



Standard

# CONTROLLED WOOD STANDARD FOR FOREST MANAGEMENT

FSC-STD-30-010 V 3-0 D 1-0

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## INTRODUCTION

This standard specifies basic requirements applicable at the Management Unit (MU) level for persons or entities (hereafter referred to as 'The Organization') who want to demonstrate to a third-party certification body or a company that the wood supplied from that MU is controlled. Conformity with this standard allows The Organization to demonstrate that the wood they supply has been controlled to avoid wood that is illegally harvested, harvested in violation of traditional and civil rights, harvested in MUs in which high conservation values are threatened by management activities, harvested in areas in which forests are being converted to plantations or non-forest use or harvested from forests in which genetically modified trees are planted.

CW-FM certification provides a consistent, international basis for business-to-business communications between FSC certified Chain of Custody (CoC) operations about the sourcing of wood products. It provides the basis for The Organization to supply FSC Controlled Wood to companies that seek FSC certification against FSC-STD-40-004 *FSC chain of custody standard for manufacturing companies* and FSC-STD-40-005 *Standard for company evaluation of FSC Controlled Wood*.

The revision of this standard was triggered by the 'Strategy for FSC Mix products and Controlled Wood' published in 2019. This strategy aims to reduce reliance of FSC system on all forms of Controlled Wood and enable CW-FM certification as a step towards full forest management certification.

This standard provides a foundation for The Organization to step up to forest management certification after the first CW-FM certification cycle of maximum five years.

The requirements included in this standard are a subset of FSC Principles and Criteria (P&C) and International Generic Indicators (IGI) according to each Controlled Wood category. This standard also prescribes quality management system requirements which align with FSC Principle 7 'Management Planning' and FSC Principle 8 'Monitoring and Assessment'.

This standard does not include requirements for small or low intensity managed forests (SLIMFs) as the previous version FSC-STD-30-010 V 2-0. This is due to the development of other tailor-made solution for SLIMF such as FSC-PRO-30-011 V1-0 *Continuous Improvement Procedure* which is primarily focused at supporting SLIMFs and community forests to access FSC forest management certification. Even though there are other avenues available for SLIMFs, they can still use this standard at their discretion.

## OBJECTIVE

The objective of this standard is to provide the requirements for The Organization to demonstrate that they manage their forest in conformity with the requirements under FSC Controlled Wood categories.

## SCOPE

This standard is for use by The Organization to apply for or to maintain CW-FM certification.

All aspects of this standard are considered to be normative, including the scope, effective date, terms and definitions, tables, boxes, and annexes, unless otherwise stated.

This standard may be used in conjunction with FSC-STD-30-005 *Forest Management Groups*.

This standard shall not be used in conjunction with FSC-PRO-30-006 *Ecosystem Services Procedure: Impact Demonstration and Market Tools*.

This standard can be applied to natural forests and plantations for the production of rough wood (timber) and/or Non-Timber-Forest Products (NTFP). When used in conjunction with an FSC-approved Forest Stewardship Standard (FSS), the options for the scope of certification may vary depending on the prevailing scope of the FSS.

This standard does not apply to manufacturers and timber traders. Such entities should refer to *FSC-STD-40-005 FSC standard for company evaluation of Controlled Wood* for the implementation of a due diligence system to avoid material from unacceptable sources.

To achieve or maintain CW-FM certification, The Organization shall demonstrate conformity:

- a) In countries where an FSC-approved FSS exists: to the criteria and indicators of that FSS which correspond to the criteria and indicators listed in Part II and III of this standard. Where no corresponding criterion or indicator is included in the FSS, the FSS shall prevail.
- b) In countries where no FSC-approved FSS exists: to the criteria and indicators listed in Part II and III of this standard.

In both cases, the step towards full FM certification after the first certification cycle requires the presence of and demonstrated conformity to an approved FSS.

The Organization already certified against the previous version FSC-STD-30-010 V2-0 shall step up to full forest management certification after a period of maximum five-years from the effective date of this standard.

The Organization managing SLIMF as defined in the applicable FSS shall be evaluated against the corresponding SLIMF requirements included in that FSS. This standard does not provide any alternative requirements for SLIMF, but Organizations managing SLIMF may also apply the generic forest management requirements of this standard.

To include NTFPs in the scope of certification, The Organization shall demonstrate conformity:

- a) In countries where an FSC-approved FSS exists: to all criteria and indicators of the applicable FSS and, in addition, with all specific NTFP indicators. The Organization can only include those NTFPs into the scope of certification which are covered by the scope of the applicable FSS.
- b) In countries where no FSC-approved FSS exists: to the criteria and indicators listed in Part II and III of this standard. The NTFPs that may be included in the scope of certification are restricted to bamboo and NTFPs derived from trees (e.g. cork, resin, bark, rubber/latex).

# REFERENCES

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

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

<b>FSC-POL-20-003</b>	FSC Policy on the Excision of Areas from the Scope of Certification
<b>FSC-POL-30-001</b>	FSC Pesticide Policy
<b>FSC-POL-01-004</b>	Policy for the Association of Organizations with FSC
<b>FSC-STD-01-001</b>	FSC Principles & Criteria for Forest Stewardship
<b>FSC-STD-60-004</b>	International Generic Indicators
<b>FSC-STD-20-007</b>	Forest Management Evaluations
<b>FSC-STD-20-012</b>	Standard for evaluation of FSC Controlled Wood in Forest Management Enterprises
<b>FSC-STD-30-005</b>	Forest Management Groups Standard

Consultation note: Alignment with Policy to address conversion and remedy framework to be added.

## TERMS AND DEFINITIONS

For the purposes of this document, the terms and definitions included in FSC-STD-01-002 *FSC Glossary of Terms*, FSC-STD-01-001 *FSC Principles and Criteria for Forest Stewardship*, and the following apply:

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

Verbal forms for the expression of provisions:

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

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



## ABBREVIATIONS

<b>FSC</b>	Forest Stewardship Council
<b>INS</b>	Interim National Standard
<b>NF</b>	Normative Framework
<b>NFSS</b>	National Forest Stewardship Standard
<b>FSS</b>	Forest Stewardship Standard – this category includes both NFSS and INS
<b>NRA</b>	National Risk Assessment
<b>PSU</b>	Performance and Standards Unit
<b>QMS</b>	Quality Management System

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## PART I- General requirements

- 1 The Organization shall specify the Management Units (MUs) and the forest products to be included in the scope of certification.
- 2 CW-FM certification is only valid for the first certification cycle of maximum five-years. After this period, The Organization shall either demonstrate full conformity with the applicable FSS or the CW-FM certification will be terminated.

## PART II – Quality management system

- 1 The Organization shall have procedures and/or work instructions covering all the applicable requirements specified in this standard.
- 2 The Organization shall identify the person(s) or position(s) responsible for implementing each procedure and/or work instruction.

### Stakeholder engagement

- 3 The Organization shall ensure that where stakeholder consultation is required by The Organization in relation to implementation of this standard, procedures for consultation include at least the following:
  - 3.1 Affected and interested stakeholders shall be identified and invited to participate in the consultation with sufficient prior notice.
  - 3.2 The consultation process shall be opened to parties claiming an interest in or affected by implementation of these set of requirements.
  - 3.3 All identified parties shall be provided with access to sufficient information.
  - 3.4 The Organization shall maintain records of the consultation process.
  - 3.5 The Organization shall be responsive to stakeholder questions or concerns.

### Benefits from forest

- 4 The Organization shall normally harvest products and services from the Management Unit at or below a level which can be permanently sustained.
  - 4.1 Timber harvesting levels are based on an analysis of current Best Available Information on growth and yield; inventory of the forest; mortality rates; and maintenance of ecosystem functions.
  - 4.2 Based on the timber harvesting level analysis, a maximum allowable annual cut for timber is determined that does not exceed the harvest level that can be permanently sustained including by ensuring that harvest rates do not exceed growth.
  - 4.3 Actual annual harvest levels for timber are recorded and the harvest over a defined period does not exceed the allowable cut determined in 5.2.2 (as per FSC-STD-60-004 V2-0) for the same defined period.
  - 4.4 For extraction of commercially harvested services and non-timber forest products under The Organization's control a sustainable harvest level is calculated and adhered to. Sustainable harvest levels are based on Best Available Information.

## Management planning

- 5 The Organization shall, proportionate to scale, intensity, and risk of its management activities, set policies (visions and values) and objectives for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and objectives shall be incorporated into the management plan, and publicized.
  - 5.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.
- 6 The Organization shall have and implement a management plan for the Management Unit which is fully consistent with the policies and management objectives as established according to Criterion 7.1 (as per FSC-STD-60-004 V2-0). The management plan shall describe the natural resources that exist in the Management Unit and explain how the plan will meet the FSC certification requirements. The management plan shall cover forest management planning and social management planning proportionate to scale, intensity and risk of the planned activities.
  - 6.1 The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.
- 7 The Organization shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, stakeholder engagement or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.
  - 7.1 The management plan is revised and updated periodically consistent with Annex F (as per FSC-STD-60-004 V2-0) to incorporate:
    - 7.1.1 Monitoring results, including results of certification audits;
    - 7.1.2 Evaluation results;
    - 7.1.3 Stakeholder engagement results;
    - 7.1.4 New scientific and technical information, and
    - 7.1.5 Changing environmental, social, or economic circumstances.
- 8 The Organization shall make publicly available a summary of the management plan free of charge. Excluding confidential information, other relevant components of the management plan shall be made available to affected stakeholders on request, and at cost of reproduction and handling.
  - 8.1 A summary of the management plan in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.
  - 8.2 Relevant components of the management plan, excluding confidential information, are available to affected stakeholders on request at the actual costs of reproduction and handling.
- 9 The Organization shall, proportionate to scale, intensity and risk of management activities, proactively and transparently engage affected stakeholders in its management planning and monitoring processes, and shall engage interested stakeholders on request.
  - 9.1 Culturally appropriate engagement is used to ensure that affected stakeholders are proactively and transparently engaged in the following processes:
    - 9.1.1 Dispute resolution processes (C 1.6, C 2.6, C 4.6 as per FSC-STD-60-004 V2-0);

- 9.1.2 Identification of rights (C 3.1, C 4.1 as per FSC-STD-60-004 V2-0), Indigenous cultural landscapes (C 3.1 as per FSC-STD-60-004 V2-0) sites (C 3.5, C 4.7 as per FSC-STD-60-004 V2-0);
- 9.1.3 High Conservation Value assessment, management and monitoring (C 9.1, C 9.2, C 9.4 as per FSC-STD-60-004 V2-0).
- 9.2 Culturally appropriate engagement is used to:
  - 9.2.1 Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities);
  - 9.2.2 Determine mutually agreed communication channels allowing for information to flow in both directions;
  - 9.2.3 Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably;
  - 9.2.4 Ensure all meetings, all points discussed and all agreements reached are recorded;
  - 9.2.5 Ensure the content of meeting records is approved; and
  - 9.2.6 Ensure the results of all culturally appropriate engagement activities are shared with those involved.
- 9.3 Affected rights holders and affected stakeholders are provided with an opportunity for culturally appropriate engagement in monitoring and planning processes of management activities that affect their interests.
- 9.4 On request, interested stakeholders are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests.

## Monitoring

- 10 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.
  - 10.1 Procedures are documented and executed for monitoring the implementation of the management plan including its policies and management objectives and achievement of verifiable targets.
- 11 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.
  - 11.1 The social and environmental impacts of management activities are monitored consistent with Annex G (as per FSC-STD-60-004 V2-0).
  - 11.2 Changes in environmental conditions are monitored consistent with Annex G (as per FSC-STD-60-004 V2-0).
- 12 The organization shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.
  - 12.1 Adaptive management procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting management plan.
  - 12.2 If monitoring results show non-conformities with the FSC Standard then management objectives, and/or management activities are revised.

- 13 The Organization shall make publicly available a summary of the results of monitoring free of charge, excluding confidential information.
- 13.1 A summary of the monitoring results consistent with Annex G (as per FSC-STD-60-004 V2-0), in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.
- 14 The Organization shall have and implement a tracking and tracing system proportionate to scale, intensity and risk of its management activities, for demonstrating the source and volume in proportion to projected output for each year, of all products from the Management Unit that are sold with FSC Controlled Wood claim.
- 14.1 A system is implemented to track and trace all products that are sold with FSC Controlled Wood claim. As part of that:
- 14.1.1 Transaction verification is supported by providing FSC transaction data, as requested by the certification body;
- 14.1.2 Fibre testing is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body.
- 14.2 Information about all products sold is compiled and documented, including:
- 14.2.1 Common and scientific species name;
- 14.2.2 Product name or description;
- 14.2.3 Volume (or quantity) of product;
- 14.2.4 Information to trace the material to the source of origin logging block;
- 14.2.5 Logging date;
- 14.2.6 If basic processing activities take place in the forest, the date and volume produced; and
- 14.2.7 Whether or not the material was sold as FSC Controlled Wood.
- 14.3 Sales invoices or similar documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify at a minimum, the following information:
- 14.3.1 Name and address of purchaser;
- 14.3.2 The date of sale;
- 14.3.3 Common and scientific species name;
- 14.3.4 Product description;
- 14.3.5 The volume (or quantity) sold;
- 14.3.6 Certificate code.

Principle 7, Annex E	<b>Elements of the management plan</b>
Principle 7, Annex F	<b>Conceptual Framework for Planning and Monitoring</b>
Principle 8, Annex G	<b>Monitoring Requirements</b>

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## PART III – FSC Controlled Wood requirements

15 The Organization shall demonstrate that they manage their forest in accordance with FSC Controlled Wood requirements as specified in this Part to avoid producing and supplying material from the following five unacceptable categories:

1. Illegally harvested wood
2. Wood harvested in violation of traditional and civil rights
3. Wood harvested in forests in which high conservation values are threatened by management activities
4. Wood harvested in forests being converted to plantations or non-forest use
5. Wood from forests in which genetically modified trees are planted

### 1 Illegally harvested wood

Criteria	Indicators from FSC-STD-60-004 V2-0 (Applicable for CW-FM)
Principle 1: Compliance with Laws	
1.1	1.1.1, 1.1.2
1.2	1.2.1, 1.2.2, 1.2.3
1.3	1.3.1, 1.3.2, 1.3.3
1.4	1.4.1, 1.4.2, 1.4.3
1.5	1.5.1, 1.5.2
1.6	1.6.1, 1.6.2, 1.6.3, 1.6.4
1.7	1.7.1, 1.7.2, 1.7.3, 1.7.4, 1.7.5
1.8	1.8.1, 1.8.2
Principle 1, Annex A	Minimum list of applicable laws, regulations and nationally–ratified international treaties, conventions and agreement.

**PRINCIPLE 1: COMPLIANCE WITH LAWS** The Organization shall comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.

- 16 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.
  - 16.1 Legal registration to carry out all activities within the scope of the certificate is documented and unchallenged.
  - 16.2 Legal registration is granted by a legally competent authority according to legally prescribed processes.
- 17 The Organization shall demonstrate that the legal status of the Management Unit, including tenure and use rights, and its boundaries, are clearly defined.
  - 17.1 Legal tenure to manage and use resources within the scope of the certificate is documented.
  - 17.2 Legal tenure is granted by a legally competent authority according to legally prescribed processes.
  - 17.3 The boundaries of all Management Units within the scope of the certificate are clearly marked or documented and clearly shown on maps.
- 18 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.
  - 18.1 All activities undertaken in the Management Unit are carried out in compliance with
    - 18.1.1 Applicable laws and regulations and administrative requirements,
    - 18.1.2 Legal and customary rights; and
    - 18.1.3 Obligatory codes of practice.
  - 18.2 Payment is made in a timely manner of all applicable legally prescribed charges connected with forest management.
  - 18.3 Activities covered by the management plan are designed to comply with all applicable laws.
- 19 The Organization shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the Management Unit from unauthorized or illegal resource use, settlement and other illegal activities.
  - 19.1 Measures are implemented to provide protection from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.
  - 19.2 Where protection is the legal responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.
  - 19.3 If illegal or unauthorized activities are detected, measures are implemented to address them.



- 20 The Organization shall comply with the applicable national laws, local laws, ratified international conventions and obligatory codes of practice, relating to the transportation and trade of forest products within and from the Management Unit, and/or up to the point of first sale.
- 20.1 Compliance with applicable national laws, local laws, ratified international conventions and obligatory codes of practice relating to the transportation and trade of forest products up to the point of first sale is demonstrated.
- 20.2 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.
- 21 The Organization shall identify, prevent and resolve disputes over issues of statutory or customary law, which can be settled out of court in a timely manner, through engagement with affected stakeholders.
- 21.1 A publicly available dispute resolution process is in place; developed through culturally appropriate engagement with affected stakeholders.
- 21.2 Disputes related to issues of applicable laws or customary law that can be settled out of court are responded to in a timely manner, and are either resolved or are in the dispute resolution process.
- 21.3 Up to date records of disputes related to issues of applicable laws or customary law, are held including:
- 21.3.1 Steps taken to resolve disputes;
- 21.3.2 Outcomes of all dispute resolution processes; and
- 21.3.3 Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
- 21.4 Operations cease in areas where disputes exist:
- 21.4.1 Of substantial magnitude; or
- 21.4.2 Of substantial duration; or
- 21.4.3 Involving a significant number of interests
- 22 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.
- 22.1 A policy is implemented that includes a commitment not to offer or receive bribes of any description.
- 22.2 The policy meets or exceeds related legislation.
- 22.3 The policy is publicly available at no cost.
- 22.4 Bribery, coercion and other acts of corruption do not occur.
- 22.5 Corrective measures are implemented if corruption does occur
- 23 The Organization shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria in the Management Unit, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a publicly available document made freely available.

- 23.1 A written policy, endorsed by an individual with authority to implement the policy, includes a long-term commitment to forest management practices consistent with FSC Principles and Criteria and related Policies and Standards.
- 23.2 The policy is publicly available at no cost.

## 2 Wood harvested in violation of traditional and civil rights

Criteria	Indicators from FSC-STD-60-004 V2-0 (Applicable for CW-FM)
Principle 2: Workers Rights and Employment Conditions	
2.1	2.1.1, 2.1.2, 2.1.3, 2.1.4
2.2	2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.8, 2.2.9
2.3	2.3.1, 2.3.2, 2.3.3, 2.3.4, 2.3.5, 2.3.6
2.4	2.4.1, 2.4.3, 2.4.4
2.5	2.5.1, 2.5.2
2.6	2.6.1, 2.6.2, 2.6.3, 2.6.4
Principle 2, Annex B (Requirements for which corresponding criteria and indicators are applicable for CW-FM)	<b>Training requirements for workers</b>
Principle 3: Indigenous Peoples' Rights	
3.1	3.1.1, 3.1.2
3.2	3.2.1, 3.2.2, 3.2.3, 3.2.5
3.3	3.3.1, 3.3.2, 3.3.3

3.4	3.4.1, 3.4.2
3.5	3.5.1, 3.5.2, 3.5.3
3.6	3.6.1, 3.6.2
Principle 4: Community Relations	
4.1	4.1.1, 4.1.2
4.2	4.2.1, 4.2.2, 4.2.3, 4.2.5
4.3	4.3.1
4.4	
4.5	
4.6	4.6.1, 4.6.2, 4.6.3, 4.6.4
4.7	4.7.1, 4.7.2, 4.7.3

## PRINCIPLE 2: WORKERS' RIGHTS AND EMPLOYMENT CONDITIONS

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

- 24 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.
- 24.1 The Organization shall not use child labour.
- 24.1.1 The Organization shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2 (as per FSC-STD-60-004 V2-0).
- 24.1.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.
- 24.1.3 No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.
- 24.1.4 The Organization shall prohibit worst forms of child labour.

- 24.2 The Organization shall eliminate all forms of forced and compulsory labour.
- 24.2.1 Employment relationships are voluntary and based on mutual consent, without threat of a penalty.
- 24.2.2 There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
- Physical and sexual violence
  - Bonded labour
  - Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
  - Restriction of mobility/movement
  - Retention of passport and identity documents
  - Threats of denunciation to the authorities.
- 24.3 The Organization shall ensure that there is no discrimination in employment and occupation.
- 24.3.1 Employment and occupation practices are non-discriminatory.
- 24.4 The Organization shall respect freedom of association and the right to collective bargaining.
- 24.4.1 Workers are able to establish or join worker organizations of their own choosing.
- 24.4.2 The Organization respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.
- 24.4.3 The Organization negotiates with lawfully established workers' organizations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- 24.4.4 Collective bargaining agreements are implemented where they exist.
- 25 The Organization shall promote gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.
- 25.1 Systems are implemented that promote gender equality and prevent gender discrimination in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.
- 25.2 Job opportunities are open to both women and men under the same conditions, and women are encouraged to participate actively in all levels of employment.
- 25.3 Work typically carried out by women (nurseries, silviculture, Non Timber Forest Product harvesting, weighing, packing, etc.) is included in training and health & safety programs to the same extent as work typically carried out by men.
- 25.4 Women and men are paid the same wage when they do the same work.
- 25.5 Women are paid directly and using mutually agreed methods (e.g., direct bank transfer, direct payments for school fees, etc.) to ensure they safely receive and retain their wages.
- 25.6 Meetings, management committees and decision-making forums are organized to include women and men, and to facilitate the active participation of both.

- 25.7 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.
- 26 The Organization shall implement health and safety practices to protect workers from occupational safety and health hazards. These practices shall, proportionate to scale, intensity and risk of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.
- 26.1 Health and safety practices are developed and implemented that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.
- 26.2 Workers have personal protective equipment appropriate to their assigned tasks.
- 26.3 Use of personal protective equipment is enforced.
- 26.4 Records are kept on health and safety practices including accident rates and lost time to accidents.
- 26.5 The frequency and severity of accidents are consistently low compared to national forest industry averages.
- 26.6 The health and safety practices are reviewed and revised as required after major incidents or accidents.
- 27 The Organization shall pay wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements, where these are higher than the legal minimum wages. When none of these exist,
- 27.1 Wages paid by The Organization in all circumstances meet or exceed legal minimum wage rates, where such rates exist.
- 27.2 When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.
- 27.3 Wages, salaries and contracts are paid on time.
- 28 The Organization shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the Management Plan and all management activities.
- 28.1 Workers have job specific training consistent with Annex B (as per FSC-STD-60-004 V2-0) and supervision to safely and effectively contribute to the implementation of the management plan and all management activities.
- 28.2 Up to date training records are kept for all relevant workers.
- 29 The Organization through engagement with workers shall have mechanisms for resolving grievances and for providing fair compensation to workers for loss or damage to property, occupational diseases, or occupational injuries sustained while working for The Organization.
- 29.1 A dispute resolution process is in place, developed through culturally appropriate engagement with workers.
- 29.2 Workers grievances are identified and responded to and are either resolved or are in the dispute resolution process.
- 29.3 Up-to-date records of workers grievances related to workers loss or damage of property, occupational diseases or injuries are maintained including:
- 29.3.1 Steps taken to resolve grievances;

- 29.3.2 Outcomes of all dispute resolution processes including fair compensation; and
- 29.3.3 Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
- 29.4 Fair compensation is provided to workers for work-related loss or damage of property and occupational disease or injuries.

### **PRINCIPLE 3: INDIGENOUS PEOPLE'S RIGHTS**

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

- 30 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.
  - 30.1 Indigenous Peoples that may be affected by management activities are identified.
  - 30.2 Through culturally appropriate engagement with the Indigenous Peoples identified in 3.1.1 (as per FSC-STD-60-004 V2-0), the following are documented and/or mapped:
    - 30.2.1 Their legal and customary rights of tenure;
    - 30.2.2 Their legal and customary access to, and use rights, of the forest resources and ecosystem services,
    - 30.2.3 Their legal and customary rights and obligations that apply;
    - 30.2.4 The evidence supporting these rights and obligations;
    - 30.2.5 Areas where rights are contested between Indigenous Peoples, governments and/or others;
    - 30.2.6 Summary of the means by which the legal and customary rights and contested rights, are addressed by The Organization; and
    - 30.2.7 The aspirations and goals of Indigenous Peoples related to management activities, Intact Forest Landscapes and Indigenous cultural landscapes.
- 31 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.
  - 31.1 Through culturally appropriate engagement Indigenous Peoples are informed when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights, resources, lands and territories.
  - 31.2 The legal and customary rights of Indigenous Peoples are not violated by The Organization.

- 31.3 Where evidence exists that legal and customary rights of Indigenous Peoples related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process as required in Criteria 1.6 or 4.6 (as per FSC-STD-60-004 V2-0).
- 31.4 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 and with which the community is satisfied.
- 32 In the event of delegation of control over management activities, a binding agreement between The Organization and the Indigenous Peoples shall be concluded through Free, Prior and Informed Consent. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.
- 32.1 Where control over management activities has been granted through Free Prior and Informed Consent based on culturally appropriate engagement, the binding agreement contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.
- 32.2 Records of binding agreements are maintained.
- 32.3 The binding agreement contains the provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.
- 33 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).
- 33.1 The rights, customs and culture of Indigenous Peoples as defined in UNDRIP and ILO Convention 169 are not violated by The Organization.
- 33.2 Where evidence that rights, customs and culture of Indigenous Peoples, as defined in UNDRIP and ILO Convention 169, have been violated by The Organization, the situation is documented including steps to restore these rights, customs and culture of Indigenous Peoples, to the satisfaction of the rights holders.
- 34 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.
- 34.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which Indigenous Peoples hold legal or customary rights are identified through culturally appropriate engagement.
- 34.2 Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with Indigenous Peoples. When Indigenous Peoples determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.
- 34.3 Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity



until protective measures have been agreed to with the Indigenous Peoples, and as directed by local and national laws.

35 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 (as per FSC-STD-60-004 V2-0) 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.

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

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

#### **PRINCIPLE 4: COMMUNITY RELATIONS**

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

36 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.

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

36.2 Through culturally appropriate engagement with the local communities identified in 4.1.1 (as per FSC-STD-60-004 V2-0), the following are documented and/or mapped:

36.2.1 Their legal and customary rights of tenure;

36.2.2 Their legal and customary access to, and use rights, of the forest resources and ecosystem services;

36.2.3 Their legal and customary rights and obligations that apply;

36.2.4 The evidence supporting these rights and obligations;

36.2.5 Areas where rights are contested between local communities, governments and/or others;

36.2.6 Summary of the means by which the legal and customary rights, and contested rights are addressed by The Organization; and

36.2.7 The aspirations and goals of local communities related to management activities.

37 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.

- 37.1 Through culturally appropriate engagement local communities are informed of when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights.
  - 37.2 The legal and customary rights of local communities to maintain control over management activities are not violated by The Organization.
  - 37.3 Where evidence exists that legal and customary rights of local communities related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process in Criteria 1.6 or 4.6 (as per FSC-STD-60-004 V2-0).
  - 37.4 Where the process of Free Prior and Informed Consent has not yet resulted in an FPIC agreement, the Organisation 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.
- 38 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.
- 38.1 Reasonable opportunities are communicated and provided to local communities, local contractors and local suppliers for:
    - 38.1.1 Employment,
    - 38.1.2 Training, and
    - 38.1.3 Other services.
- 39 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.
- 39.1 A publicly available dispute resolution process is in place, developed through culturally appropriate engagement with local communities.
  - 39.2 Grievances related to the impacts of management activities are responded to in a timely manner, and are either resolved or are in the dispute resolution process.
  - 39.3 An up-to-date record of grievances related to the impacts of management activities is held including:
    - 39.3.1 Steps taken to resolve grievances;
    - 39.3.2 Outcomes of all dispute resolution processes including fair compensation to local communities and individuals; and
    - 39.3.3 Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
  - 39.4 Operations cease in areas while disputes exist of:
    - 39.4.1 Substantial magnitude;
    - 39.4.2 Substantial duration; or

#### 39.4.3 Involving a significant number of interests.

- 40 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.
- 40.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which local communities hold legal or customary rights are identified through culturally appropriate engagement and are recognized by The Organization.
- 40.2 Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with local communities. When local communities determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.
- 40.3 Whenever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the local communities, and as directed by local and national laws.

### 3 Wood harvested in forests in which high conservation values are threatened by management activities

Criteria	Indicators from FSC-STD-60-004 V2-0 (Applicable for CW-FM)
Principle 6: Environmental values and Impacts	
6.1	6.1.1
6.2	
6.3	6.3.1, 6.3.2, 6.3.3
6.4	6.4.1, 6.4.3, 6.4.4
6.5	6.5.1, 6.5.2, 6.5.5

6.6	6.6.1, 6.6.2, 6.6.3, 6.6.4
6.7	6.7.1, 6.7.2, 6.7.3
6.8	
Principle 6, Annex D	Conservation Area Network Conceptual Diagram
Principle 9: High conservation values	
9.1	9.1.1, 9.1.2, 9.1.3
9.2	9.2.1, 9.2.2, 9.2.3, 9.2.4, 9.2.5, 9.2.6, 9.2.7
9.3	9.3.1, 9.3.2, 9.3.3, 9.3.4, 9.3.5
9.4	9.4.1, 9.4.2, 9.4.3, 9.4.4
Principle 9, Annex I	Strategies for maintaining High Conservation Values
Principle 10: Implementation of management activities	
10.1	
10.2	10.2.1, 10.2.2
10.3	10.3.1, 10.3.2, 10.3.3, 10.3.4
10.5	
10.6	
10.7	10.7.2, 10.7.3, 10.7.4, 10.7.5, 10.7.6, 10.7.7

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10.8	10.8.1, 10.8.2, 10.8.3, 10.8.4
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10.9	
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10.10	10.10.1, 10.10.2, 10.10.3
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10.11	
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10.12	10.12.1
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#### **Principe 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.**

- 41 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.
- 41.1 Best Available Information is used to identify environmental values within, and, where potentially affected by management activities, outside of the Management Unit.
- 42 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.
- 42.1 Management activities are planned and implemented to prevent negative impacts and to protect environmental values.
- 42.2 Management activities prevent negative impacts to environmental values.
- 42.3 Where negative impacts to environmental values occur, measures are adopted to prevent further damage, and negative impacts are mitigated and/or repaired.
- 43 The Organization shall protect rare species and threatened species and their habitats in the Management Unit through conservation zones, protection areas, connectivity and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the scale, intensity and risk of management activities and to the conservation status and ecological requirements of the rare and threatened species. The Organization shall take into account the geographic range and ecological requirements of rare and threatened species beyond the boundary of the Management Unit, when determining the measures to be taken inside the Management Unit.

- 43.1 Best Available Information is used to identify rare and threatened species, and their habitats, including CITES species (where applicable) and those listed on national, regional and local lists of rare and threatened species that are present or likely to be present within and adjacent to the Management Unit.
- 43.2 The rare and threatened species and their habitats are protected, including through the provision of conservation zones, protection areas, connectivity, and other direct means for their survival and viability, such as species' recovery programs.
- 43.3 Hunting, fishing, trapping and collection of rare or threatened species is prevented.
- 44 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.
- 44.1 Best Available Information is used to identify native ecosystems that exist, or would exist under natural conditions, within the Management Unit .
- 44.2 Representative Sample Areas of native ecosystems are protected, where they exist.
- 44.3 Representative Sample Areas in combination with other components of the conservation areas network comprise a minimum 10% area of the Management Unit.
- 45 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.
- 45.1 Management activities maintain the plant communities and habitat features found within native ecosystems in which the Management Unit is located.
- 45.2 Where past management has eliminated plant communities or habitat features, management activities aimed at re-establishing such habitats are implemented.
- 45.3 Management maintains, enhances, or restores habitat features associated with native ecosystems, to support the diversity of naturally occurring species and their genetic diversity.
- 45.4 Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring native species, their diversity within species and their natural distribution are maintained.
- 46 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.
- 46.1 Protection measures are implemented to protect natural watercourses, water bodies, riparian zones and their connectivity, including water quantity and water quality.
- 46.2 Where implemented protection measures do not protect watercourses, water bodies, riparian zones and their connectivity, water quantity or water quality from impacts of forest management, restoration activities are implemented.

- 46.3 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.

## **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.**

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

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

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

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

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

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

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

- 47.1 An assessment is completed using Best Available Information that records the location and status of High Conservation Value Categories 1-6, as defined in Criterion 9.1 (as per FSC-STD-60-004 V2-0); the High Conservation Value Areas they rely upon, and their condition.

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

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

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

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

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

- 48.3 Affected rights holders, affected and interested stakeholders and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified High Conservation Values.
- 48.4 Management strategies are developed to protect core areas.
- 48.5 The vast majority of each Intact Forest Landscape is designated as core area.
- 48.6 The strategies developed are effective to maintain and/or enhance the High Conservation Values.
- 48.7 Management strategies allow limited industrial activity within core areas only if all effects of industrial activity including fragmentation:
  - 48.7.1 Are restricted to a very limited portion of the core area;
  - 48.7.2 Do not reduce the core area below 50,000 ha, and
  - 48.7.3 Will produce clear, substantial, additional, long-term conservation and social benefits.
- 49 The Organization shall implement strategies and actions that maintain and/or enhance the identified High Conservation Values. These strategies and actions shall implement the precautionary approach and be proportionate to the scale, intensity and risk of management activities.
  - 49.1 The High Conservation Values and the High Conservation Value Areas on which they depend are maintained and/or enhanced, including by implementing the strategies developed.
  - 49.2 The strategies and actions prevent damage and avoid risks to High Conservation Values, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of High Conservation Values are uncertain.
  - 49.3 Core areas are protected consistent with Criterion 9.2 (as per FSC-STD-60-004 V2-0).
  - 49.4 Limited industrial activity in core areas is consistent with Indicator 9.2.7 (as per FSC-STD-60-004 V2-0).
  - 49.5 Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.
- 50 The Organization shall demonstrate that periodic monitoring is carried out to assess changes in the status of High Conservation Values, and shall adapt its management strategies to ensure their effective protection. The monitoring shall be proportionate to the scale, intensity and risk of management activities, and shall include engagement with affected stakeholders, interested stakeholders and experts.
  - 50.1 A program of periodic monitoring assesses:
    - 50.1.1 Implementation of strategies;
    - 50.1.2 The status of High Conservation Values, including High Conservation Value Areas on which they depend; and
    - 50.1.3 The effectiveness of the management strategies and actions for the protection of High Conservation Values, to fully maintain and/or enhance the High Conservation Values.



- 50.2 The monitoring program includes engagement with affected rights holders, affected and interested stakeholders and experts.
- 50.3 The monitoring program has sufficient scope, detail and frequency to detect changes in High Conservation Values, relative to the initial assessment and status identified for each High Conservation Value.
- 50.4 Management strategies and actions are adapted when monitoring or other new information show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of High Conservation Values.

## **PRINCIPLE 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES**

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

- 51 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.
  - 51.1 Species chosen for regeneration are ecologically well adapted to the site, are native species and are of local provenance, unless clear and convincing justification is provided for using non-local genotypes or non-native species.
  - 51.2 Species chosen for regeneration are consistent with the regeneration objectives and with the management objectives.
- 52 The Organization shall only use alien species when knowledge and/or experience have shown that any invasive impacts can be controlled and effective mitigation measures are in place.
  - 52.1 Alien species are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.
  - 52.2 Alien species are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.
  - 52.3 The spread of invasive species introduced by The Organization is controlled.
  - 52.4 Management activities are implemented, preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of alien species that were not introduced by The Organization.
- 53 The Organization shall use integrated pest management and silviculture systems which avoid, or aim at eliminating, the use of chemical pesticides. The Organization shall not use any chemical pesticides prohibited by FSC policy. When pesticides are used, The Organization shall prevent, mitigate, and/or repair damage to environmental values and human health.
  - 53.1 Chemical pesticides prohibited by FSC's Pesticide Policy are not used or stored in the Management Unit unless FSC has granted derogation.
  - 53.2 Records of pesticide usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location and area of use and reason for use.



- 53.3 The use of pesticides complies with the ILO document "Safety in the use of chemicals at work" regarding requirements for the transport, storage, handling, application and emergency procedures for clean-up following accidental spillages.
- 53.4 If pesticides are used, application methods minimize quantities used, while achieving effective results, and provide effective protection to surrounding landscapes.
- 53.5 Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.
- 53.6 When pesticides are used:
  - 53.6.1 The selected pesticide, application method, timing and pattern of use offers the least risk to humans and non-target species; and
  - 53.6.2 Objective evidence demonstrates that the pesticide is the only effective, practical and cost-effective way to control the pest.
- 54 The Organization shall minimize, monitor and strictly control the use of biological control agents in accordance with internationally accepted scientific protocols. When biological control agents are used, The Organization shall prevent, mitigate, and/or repair damage to environmental values.
  - 54.1 The use of biological control agents is minimized, monitored and controlled.
  - 54.2 Use of biological control agents complies with internationally accepted scientific protocols.
  - 54.3 The use of biological control agents is recorded including type, quantity, period, location and reason for use.
  - 54.4 Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.
- 55 The Organization shall manage infrastructural development, transport activities and silviculture so that water resources and soils are protected, and disturbance of and damage to rare and threatened species, habitats, ecosystems and landscape values are prevented, mitigated and/or repaired.
  - 55.1 Development, maintenance and use of infrastructure, as well as transport activities, are managed to protect environmental values identified in Criterion 6.1 (as per FSC-STD-60-004 V2-0).
  - 55.2 Silviculture activities are managed to ensure protection of the environmental values identified in Criterion 6.1 (as per FSC-STD-60-004 V2-0).
  - 55.3 Disturbance or damages to water courses, water bodies, soils, rare and threatened species, habitats, ecosystems and landscape values are prevented, mitigated and repaired in a timely manner, and management activities modified to prevent further damage.
- 56 The Organization shall dispose of waste materials in an environmentally appropriate manner.
  - 56.1 Collection, clean up, transportation and disposal of all waste materials is done in an environmentally appropriate way that conserves environmental values as identified in Criterion 6.1 (as per FSC-STD-60-004 V2-0).

## 4 Wood harvested in forests being converted to plantations or non-forest use

Criteria	Indicators from FSC-STD-60-004
	V2-0
	(Applicable for CW-FM)

### Principle 6: Environmental values and impacts

6.9	<b>6.9.1</b>
6.10	<b>6.10.1, 6.10.2</b>

#### 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.**

Consultation note: Alignment with Policy to address conversion and remedy framework to be added.

- 57 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.
- 57.1 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:
- 57.1.1 Affects a very limited portion of the Management Unit, and
- 58 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.
- 58.1 Based on Best Available Information, accurate data is compiled on all conversions since 1994.

- 58.2 Areas converted from natural forest to plantation since November 1994 are not certified, except where:
- 58.2.1 The Organization provides clear and sufficient evidence that it was not directly or indirectly responsible for the conversion; or
  - 58.2.2 The conversion is producing clear, substantial, additional, secure, long-term conservation benefits in the Management Unit; and
  - 58.2.3 The total area of plantation on sites converted from natural forest since November 1994 is less than 5% of the total area of the Management Unit.

## 5 Wood from forests in which genetically modified trees are planted

Criteria	Indicators from FSC-STD-60-004 V2-0 (Applicable for CW-FM)
Principle 10: Implementation of management activities	
10.4	10.4.1

### PRINCIPLE 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

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

- 59 The Organization shall not use genetically modified organisms in the Management Unit.
- 59.1 Genetically modified organisms are not used.

## ANNEXES

### 1. Principle 1, Annex A: Minimum list of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements. (as per FSC-STD-60-004 V2-0)

#### 1. Legal rights to harvest

##### 1.1 Land tenure and management rights

Legislation covering land tenure rights, including customary rights as well as management rights, that includes the use of legal methods to obtain tenure rights and management rights. It also covers legal business registration and tax registration, including relevant legally required licenses.

##### 1.2 Concession licenses

Legislation regulating procedures for issuing forest concession licenses, including the use of legal methods to obtain concession licenses. Bribery, corruption and nepotism are particularly well-known issues that are connected with concession licenses.

##### 1.3 Management and harvesting planning

Any national or sub-national legal requirements for Management Planning, including conducting forest inventories, having a forest management plan and related planning and monitoring, impact assessments, consultation with other entities, as well as approval of these by legally competent authorities.

##### 1.4 Harvesting permits

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

#### 2. Taxes and fees

##### 2.1 Payment of royalties and harvesting fees

Legislation covering payment of all legally required forest harvesting specific fees such as royalties, stumpage fees and other volume based fees. This includes payments of the fees based on the correct classification of quantities, qualities and species. Incorrect classification of forest products is a well-known issue that is often combined with bribery of officials in charge of controlling the classification.

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## **2.2 Value added taxes and other sales taxes**

Legislation covering different types of sales taxes which apply to the material being sold, including the sale of material as growing forest (standing stock sales).

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## **2.3 Income and profit taxes**

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

# **3. Timber harvesting activities**

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## **3.1 Timber harvesting regulations**

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

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## **3.2 Protected sites and species**

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

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## **3.3 Environmental requirements**

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

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### 3.4 Health and safety

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

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### 3.5 Legal employment

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

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## 4. Third parties' rights

### 4.1 Customary rights

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

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### 4.2 Free Prior and Informed Consent

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

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### 4.3 Indigenous Peoples' rights

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

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## 5. Trade and transport **NOTE: This section covers requirements for forest management operations as well as processing and trade.**

### 5.1 Classification of species, quantities, qualities

Legislation regulating how harvested material is classified in terms of species, volumes and qualities in connection with trade and transport. Incorrect classification of

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	harvested material is a well-known method to reduce or avoid payment of legally prescribed taxes and fees.
<b>5.2 Trade and transport</b>	All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from forest operations.
<b>5.3 Offshore trading and transfer pricing</b>	Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and is considered to be an important source of funds that can be used for payment of bribery to the forest operations and personnel involved in the harvesting operation. Many countries have established legislation covering transfer pricing and offshore trading. It should be noted that only transfer pricing and offshore trading, as far as it is legally prohibited in the country, can be included here.
<b>5.4 Custom regulations</b>	Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species).
<b>5.5 CITES</b>	CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention).
<b>6. Due diligence / due care</b>	
<b>6.1 Due diligence / due care procedures</b>	Legislation requiring due diligence/due care procedures, including, e.g., due diligence/due care systems, declaration obligations, and/or the keeping of trade related documents, etc.

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

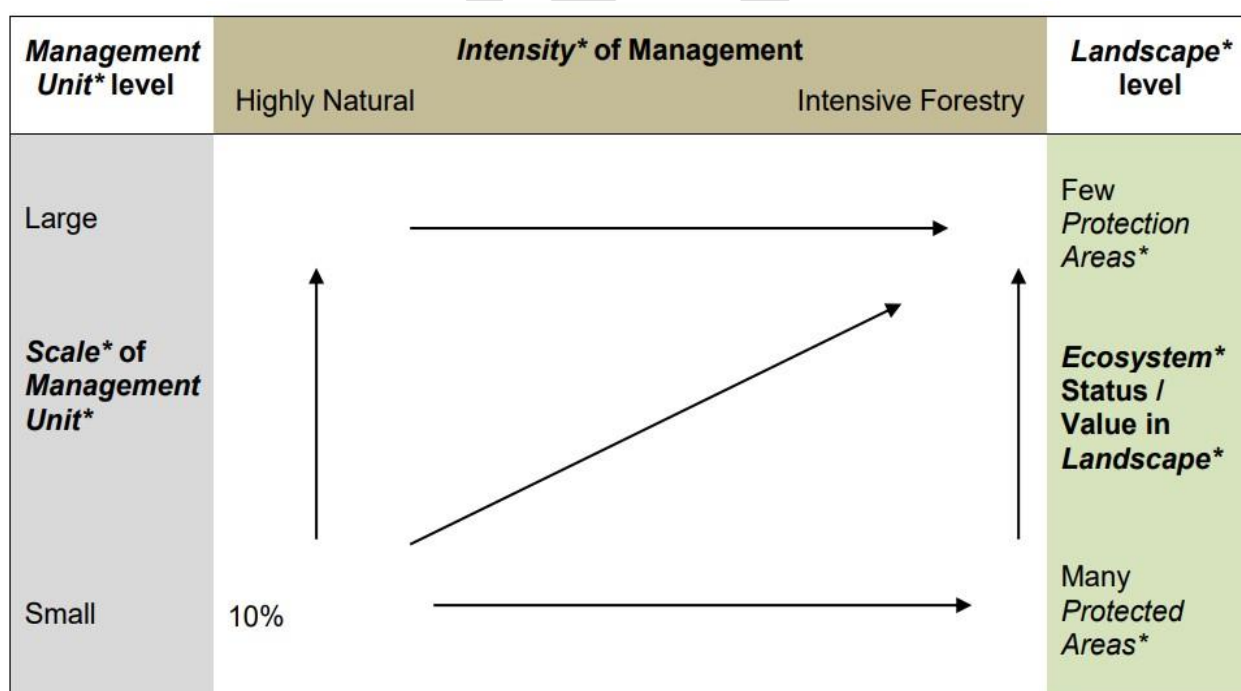
Workers shall be able to:

- 1 Implement forest activities to comply with applicable legal requirements (C 1.5 as per FSC-STD-60-004 V2-0);
- 2 Understand the content, meaning and applicability of the eight ILO Core Labour Conventions (C 2.1 as per FSC-STD-60-004 V2-0);
- 3 Recognize and report on instances of sexual harassment and gender discrimination (C 2.2 as per FSC-STD-60-004 V2-0);



- 4 Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (C 2.3 as per FSC-STD-60-004 V2-0);
- 5 Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (C 2.5 as per FSC-STD-60-004 V2-0);
- 6 Identify where Indigenous Peoples have legal and customary rights related to management activities (C 3.2 as per FSC-STD-60-004 V2-0);
- 7 Identify and implement applicable elements of UNDRIP and ILO Convention 169 (C 3.4 as per FSC-STD-60-004 V2-0);
- 8 Identify sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and implement the necessary measures to protect them before the start of forest management activities to avoid negative impacts (C 3.5 and C 4.7 as per FSC-STD-60-004 V2-0);
- 9 Identify where local communities have legal and customary rights related to management activities (C 4.2 as per FSC-STD-60-004 V2-0);
- 10 Handle, apply and store pesticides (C 10.7 as per FSC-STD-60-004 V2-0); and
- 11 Implement procedures for cleaning up spills of waste materials (C 10.12 as per FSC-STD-60-004 V2-0).

### 3. Principle 6, Annex D: Conservation Area Network Conceptual Diagram (as per FSC-STD-60-004 V2-0)



The diagram shows how the area of the Management Unit included in the Conservation Area Network is generally expected to increase from the 10% minimum as the size, intensity of management, and/or the status and value of ecosystems at the landscape level each increase. The arrows and their direction represent these increases. The far right column titled 'Ecosystems Status/Value in the Landscape' signifies the extent to which native ecosystems are protected at the landscape level and the relative requirements for further protection in the Management Unit. The far left column titled 'Area of Management Unit' shows that as the Management Unit area



increases, the Management Unit will itself be at the landscape level and so will be expected to have a Conservation Area Network containing functional examples of all of the naturally occurring ecosystems for that landscape

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

- 1 The results of assessments, including:
  - 1.1 Natural resources and environmental values, as identified in Principle 6 and Principle 9 (as per FSC-STD-60-004 V2-0);
  - 1.2 Social, economic and cultural resources and condition, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9 (as per FSC-STD-60-004 V2-0);
  - 1.3 Intact Forest Landscapes and core areas, as identified in Principle 9 (as per FSC-STD-60-004 V2-0);
  - 1.4 Indigenous cultural landscapes, as identified with affected rights holders in Principle 3 & Principle 9 (as per FSC-STD-60-004 V2-0);
  - 1.5 Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9 (as per FSC-STD-60-004 V2-0); and
  - 1.6 The maintenance and/or enhancement of ecosystem services for which promotional claims are made as identified in Criterion 5.1 (as per FSC-STD-60-004 V2-0).
- 2 Programs and activities regarding:
  - 2.1 Workers' rights, occupational health and safety, gender equality, as identified in Principle 2 (as per FSC-STD-60-004 V2-0);
  - 2.2 Indigenous Peoples, community relations, local economic and social development, as identified in Principle 3, Principle 4 and Principle 5 (as per FSC-STD-60-004 V2-0);
  - 2.3 Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7 (as per FSC-STD-60-004 V2-0);
  - 2.4 Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10 (as per FSC-STD-60-004 V2-0);
  - 2.5 The rationale for harvesting rates of timber and other natural resources, as identified in Principle 5 (as per FSC-STD-60-004 V2-0).
- 3 Measures to conserve and/or restore:
  - 3.1 Rare and threatened species and habitats;
  - 3.2 Water bodies and riparian zones;
  - 3.3 Landscape connectivity, including wildlife corridors;
  - 3.4 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1 (as per FSC-STD-60-004 V2-0);
  - 3.5 Representative Sample Areas, as identified in Principle 6 (as per FSC-STD-60-004 V2-0); and
  - 3.6 High Conservation Values, as identified in Principle 9 (as per FSC-STD-60-004 V2-0).
- 4 Measures to assess, prevent, and mitigate negative impacts of management activities on:
  - 4.1 Environmental values, as identified in Principle 6 and Principle 9 (as per FSC-STD-60-004 V2-0);
  - 4.2 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1 (as per FSC-STD-60-004 V2-0);

- 4.3 Social Values and Indigenous cultural landscapes, as identified in Principle 2 to Principle 5 and Principle 9 (as per FSC-STD-60-004 V2-0); and
  - 4.4 Intact Forest Landscapes and core areas, as identified in Principle 9 (as per FSC-STD-60-004 V2-0).
- 5 A description of the monitoring program, as identified in Principle 8 (as per FSC-STD-60-004 V2-0), including:
- 5.1 Growth and yield, as identified in Principle 5 (as per FSC-STD-60-004 V2-0);
  - 5.2 Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1 (as per FSC-STD-60-004 V2-0);
  - 5.3 Environmental values, as identified in Principle 6 (as per FSC-STD-60-004 V2-0);
  - 5.4 Operational impacts, as identified in Principle 10 (as per FSC-STD-60-004 V2-0);
  - 5.5 High Conservation Values, as identified in Principle 9 (as per FSC-STD-60-004 V2-0);
  - 5.6 Monitoring systems based on stakeholder engagement planned or in place, as identified in Principle 2 to Principle 5 and Principle 7 (as per FSC-STD-60-004 V2-0);
  - 5.7 Maps describing the natural resources and land use zoning on the Management Unit;
  - 5.8 Description of the methodology to assess and monitor any development and land use options allowed in Intact Forest Landscapes and core areas including their effectiveness in implementing the precautionary approach;
  - 5.9 Description of the methodology to assess and monitor any development and land use options allowed in Indigenous cultural landscapes including their effectiveness in implementing the precautionary approach; and
  - 5.10 Global Forest Watch map, or more accurate national or regional map, describing the natural resources and land use zoning on the Management Unit, including the Intact Forest Landscapes core areas.

## 5. Principle 7, ANNEX F: Conceptual Framework for Planning and Monitoring.

Sample Management Plan Document Note: These will vary with SIR and jurisdiction	Management Plan Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? Note: These will vary with SIR and jurisdiction	FSC Principle / Criterion (FSC-STD-60-004 V2-0)
Site Plan (Harvest Plan)	Annual	Creek crossings	When in the field and annually	Operational staff	P10
		Roads	When in the field and annually	Operational staff	P10
		Retention patches	Annually sample	Operational staff	P6, P10

		Rare Threatened and Endangered species	Annually	Consulting Biologist	P6
		Rare Threatened and Endangered species	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
<b>Budgeting</b>	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
<b>Engagement Plan</b>	Annual	Employment statistics	Annually	General Manager	P3, P4
		Social Agreements	Annually, or as agreed in Engagement Plan	Social Coordinator	P3, P4
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
<b>5-Year management plan</b>	5 years	Wildlife populations	To be determined	Ministry of Environment	P6
		Coarse Woody Debris	Annually	Ministry of Forests	P10
		Free growing / regeneration	Annually, sample		

<b>Sustainable Forestry management plan</b>	10 years	Age class distribution Size class distribution	Ten years	Ministry of Environment	P6
		10-year Allowable Annual Cut	Annually, ten years	Ministry of Forests / Woodlands manager	C5.2
<b>Ecosystem Services Certification Document</b>	5 years	Prior to validation and verification	Prior to validation and verification	General Manager	FSC-PRO-30- 006

## 6. Principle 8 Annex G: Monitoring requirements

- 1 Monitoring in 8.2.1 (as per FSC-STD-60-004 V2-0) is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
  - 1.1 The use of ecologically well adapted species for regeneration (C 10.2 as per FSC-STD-60-004 V2-0);
  - 1.2 Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (C 10.3 as per FSC-STD-60-004 V2-0);
  - 1.3 The use of genetically modified organisms to confirm that they are not being used (C 10.4 as per FSC-STD-60-004 V2-0);
  - 1.4 Adverse impacts from the use of pesticides (C 10.7 as per FSC-STD-60-004 V2-0);
  - 1.5 Adverse impacts from the use of biological control agents (C 10.8 as per FSC-STD-60-004 V2-0);
  - 1.6 The impacts of infrastructural development, transport activities and silviculture to rare and threatened species, habitats, ecosystems, landscape values, water and soils (C 10.10 as per FSC-STD-60-004 V2-0);
  - 1.7 Environmentally appropriate disposal of waste materials (C 10.12 as per FSC-STD-60-004 V2-0).
- 2 Monitoring in 8.2.1 (as per FSC-STD-60-004 V2-0) is sufficient to identify and describe social impacts of management activities, including where applicable:
  - 2.1 Evidence of illegal or unauthorized activities (C 1.4 as per FSC-STD-60-004 V2-0);
  - 2.2 Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (C 1.5 as per FSC-STD-60-004 V2-0);
  - 2.3 Resolution of disputes and grievances (C 1.6, C 2.6, C 4.6 as per FSC-STD-60-004 V2-0);
  - 2.4 Programs and activities regarding workers' rights (C 2.1 as per FSC-STD-60-004 V2-0);

- 2.5 Gender equality, sexual harassment and gender discrimination (C 2.2 as per FSC-STD-60-004 V2-0);
  - 2.6 Programs and activities regarding occupational health and safety (C 2.3 as per FSC-STD-60-004 V2-0);
  - 2.7 Payment of wages (C 2.4 as per FSC-STD-60-004 V2-0);
  - 2.8 Workers' training (C 2.5 as per FSC-STD-60-004 V2-0);
  - 2.9 Where pesticides are used, the health of workers exposed to pesticides (C 2.5 and C 10.7 as per FSC-STD-60-004 V2-0);
  - 2.10 The identification of Indigenous Peoples and local communities and their legal and customary rights (C 3.1 and C 4.1 as per FSC-STD-60-004 V2-0);
  - 2.11 Full implementation of the terms in binding agreements (C 3.2 and C 4.2 as per FSC-STD-60-004 V2-0);
  - 2.12 Indigenous Peoples and community relations (C 3.2, C 3.3 and C 4.2 as per FSC-STD-60-004 V2-0);
  - 2.13 Protection of sites of special cultural, ecological, economic, religious or spiritual significance to Indigenous Peoples and local communities (C 3.5 and C 4.7 as per FSC-STD-60-004 V2-0);
  - 2.14 The persistence of Indigenous cultural landscapes and associated values of significance to Indigenous Peoples (C 3.1, C 3.5 as per FSC-STD-60-004 V2-0);
  - 2.15 The use of traditional knowledge and intellectual property (C 3.6 and C 4.8 as per FSC-STD-60-004 V2-0);
  - 2.16 Local economic and social development (C 4.2, C 4.3, C 4.4, C 4.5 as per FSC-STD-60-004 V2-0);
  - 2.17 Actual compared to projected annual harvests of timber and non-timber forest products (C 5.2 as per FSC-STD-60-004 V2-0);
  - 2.18 High Conservation Values 5 and 6 identified in Criterion 9.1 (as per FSC-STD-60-004 V2-0).
- 3 Monitoring procedures in 8.2.2 (as per FSC-STD-60-004 V2-0) are sufficient to identify and describe changes in environmental conditions including where applicable:
- 3.1 The maintenance and/or enhancement of ecosystem services (C 5.2 as per FSC-STD-60-004 V2-0) (when The Organization uses FSC ecosystem services claims);
  - 3.2 Environmental values and ecosystem functions including carbon sequestration and storage (C 6.1 as per FSC-STD-60-004 V2-0); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values (C 6.3 as per FSC-STD-60-004 V2-0);
  - 3.3 Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (C 6.4 as per FSC-STD-60-004 V2-0);
  - 3.4 Representative sample areas and the effectiveness of actions implemented to conserve and/or restore them (C 6.5 as per FSC-STD-60-004 V2-0);
  - 3.5 Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (C 6.6 as per FSC-STD-60-004 V2-0);
  - 3.6 Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (C 6.7 as per FSC-STD-60-004 V2-0);
  - 3.7 Conversion of natural forest to plantations or conversion to non-forest (C 6.9 as per FSC-STD-60-004 V2-0);
  - 3.8 The status of plantations established after 1994 (C 6.10 as per FSC-STD-60-004 V2-0); and
  - 3.9 High Conservation Values 1 to 4 identified in Criterion 9.1 (as per FSC-STD-60-004 V2-0) and the effectiveness of actions implemented to maintain and/or enhance them.

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

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

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

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

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

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

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

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

# Appendix

This appendix references the clauses in FSC-STD-30-010 V3-0 with the corresponding Principles, Criteria and Indicators in FSC-STD-60-004 V2-0 EN *International Generic Indicators*.

The referencing followed in the sections below are as follow:

Symbol/ Letters	Reference
*	Principles in International Generic Indicators (FSC-STD-60-004 V2-0 EN)
**	Clause numbers in Controlled Wood Standard for Forest Management Enterprises (FSC-STD-30-010 V3-0)
<b>C</b>	Criteria in International Generic Indicators (FSC-STD-60-004 V2-0 EN)
<b>IGI</b>	Indicators in International Generic Indicators (FSC-STD-60-004 V2-0 EN)



## References in Part II - Quality management system

Principle 5*		Principle 7*						Principle 8*					
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0 **	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
4	C5.2	5	C7.1	7.1.5	IGI 7.4.1(5)	9.2.1	IGI 7.6.2(1)	10	C8.1	14	C8.5	14.2.6	IGI 8.5.2(8)
4.1	IGI 5.2.1	5.1	IGI 7.1.1	8	C7.5	9.2.2	IGI 7.6.2(2)	10.1	IGI 8.1.1	14.1	IGI 8.5.1	14.2.7	IGI 8.5.2(9)
4.2	IGI 5.2.2	6	C7.2	8.1	IGI 7.5.1	9.2.3	IGI 7.6.2(3)	11	C8.2	14.1.1	IGI 8.5.1(1)	14.3	IGI 8.5.3
4.3	IGI 5.2.3	6.1	IGI 7.2.1	8.2	IGI 7.5.2	9.2.4	IGI 7.6.2(4)	11.1	IGI 8.2.1	14.1.2	IGI 8.5.1(2)	14.3.1	IGI 8.5.3(1)
4.4	IGI 5.2.4	7	C7.4	9	C7.6	9.2.5	IGI 7.6.2(5)	11.2	IGI 8.2.2	14.2	IGI 8.5.2	14.3.2	IGI 8.5.3(2)
		7.1	IGI 7.4.1	9.1	IGI 7.6.1	9.2.6	IGI 7.6.2(6)	12	C8.3	14.2.1	IGI 8.5.2(3)	14.3.3	IGI 8.5.3(3)
		7.1.1	IGI 7.4.1(1)	9.1.1	IGI 7.6.1(1)	9.3	IGI 7.6.3	12.1	IGI 8.3.1	14.2.2	IGI 8.5.2(4)	14.3.4	IGI 8.5.3(4)
		7.1.2	IGI 7.4.1(2)	9.1.2	IGI 7.6.1(3)	9.4	IGI 7.6.4	12.2	IGI 8.3.2	14.2.3	IGI 8.5.2(5)	14.3.5	IGI 8.5.3(5)
		7.1.3	IGI 7.4.1(3)	9.1.3	IGI 7.6.1(5)			13	C8.4	14.2.4	IGI 8.5.2(6)	14.3.6	IGI 8.5.3(6)
		7.1.4	IGI 7.4.1(4)	9.2	IGI 7.6.2			13.1	IGI 8.4.1	14.2.5	IGI 8.5.2(7)		



## References in Part III – FSC Controlled Wood requirements

### Category 1: Illegally harvested wood

Principle 1*											
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
16	C1.1	18	C1.3	19	C1.4	21	C1.6	21.4	IGI 1.6.4	22.3	IGI 1.7.3
16.1	IGI 1.1.1	18.1	IGI 1.3.1	19.1	IGI 1.4.1	21.1	IGI 1.6.1	21.4.1	IGI 1.6.4(1)	22.4	IGI 1.7.4
16.2	IGI 1.1.2	18.1.1	IGI 1.3.1(1)	19.2	IGI 1.4.2	21.2	IGI 1.6.2	21.4.2	IGI 1.6.4(2)	22.5	IGI 1.7.5
17	C1.2	18.1.2	IGI 1.3.1(2)	19.3	IGI 1.4.3	21.3	IGI 1.6.3	21.4.3	IGI 1.6.4(3)	23	C1.8
17.1	IGI 1.2.1	18.1.3	IGI 1.3.1(3)	20	C1.5	21.3.1	IGI 1.6.3(1)	22	C1.7	23.1	IGI 1.8.1
17.2	IGI 1.2.2	18.2	IGI 1.3.2	20.1	IGI 1.5.1	21.3.2	IGI 1.6.3(2)	22.1	IGI 1.7.1	23.2	IGI 1.8.2
17.3	IGI 1.2.3	18.3	IGI 1.3.3	20.2	IGI 1.5.2	21.3.3	IGI 1.6.3(3)	22.2	IGI 1.7.2		

Category 2: Wood harvested in violation of traditional and civil rights

Principle 2*										Principle 3*					
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
24	C2.1	24.3.1	IGI 2.1.3.1	25.4	IGI 2.2.4	26.6	IGI 2.3.6	29.2	IGI 2.6.2	30	C3.1	31	C3.2	33.1	IGI 3.4.1
24.1	IGI 2.1.1	24.4	IGI 2.1.4	25.5	IGI 2.2.5	27	C2.4	29.3	IGI 2.6.3	30.1	IGI 3.1.1	31.1	IGI 3.2.1	33.2	IGI 3.4.2
24.1.1	IGI 2.1.1.1	24.4.1	IGI 2.1.4.1	25.6	IGI 2.2.8	27.1	IGI 2.4.1	29.3.1	IGI 2.6.3(1)	30.2	IGI 3.1.2	31.2	IGI 3.2.2	34	C3.5
24.1.2	IGI 2.1.1.2	24.4.2	IGI 2.1.4.2	25.7	IGI 2.2.9	27.2	IGI 2.4.3	29.3.2	IGI 2.6.3(2)	30.2.1	IGI 3.1.2(1)	31.3	IGI 3.2.3	34.1	IGI 3.5.1
24.1.3	IGI 2.1.1.3	24.4.3	IGI 2.1.4.3	26	C2.3	27.3	IGI 2.4.4	29.3.3	IGI 2.6.3(3)	30.2.2	IGI 3.1.2(2)	31.4	IGI 3.2.5	34.2	IGI 3.5.2
24.1.4	IGI 2.1.1.4	24.4.4	IGI 2.1.4.4	26.1	IGI 2.3.1	28	C2.5	29.4	IGI 2.6.4	30.2.3	IGI 3.1.2(3)	32	C3.3	34.3	IGI 3.5.3
24.2	IGI 2.1.2	25	C2.2	26.2	IGI 2.3.2	28.1	IGI 2.5.1			30.2.4	IGI 3.1.2(4)	32.1	IGI 3.3.1	35	C3.6
24.2.1	IGI 2.1.2.1	25.1	IGI 2.2.1	26.3	IGI 2.3.3	28.2	IGI 2.5.2			30.2.5	IGI 3.1.2(5)	32.2	IGI 3.3.2	35.1	IGI 3.6.1
24.2.2	IGI 2.1.2.2	25.2	IGI 2.2.2	26.4	IGI 2.3.4	29	C2.6			30.2.6	IGI 3.1.2(6)	32.3	IGI 3.3.3	35.2	IGI 3.6.2
24.3	IGI 2.1.3	25.3	IGI 2.2.3	26.5	IGI 2.3.5	29.1	IGI 2.6.1			30.2.7	IGI 3.1.2(7)	33	C3.4		

Category 2: Wood harvested in violation of traditional and civil rights

Principle 4*							
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
36	C4.1	36.2.7	IGI 4.1.2(7)	38.1.2	IGI 4.3.1(2)	39.4	IGI 4.6.4
36.1	IGI 4.1.1	37	C4.2	38.1.3	IGI 4.3.1(3)	39.4.1	IGI 4.6.4(1)
36.2	IGI 4.1.2	37.1	IGI 4.2.1	39	C4.6	39.4.2	IGI 4.6.4(2)
36.2.1	IGI 4.1.2(1)	37.2	IGI 4.2.2	39.1	IGI 4.6.1	39.4.3	IGI 4.6.4(3)
36.2.2	IGI 4.1.2(2)	37.3	IGI 4.2.3	39.2	IGI 4.6.2	40	C4.7
36.2.3	IGI 4.1.2(3)	37.4	IGI 4.2.5	39.3	IGI 4.6.3	40.1	IGI 4.7.1
36.2.4	IGI 4.1.2(4)	38	C4.3	39.3.1	IGI 4.6.3(1)	40.2	IGI 4.7.2
36.2.5	IGI 4.1.2(5)	38.1	IGI 4.3.1	39.3.2	IGI 4.6.3(2)	40.3	IGI 4.7.3
36.2.6	IGI 4.1.2(6)	38.1.1	IGI 4.3.1(1)	39.3.3	IGI 4.6.3(3)		

Category 3: Wood harvested in forests in which high conservation values are threatened by management activities

Principle 6*						Principle 9*						Principle 10*					
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
41	C6.1	44	C6.5	46.1	IGI 6.7.1	47	C9.1	48.6	IGI 9.2.6	49.5	IGI 9.3.5	51	C10.2	53.2	IGI 10.7.3	54.3	IGI 10.8.3
41.1	IGI 6.1.1	44.1	IGI 6.5.1	46.2	IGI 6.7.2	47.1	IGI 9.1.1	48.7	IGI 9.2.7	50	C9.4	51.1	IGI 10.2.1	53.3	IGI 10.7.4	54.4	IGI 10.8.4
42	C6.3	44.2	IGI 6.5.2	46.3	IGI 6.7.3	47.2	IGI 9.1.2	48.7.1	IGI 9.2.7(1)	50.1	IGI 9.4.1	51.2	IGI 10.2.2	53.4	IGI 10.7.5	55	C 10.10
42.1	IGI 6.3.1	44.3	IGI 6.5.5			47.3	IGI 9.1.3	48.7.2	IGI 9.2.7(2)	50.1.1	IGI 9.4.1(1)	52	C10.3	53.5	IGI 10.7.6	55.1	IGI 10.10.1
42.2	IGI 6.3.2	45	C6.6			48	C9.2	48.7.3	IGI 9.2.7(3)	50.1.2	IGI 9.4.1(2)	52.1	IGI 10.3.1	53.6	IGI 10.7.7	55.2	IGI 10.10.2
42.3	IGI 6.3.3	45.1	IGI 6.6.1			48.1	IGI 9.2.1	49	C9.3	50.1.3	IGI 9.4.1(3)	52.2	IGI 10.3.2	53.6.1	IGI 10.7.7(1)	55.3	IGI 10.10.3
43	C6.4	45.2	IGI 6.6.2			48.2	IGI 9.2.2	49.1	IGI 9.3.1	50.2	IGI 9.4.2	52.3	IGI 10.3.3	53.6.2	IGI 10.7.7(1)	56	C 10.12
43.1	IGI 6.4.1	45.3	IGI 6.6.3			48.3	IGI 9.2.3	49.2	IGI 9.3.2	50.3	IGI 9.4.3	52.4	IGI 10.3.4	54	C10.8	56.1	IGI 10.12.1
43.2	IGI 6.4.3	45.4	IGI 6.6.4			48.4	IGI 9.2.4	49.3	IGI 9.3.3	50.4	IGI 9.4.4	53	C10.7	54.1	IGI 10.8.1		
43.3	IGI 6.4.4	46	C6.7			48.5	IGI 9.2.5	49.4	IGI 9.3.4			53.1	IGI 10.7.2	54.2	IGI 10.8.2		

**Category 4: Wood harvested in forests being converted to plantations or non-forest use**

Principle 6*					
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0	FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
57	C6.9	58	C6.10	58.2.1	IGI 6.10.2(1)
57.1	IGI 6.9.1	58.1	IGI 6.10.1	58.2.2	IGI 6.10.2(2)
57.1.1	IGI 6.9.1(1)	58.2	IGI 6.10.2	58.2.3	IGI 6.10.2(3)

**Category 5: Wood from forests in which genetically modified trees are planted**

Principle 10*	
FSC-STD-30-010 V3-0**	FSC-STD-60-004 V2-0
59	C10.4
59.1	IGI 10.4.1

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

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

## References in Principle 7, Annex E: Elements of the Management Plan

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

## References in Principle 8 Annex G: Monitoring requirements

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





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