5. Maps of HCV3 areas in the country:**

- See specific local maps of parks and reserves and other areas seen in the website links provided in section 1 above.



**6. Threats\* to HCV3 areas in the country:**

- *Significant\** reduction of rare and threatened *habitats\*/ ecosystems\** due to the negative impacts of *forest\** harvesting activities

**EXAMPLES OF STRATEGIES FOR MAINTAINING HCV3**

- 1) Strategies that fully maintain the extent and integrity of rare or threatened ecosystems\*, *habitats\**, or *refugia\** is done in collaboration with local experts and/ or research institutes.
- 2) Where enhancement is identified as the *objective\**, measures to *restore\** and/or develop rare or threatened ecosystems\*, *habitats\**, or *refugia\** are developed in collaboration with local experts and/ or research institutes.

**Examples of *protection\** measures:**

- Carve out community development areas of the *management unit\** out of HCV 3 areas.
- *Conservation\** of samples of rare and sensitive ecosystems (marking out and implementation of *protection\** measures included in the *management plan\**).
- Implementation of reduce impact logging technics on the rest of the *management unit\** (good planning of roads, minimization of road sizes, controlled felling, allowing canopy bridges, avoid sensitive and humid zones during harvesting, etc.)

**EXAMPLES OF STRATEGIES FOR MONITORING HCV3**

- Monthly compilation and analysis of post-harvest data by the *forest\** manager
- Annual compilation and analysis of post-harvest data by forest\* manager

**Examples of monitoring indicators:**

- Number of indices of harvesting in buffer zones of riparian areas
- Number of indices of human presence in the HCV 3 *conservation\** area per Km covered during control operations
- HCV 3 surfaces affected by agricultural encroachments.

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**HCV4 – *Critical\* ecosystem services\**. Basic *ecosystem services\** in *critical\** situations, including *protection\** of water catchments and control of erosion of vulnerable soils and slopes.**

**IDENTIFICATION OF HCV4**

**1. Description of *Best Available Information\** in the country for identifying HCV4:**

- *Culturally appropriate\* engagement\** with *Indigenous Pygmy Peoples\**, *local communities\** and affected and *interested stakeholders\**.
- Consultation with relevant local and regional experts.
- Exploitation of relevant databases and maps of the *landscape\** and *management unit\** including *management plan\**

**2. Description of Interested and *affected stakeholders\**:**

- *Indigenous Peoples\**, *local communities\**, Forestry Companies
- local and regional experts
- Environmental NGOs, research institutes...

**3. Examples of HCV4 *critical\* ecosystem services\* in the country:***

- *Forest\** fed river, main drinking water sources, *forest\** protecting rivers important for community fishing, *forest\** protecting water used for crop irrigation, fragile soils that are favorable to gully erosion, steep slopes (>50%), etc.

**4. Geographic areas where HCV4 is likely present:**

- Inside *forest\** concessions in all over Gabon

**5. Maps of HCV4 areas in the country:**

- Maps of HCV 4 are found in specific socio-economic studies and participative cartography reports for specific *management units\**.

**6. *Threats\** to HCV4 areas in the country:**

- Pollution of water sources used by the IPLCs for fishing or drinking
- Blockage/ pollution water sources supplying important lakes and fish pond areas by *forest\** harvesting activities
- *Significant\** erosion of steep slopes

**EXAMPLES OF STRATEGIES FOR MAINTAINING HCV4**

- 1) Mapping and inclusion of measures to protect any water catchments and fishing areas of importance to *local communities\** located within or downstream of the *Management Unit\** in the *management plan\** and procedures.
- 2) Mapping and inclusion of measures to protect areas within the unit that are particularly unstable or susceptible to erosion (high slope or upslope areas, Steep slope (>50%)) in the *management plan\** and procedures.
- 3) Mapping and inclusion of measures to protect humid sensitive zones in the *management plan\** and procedures.
- 4) Where enhancement is identified as the *objective\**, measures to *restore\** water quality and quantity are in place.
- 5) Where identified HCV 4 *ecosystem services\** include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.

**Examples of protection measures:**

- harvest methods prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect water catchments and upstream and upslope areas.

**EXAMPLES OF MONITORING STRATEGIES FOR HCV4**

- Monthly compilation and analysis of post-harvest data by the *forest\** manager
- Annual compilation and analysis of post-harvest data by *forest\** manager

**Examples of monitoring indicators:**

- Number of crossings with *significant\** erosion, number of harvesting areas with *significant\** erosion, number of harvesting recorded in the buffer zone of riparian areas, number of water sources used by the IPLCs polluted etc.

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**HCV5 – 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.**

## **IDENTIFICATION OF HCV5**

- 1. Description of *Best Available Information*\* in the country for identifying HCV5:**
  - Socio-economic studies, participatory mapping, *culturally appropriate engagement*\* with Indigenous Peoples\* and *local communities*\* (IPLC)
  - Management inventories and participative cartography maps
- 2. Description of Interested and *affected stakeholders*\*:**
  - Indigenous peoples\* and *local communities*\* (IPLC), Forestry Companies, Civil society Organizations, indigenous peoples' associations and environmental NGOs.
- 3. Examples of HCV5 sites and resources fundamental for *local communities*\* in the country:**
  - comprised sources of water/ water catchments, *Non timber forest products*\* (NTFP), wildlife products, etc.);
- 4. Geographic areas where HCV5 is likely present:**
  - Inside *forest*\* concessions in all over Gabon
- 5. Maps of HCV5 areas in the country:**
  - Maps of HCV 6 are found in specific socio-economic studies and participative cartography reports of specific *management units*\*. See global map in the HCV national interpretation.
- 6. Threats\* to HCV5 areas in the country:**
  - The species run a *risk*\* of becoming rare if both *forest*\* manager and IPLC harvest without any common regulation
  - There is also a *risk*\* of the over exploitation of some species by the IPLC

## **EXAMPLES OF STRATEGIES FOR MAINTAINING HCV5**

- 1) Strategies to protect the community's and/or *Indigenous Peoples*\* needs in relation to the *Management Unit*\* are developed in cooperation with representatives and members of *local communities*\* and *Indigenous Pygmy Peoples*\*.
- 2) Fixation of maximum harvesting rates for key HCV 5 resources
- 3) Mapping of sites identified in the management documents and respect for *protection*\* measures for key HCV 5 resources
- 4) Implementation of antipoaching measures for key HCV 5 resources
- 5) Support and/ or promote the domestication of *NTFP*\*

## EXAMPLES OF STRATEGIES FOR MONITORING HCV5:

Monitoring conducted through procedures developed in cooperation with the communities through *culturally appropriate\* engagement\**.

- 1) Annual report on the quantities of *NTFP\** harvested.
- 2) Annual monitoring report on the conflicts registered related to HVC 5 resources.
- 3) Annual report on the sales of bushmeat.

### Some monitoring indicators include:

- Quantity of *NTFP\** collected
- Nature, quantity of bush meat hunted
- Number of conflicts related to HCV 6.

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**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 Pygmy Peoples\**, identified through *engagement\** with these *local communities\** or *Indigenous Pygmy Peoples\**.**

## IDENTIFICATION OF HCV 6

1. **Description of *Best Available Information\** in the country for identifying HCV6:**
  - Socio-economic studies, participatory mapping, *culturally appropriate\* engagement\** with *local communities\**, consultation with relevant local and regional experts.
  - World Heritage List <https://whc.unesco.org/en/statesparties/cg>
2. **Description of Interested and *affected stakeholders\**:**
  - *Indigenous pygmy peoples\** and *local communities\** (IPLC), Forestry Companies, civil society Organizations, indigenous peoples' associations and environmental NGOs.
3. **Examples of HCV6 *significant\** cultural values in the country:**
  - Sacred sites, sacred trees, old villages, old tombs, animal "totems".
4. **Geographic areas where HCV6 is likely present:**
  - Inside *forest\** concessions in all over Gabon.
5. **Maps of HCV6 areas in the country:**
  - Maps of HCV 6 are found in specific socio-economic studies of concessionaires, but the HCV national interpretation document has some maps of heritage sites.
6. ***Threats\** to HCV6 areas in the country:**
  - Destruction or deterioration of HCV 6 by harvesting activities.

## EXAMPLES OF STRATEGIES FOR MAINTAINING HCV6

- 1) Strategies to protect the cultural values are developed in cooperation with representatives and members of *local communities\** and *Indigenous Pygmy Peoples\**.
- 2) Develop in cooperation with the IPLCs a concertation process and conflict resolution mechanism for issues related to HCV 6.

- 3) Mapping of sites identified in the *management plan*\*/ procedures and ensure respect for *protection*\* measures
- 4) Marking out the sites identified on the field and sensitizing *workers*\* to protect during harvesting activities

**EXAMPLES OF HCV6 MONITORING STRATEGIES:**

Monitoring conducted through procedures developed in cooperation with the communities through *culturally appropriate*\* *engagement*\*.

- 1) Annual compilation and analysis of post exploitation data for HCV 6 resources.
- 2) Annual compilation and analysis of the conflicts related to HCV 6 resources.

**Some examples of monitoring indicators include:**

- Number of sites destroyed or deteriorated by management activities
- Number of conflicts related to HCV 6.

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

- <https://gabon.wcs.org> › DMX ›  
Download <http://extwprlegs1.fao.org/docs/pdf/gab105724.pdf>
- <https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=2ahUKEwiU3pKwIZbkAhWnyYUKHdaGD8UQFjABegQIAxAC&url=http%3A%2F%2Fic.fsc.org%2Fdownload.annex-b-cameroon-congo-democratic-republic-of-congo-central-african-republic-species-protection-fr.432.pdf&usg=AOvVaw2VHSGEMhdfPUmk9amHlj1M>

**Annex J Management strategies to be developed to protect *High Conservation Values\** in *Intact Forest Landscapes\** outside of *core areas\** for Indicator 9.2.5.**

- Taking into account the presence of specific *High Conservation Values\** when planning the road network;
- Reduction of road density, particularly on the edge of protected areas (PAs), and maintaining a road-free buffer area on the edge of PAs;
- Introduction of a maximum harvesting density (trees/ha or m<sup>3</sup>/ha);
- Establishing a maximum harvesting diameter;
- Rehabilitation of degraded skidding trails and log yards in the event of *significant\** compaction or rutting;
- Re-use of roads for future rotations, unless this is impossible;
- Limitation of road width and matching of the dimensions of the road network to the season and exploitable resource;

| Type  | Approximate period of use | Width of rolling surface | Clearance for road lighting | Total Width cleared for road building | Remark   |
|---|---------------------------|--------------------------|-----------------------------|---------------------------------------|--|
| Dry season road   | 4 to 5 months             | 5m                       | 0                           | 5m                                    |  |
| Access tracks or temporary roads in rainy season  | 1 to 2 months             | 5m                       | 10m (5m on each side)       | 15m                                   | We maintain these dimensions for safety and environmental preservation issues (erosion, sedimentation, soil denaturing, regrowth of vegetation used as food for herbivores, etc.). |
| Secondary roads   | 2 to 7 years              | 5m                       | 10m (5m on each side)       | 15m                                   | Logging, including the evacuation of <i>forest*</i> products, will take place, as much as possible, during the dry season in the IFLs.   |
| Permanent roads (No creation of new roads but rehabilitation of existing roads if necessary). | -                         | 8m                       | 12m (6m on each side)       | 20m                                   | Logging, including the evacuation of <i>forest*</i> products, will take place, as much as possible, during the dry season in the IFLs.   |

- Closure of secondary roads and control of access to main roads, using appropriate measures, in consultation with *the organizations*\* responsible for wildlife management;
- Monitoring of deforestation and other disturbances using satellite imagery, drones or other tools;
- Increased efforts to prevent poaching;
- Specific monitoring of the impact of forestry operations, particularly on wildlife, plant cover and forest\* dynamics;
- Monitoring the recolonization of roads and *restoration*\* if recolonization is insufficient, particularly in the case of secondary roads.



## Annex K 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 International Union for Conservation of Nature (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 International Union for Conservation of Nature (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 neighborhood of the Management Unit. The following are examples of affected stakeholders:

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

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

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

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

**Applicable law:** Means applicable to *The Organization\** as a legal person or business enterprise in or for the benefit of the Management Unit and those laws which affect the implementation of the FSC Principles and Criteria. This includes any combination of statutory

law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes legal precedence over all other legal instruments (Source: FSC-STD-01-001 V5-2).

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

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

**Biological 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).

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

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

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

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

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

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

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

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

**Critical:** The concept of criticality or fundamentality in Principal 9 and HCVs relates to irreplaceability and to cases where loss or major damage to this HCV would cause serious prejudice or suffering to affected stakeholders. An ecosystem service is considered to be critical (HCV 4) where a disruption of that service is likely to cause, or poses a threat of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on the functioning of significant infrastructure (roads, dams, buildings etc.). The

notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values (Source: FSC-STD-01-001 V5-2).

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

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

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

**Customary rights**: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit (Source: FSC-STD-01-001 V4-0).

**Discrimination**: includes-

- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, sexual orientation\*, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;
- b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and *workers' organization*\* where such exist, and with other appropriate bodies (adapted from ILO Convention 111, Article1). \*Sexual orientation\* was added to the definition provided in Convention 111, as it has been identified as an additional type of discrimination which may occur.

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

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

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

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

**Economic viability**: The capability of developing and surviving as a relatively independent social, economic or political unit. Economic viability may require but is not synonymous with profitability (Source: based on the definition provided on the website of the European Environment Agency).

**Eco-regional:** Large unit of land or water containing a geographically distinct assemblage of species, natural communities, and environmental conditions (Source: WWF Global 200. [http://wwf.panda.org/about\\_our\\_earth/ecoregions/about/ what\\_is\\_an\\_ecoregion/](http://wwf.panda.org/about_our_earth/ecoregions/about/what_is_an_ecoregion/)).

**Ecosystem:** A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit (Source: Convention on Biological Diversity 1992, Article 2).

**Ecosystem function:** An intrinsic ecosystem characteristic related to the set of conditions and processes whereby an ecosystem maintains its integrity (such as primary productivity, food chain, biogeochemical cycles). Ecosystem functions include such processes as decomposition, production, nutrient cycling, and fluxes of nutrients and energy. For FSC purposes, this definition includes ecological and evolutionary processes such as gene flow and disturbance regimes, regeneration cycles and ecological seral development (succession) stages. (Source: based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC; and R.F. Noss. 1990. Indicators for monitoring biodiversity: a hierarchical approach. Conservation Biology 4(4):355–364).

**Ecosystem services:** The benefits people obtain from ecosystems. These include:

- provisioning services such as food, forest products and water;
- regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- supporting services such as soil formation and nutrient cycling; and
- Cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits.

(Source: based on R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series. Island Press, Washington DC).

**Employment and Occupation:** includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (Source: ILO Convention 111, Article 1.3).

**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).

**Externalities:** The positive and negative impacts of activities on stakeholders that are not directly involved in those activities, or on a natural resource or the environment, which do not usually enter standard cost accounting systems, such that the market prices of the products of those activities do not reflect the full costs or benefits (Source: FSC-STD-01-001 V5-2).

**Fair compensation:** Remuneration that is proportionate to the magnitude and type of services rendered by another party or of the harm that is attributable to the first party.

**Fertilizer:** Mineral or organic substances, most commonly N, 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 (Source: ILO Convention 29, Article 2.1)

**Forest:** A tract of land dominated by trees (Source: FSC-STD-01-001 V5-2. 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).

**Fragmentation:** The process of dividing habitats into smaller patches, which results in the loss of original habitat, loss in connectivity, reduction in patch size, and increasing isolation of patches. *Fragmentation\** is considered to be one of the single most important factors leading to loss of native species, especially in forested landscapes, and one of the primary causes of the present extinction crisis. In reference to *Intact Forest Landscapes\**, the *fragmentation\** of concern is understood to be that caused by human industrial activities. (Source: adapted from: Gerald E. Heilman, Jr. James R. Strittholt Nicholas C. Slosser Dominick A. Dellasala, BioScience (2002) 52 (5): 411-422.)

**Free, Prior, and Informed Consent (FPIC):** A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval (Source: based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

**FSC Transaction:** Purchase or sale of products with FSC claims on sales documents (Source: ADV-40-004-14).

**Gender equality:** Gender equality or gender equity means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development (Source: adapted from FAO, IFAD and ILO workshop on 'Gaps, trends and current research in gender dimensions of agricultural and rural employment: differentiated pathways out of poverty', Rome, 31 March to 2 April 2009.).

**Genetically modified organism:** An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination. (Source: based on FSC-POL-30-602 FSC Interpretation on GMO (Genetically Modified Organisms)).

**Genotype:** The genetic constitution of an organism (Source: FSC-STD-01-001 V5-2).

**Good faith:** A process of engagement where the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid delays in negotiations, respect agreements concluded and under development, and give sufficient time to discuss and

settle disputes (Source: adapted from Motion 40:2017).

**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:** *Fores\** stand attributes and structures, including but not limited to:

- Old commercial and non-commercial trees whose age noticeably exceeds the average age of the main canopy;
- Trees with special ecological value;
- Vertical and horizontal complexity;
- Standing dead trees;
- Dead fallen wood;
- Forest openings attributable to natural disturbances;
- Nesting sites;
- Small wetlands, bogs, fens;
- Ponds;
- Areas for procreation;
- Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation.

**Hazardous work (in the context of child labour):** any work which is likely to jeopardize children's physical, mental or moral health, should not be undertaken by anyone under the age of 18 years. Hazardous *child\** labour is work in dangerous, or unhealthy conditions that could result in a *child\** being killed or injured/maimed (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. In determining the type of hazard *child\** labour referred to under (Article 3(d) of the Convention No 182, and in identifying where they exist, consideration should be given, inter alia, to

- Work which exposes children to physical, psychological or sexual abuse;
- Work underground, under water at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in unhealthy environment which may, for examples, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- Work under particularly difficult conditions such as work for long hours or during the night or work where the *child\** is unreasonably confined to the premises of the employer

(Source: ILO, 2011: IPEC Mainstreaming Child labour concerns in education sector plans and Programmes, Geneva, 2011& ILO Handbook on Hazardous child labour, 2011).

**Heavy work (in the context of child labour):** refers to work that is likely to be harmful or dangerous to children's health (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

**High Conservation Value (HCV):** Any of the following values:

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

- HCV 3: Ecosystems and habitats\*. Rare, threatened, or endangered ecosystems, habitats\* or *refugia*\*.
- HCV 4: Critical ecosystem services. Basic ecosystem services\* in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples\* (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples\*.
- HCV 6: Cultural values. Sites, resources, habitats\* and landscapes\* of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples\*, identified through engagement with these local communities or Indigenous Peoples\*.

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

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

**ILO Core (Fundamental) Conventions:** these are labour standards that cover fundamental principles and rights at work: freedom of association and the effective recognition of the right to *collective bargaining*\*; the elimination of all forms of *forced or compulsory labour*\*; the effective abolition of *child*\* labour; and the elimination of *discrimination*\* in respect of *employment and occupation*\*. The eight Fundamental Conventions are:

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

(Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

**ILO Declaration on Fundamental Principles and Rights at Work and its Followup, adopted by the International Labour conference at its Eighty-sixth Session, Geneva, 18th June 1998 (Annex revised 15 June 2010):** is a resolute reaffirmation of ILO principles (art 2) which declares that all Members, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the organization, to respect, to promote and to realize, in *good faith*\* and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- Freedom of association and the effective recognition of the right to *collective bargaining*\*;
- The elimination of all forms of *forced or compulsory labour*\*;
- The effective abolition of *child*\* labour; and
- The elimination of *discrimination*\* in respect of *employment and occupation*\*.

(Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

**Indicator:** A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a *Management Unit*\* complies with the requirements of an FSC Criterion. Indicators and the associated thresholds thereby define the requirements for

responsible forest management at the level of the *Management Unit*\* and are the primary basis of forest evaluation (Source: FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

**Indigenous cultural landscapes:** *Indigenous cultural landscapes* are living landscapes to which *Indigenous Peoples*\* attribute environmental, social, cultural and economic value because of their enduring relationship with the land, water, fauna, flora and spirits and their present and future importance to their cultural identity. An *Indigenous cultural landscape*\* is characterized by features that have been maintained through long-term interactions based on land-care knowledge, and adaptive livelihood practices. They are landscapes over which *Indigenous Peoples*\* exercise responsibility for stewardship.

**Indigenous Pygmy Peoples (= Indigenous Peoples in Gabon):** People and groups of people that can be identified or characterized as follows:

- The key characteristic or Criterion is self-identification as Indigenous Peoples at the individual level and acceptance by the community as their member;
- Historical continuity with pre-colonial and/or pre-settler societies;
- Strong link to territories and surrounding natural resources;
- Distinct social, economic or political systems;
- Distinct language, culture and beliefs;
- Form non-dominant groups of society;
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

(Source: adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

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

**Infrastructure:** In the context of forest management, roads, bridges, culverts, log landings, quarries, impoundments, buildings and other structures required in the course of implementing the *management plan*\*.

**Intact Forest Landscape:** a territory within today's global extent of forest cover which contains forest and non-forest ecosystems minimally influenced by human economic activity, with an area of at least 500 km<sup>2</sup> (50,000 ha) and a minimal width of 10 km (measured as the diameter of a circle that is entirely inscribed within the boundaries of the territory) (Source: Intact Forests / Global Forest Watch. Glossary definition as provided on Intact Forest website. 2006-2014).

**Intellectual property:** Practices as well as knowledge, innovations and other creations of the mind (Source: based on the Convention on Biological Diversity, Article 8(j); and World Intellectual Property Organization. What is Intellectual Property? WIPO Publication No. 450(E)).

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

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

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



- Experts on particular issues, for example High Conservation Values.  
(Source: FSC-STD-01-001 V5-2)

**Internationally accepted scientific protocol:** A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature (Source: FSC-STD-01-001 V5-2).

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

**Land Tenure:** Socially defined agreements held by individuals or groups, recognized by *legal*\* statutes or customary practice, regarding the 'bundle of rights and duties' of ownership, holding, access and/or usage of a particular land unit or the associated resources there within (such as individual trees, plant species, water, minerals, etc.) (Source: International Union for Conservation of Nature (IUCN). Glossary definitions provided on IUCN website).

**Lands and territories:** For the purposes of the Principles and Criteria these are lands or territories that Indigenous Peoples or local communities have traditionally owned, or customarily used or occupied, and where access to natural resources is vital to the sustainability of their cultures and livelihoods (Source: based on World Bank safeguard OP 4.10 Indigenous Peoples, section 16 (a). July 2005.).

**Landscape:** A geographical mosaic composed of interacting ecosystems resulting from the influence of geological, topographical, soil, climatic, biotic and human interactions in a given area (Source: based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

**Landscape values:** Landscape values can be visualized as layers of human perceptions overlaid on the physical landscape. Some landscape values, like economic, recreation, subsistence value or visual quality are closely related to physical landscape attributes. Other landscape values such as intrinsic or spiritual value are more symbolic in character and are influenced more by individual perception or social construction than physical landscape attributes (Source: based on website of the Landscape Value Institute).

**Legal:** In accordance with primary legislation (national or local laws) or secondary legislation (subsidiary regulations, decrees, orders, etc.). 'Legal' also includes rule-based decisions made by legally competent agencies where such decisions flow directly and logically from the laws and regulations. Decisions made by legally competent agencies may not be legal if they do not flow directly and logically from the laws and regulations and if they are not rule-based but use administrative discretion (Source: FSC-STD-01-001 V5-2).

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

**Legal registration:** National or local legal license or set of permissions to operate as an enterprise, with rights to buy and sell products and/or services commercially. The license or permissions can apply to an individual, a privately-owned enterprise or a publicly-owned corporate entity. The rights to buy and sell products and/or services do not carry the obligation to do so, so legal registration applies also to Organizations operating a Management Unit without sales of products or services; for example, for unpriced recreation or for conservation of biodiversity or habitat (Source: FSC-STD-01-001 V5-2).

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

nation by a government department, and is leased by a government Ministry to a private sector operator through a concession (Source: FSC-STD-01-001 V5-2).

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

**Local communities:** Communities of any size that are in or adjacent to the Management Unit, and also those that are close enough to have a significant impact on the economy or the environmental values of the Management Unit or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the Management Unit (Source: FSC-STD-01-001 V5-2).

**Local laws:** The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees) which is limited in application to a particular geographic district within a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws. Laws derive authority ultimately from the Westphalian concept of sovereignty of the Nation State (Source: FSC-STD-01-001 V5-2).

**Long-term:** The time-scale of the forest owner or manager as manifested by the objectives of the *management plan*<sup>\*</sup>, the rate of harvesting, and the commitment to maintain permanent forest cover. The length of time involved will vary according to the context and ecological conditions, and will be a function of how long it takes a given ecosystem to recover its natural structure and composition following harvesting or disturbance, or to produce mature or primary conditions (Source: FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

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

**Management plan:** The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the Management Unit, including statements of objectives and policies (Source: FSC-STD-01-001 V5-2).

**Management 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*<sup>\*</sup>. This area or areas include(s):

- all facilities and area(s) within or adjacent to this spatial area or areas under legal<sup>\*</sup> 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<sup>\*</sup>, solely for the purpose of contributing to the management objectives.

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

**Minimum age (of employment):** is not less than the age of finishing compulsory education, and which in any case, should not be less than 15 years. However, a country, whose economy and educational facilities are insufficiently developed, may initially specify a minimum age of 14 years. *National laws*<sup>\*</sup> may also permit the employment of 13-15 year olds in light work which is neither prejudicial to school attendance, nor harmful to a *child's*<sup>\*</sup> health or development. The ages 12-13 can apply for *light work*<sup>\*</sup> in countries that specify a minimum age of 14 (Source: ILO Convention 138, Article 2).

**National laws:** The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees), which is applicable to a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and

explicitly from these primary and secondary laws (Source: FSC-STD-01-001 V5-2).

**Native species:** Species, subspecies, or lower taxon, occurring within its natural range (past or present) and dispersal potential (that is, within the range it occupies naturally or could occupy without direct or indirect introduction or care by humans) (Source: Convention on Biological Diversity (CBD). Invasive Alien Species Programme. Glossary of Terms as provided on CBD website).

**Natural conditions/native ecosystem:** For the purposes of the Principles and Criteria and any applications of restoration techniques, terms such as 'more natural conditions', 'native ecosystem' provide for managing sites to favor or restore native species and associations of native species that are typical of the locality, and for managing these associations and other environmental values so that they form ecosystems typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-2).

**Natural forest:** A forest area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.

'Natural forest' includes the following categories:

- Forest affected by harvesting or other disturbances, in which trees are being or have been regenerated by a combination of natural and artificial regeneration with species typical of natural forests in that site, and where many of the above-ground and below-ground characteristics of the natural forest are still present. In boreal and north temperate forests which are naturally composed of only one or few tree species, a combination of natural and artificial regeneration to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, is not by itself considered as conversion to plantations;
- Natural forests which are maintained by traditional silvicultural practices including natural or assisted natural regeneration;
- Well-developed secondary or colonizing forest of native species which has regenerated in non-forest areas;
- The definition of 'natural forest' may include areas described as wooded ecosystems, woodland and savannah.

The description of natural forests and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.

'Natural forest' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest after some years of ecological progression. FSC Forest Stewardship Standards may indicate when such areas may be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

FSC has not developed quantitative thresholds between different categories of forests in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples. Pending such guidance, areas dominated by trees, mainly of native species, may be considered as natural forest.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest communities and ecosystems included in the Management Unit, including grassland, bushland, wetlands, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the

principal characteristics and key elements of native ecosystems. This may be considered as natural forest through ecological progression after the passage of years;

- Young natural regeneration growing in natural forest areas may be considered as natural forest, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground;
- Areas where deforestation and forest degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

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

**Natural Hazards:** disturbances that can present risks to social and *environmental values*\* in the *Management Unit*\* but that may also comprise important ecosystem functions; examples include drought, flood, fire, landslide, storm, avalanche, etc.

**Non timber forest products (NTFP):** All products other than timber derived from the Management Unit (Source: FSC-STD-01-001 V5-2).

**Objective:** The basic purpose laid down by *The Organization*\* for the forest enterprise, including the decision of policy and the choice of means for attaining the purpose (Source: based on F.C. Osmaston. 1968. *The Management of Forests*. Hafner, New York; and D.R. Johnston, A.J. Grayson and R.T. Bradley. 1967. *Forest Planning*. Faber & Faber, London).

**Occupational accident:** An occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

**Occupational disease:** Any disease contracted as a result of an exposure to risk factors arising from work activity (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

**Occupational injuries:** Any personal injury, disease or death resulting from an occupational accident (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

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

**The Organization:** The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-2).

**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, larvacides, fungicides and herbicides (Source: FSC-POL-30-001 FSC Pesticides Policy (2005)).

**Plantation:** A forest area established by planting or sowing with using either alien or native species, often with one or few species, regular spacing and even ages, and which lacks most of the principal characteristics and key elements of natural forests. The description of plantations may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples, such as:

- Areas which would initially have complied with this definition of ‘plantation’ but which, after the passage of years, contain many or most of the principal characteristics and key elements of native ecosystems, may be classified as natural forests.
- Plantations managed to restore and enhance biological and habitat diversity, structural complexity and ecosystem functionality may, after the passage of years, be classified as natural forests.
- Boreal and north temperate forests which are naturally composed of only one or few tree species, in which a combination of natural and artificial regeneration is used to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, may be considered as natural forest, and this regeneration is not by itself considered as conversion to plantations

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

**Precautionary approach:** An approach requiring that when the available information indicates that management activities pose a threat of severe or irreversible damage to the environment or a threat to human welfare, *The Organization\** will take explicit and effective measures to prevent the damage and avoid the risks to welfare, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of environmental values are uncertain (Source: based on Principle 15 of Rio Declaration on Environment and Development, 1992, and Wingspread Statement on the Precautionary Principle of the Wingspread Conference, 23–25 January 1998).

**Pre-harvest [condition]:** The diversity, composition, and structure of the *forest\** or plantation prior to felling timber and appurtenant activities such as road building.

**Principle:** An essential rule or element; in FSC’s case, of forest stewardship (Source: FSC-STD-01-001 V4-0).

**Protection:** See definition of Conservation.

**Protection Area:** See definition of Conservation Zone.

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

**Rare species:** Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific habitats, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperiled species (Source: based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

**Ratified:** The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent *legal\** mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same *legal\** effect (Source: FSC-STD-01-001 V5-2).

**Reasonable:** Judged to be fair or appropriate to the circumstances or purposes, based on general experience (Source: Shorter Oxford English Dictionary).

**Refugia:** An isolated area where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive (Source: Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

**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 (Source: ILO Convention 100, Article 1a).

**Representative Sample Areas:** Portions of the *Management Unit*\* delineated for the purpose of conserving or restoring viable examples of an ecosystem that would naturally occur in that geographical region.

**Resilience:** The ability of a system to maintain key functions and processes in the face of stresses or pressures by either resisting or adapting to change. Resilience can be applied to both ecological systems and social systems (Source: IUCN World Commission on Protected Areas (IUCN-WCPA). 2008. Establishing Marine Protected Area Networks – Making it Happen. Washington D.C.: IUCN-WCPA National Oceanic and Atmospheric Administration and The Nature Conservancy.).

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

**Risk:** The probability of an unacceptable negative impact arising from any activity in the Management Unit combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-2).

**Scale:** A measure of the extent to which a management activity or event affects an environmental value or a management unit, in time or space. An activity with a small or low spatial scale affects only a small proportion of the forest each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-2).

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

**Significant:** For the purposes of Principle 9, HCVs 1, 2 and 6 there are three main forms of recognizing significance.

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity;
- A voluntary recognition by the manager, owner or Organization, on the basis of available information, or of the known or suspected presence of a significant

biodiversity concentration, even when not officially designated by other agencies. Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-2).

**Silviculture:** The art and science of controlling the establishment, growth, composition, health and quality of forests and woodlands to meet the targeted diverse needs and values of landowners and society on a sustainable basis (Source: Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

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

**Threat:** An indication or warning of impending or likely damage or negative impacts (Source: based on Oxford English Dictionary).

**Threatened species:** Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild. These categories may be re-interpreted for FSC purposes according to official national classifications (which have *legal*\* significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures) (Source: based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK.).

**Timber harvesting level:** The actual harvest quantity executed on *the Management Unit*\*, tracked by either volume (e.g. cubic meters or board feet) or area (e.g. hectares or acres) metrics for the purpose of comparison with calculated (maximum) allowable harvest levels.

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

**Traditional Knowledge:** Information, know-how, skills and practices that are developed, sustained and passed on from generation to generation within a community, often forming part of its cultural or spiritual identity (Source: based on the definition by the World Intellectual Property Organization (WIPO). Glossary definition as provided under Policy / Traditional Knowledge on the WIPO website).

**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).

**Uphold:** To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-2).

**Use rights:** Rights for the use of resources of the Management Unit that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques (Source: FSC-STD-01-001 V5-2).

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

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

**Very Limited portion:** The area affected shall not exceed 0.5% of the area of the *Management Unit*\* in any one year, nor affect a total of more than 5% of the area of the *Management Unit*\* (Source: based on FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

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

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

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

**Water bodies** (including water courses): Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes. Water bodies include riparian or wetland systems, lakes, swamps, bogs and springs.

**Wetlands:** Transitional areas between terrestrial and aquatic systems in which the water table is usually at or near the surface or the land is covered by shallow water (Source: Cowardin, L.M., Carter, V., Golet, F.C., Laroe, E.T. 1979. Classification of Wetlands and Deepwater Habitats of the United States. DC US Department: Washington).

Under the Ramsar Convention, wetlands can include tidal mudflats, natural ponds, marshes, potholes, wet meadows, bogs, peatlands, freshwater swamps, mangroves, lakes, rivers and even some coral reefs (Source: IUCN, No Date, IUCN Definitions – English).

**Workers:** All employed persons including public employees as well as ‘self-employed’ persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: ILO Convention C155 Occupational Safety and Health Convention, 1981).

**Workers’ organization:** any organization of *workers*\*\_for furthering and defending the interest of *workers*\*\_(adapted from ILO Convention 87, Article 10). It is important to note that rules and guidance on composition of workers’ organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to “hire and fire”. Workers’ organizations tend to separate association between those who can “hire and fire” and those who cannot (Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles, 2017).

**Worst forms of child\* labour:** comprises a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced labour, including forced or compulsory recruitment of children for use in armed conflict; b) the use, procuring or offering of a *child* for prostitution, for the production of pornography or for pornographic performance; c) the use, procuring or offering of a *child* for illicit activities, in particular for production and trafficking of drugs as defined in the relevant international treaties; d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children (Source: ILO Convention 182, Article 3).





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