



Terms of Reference

# REVISION OF PRINCIPLES AND CRITERIA, INTERNATIONAL GENERIC INDICATORS AND OTHER NORMATIVE DOCUMENTS

PCI Revision



## PROCESS SUMMARY

Process Title:	Revision of Principles and Criteria, International Generic Indicators and other normative documents
Process Type:	[Major]
Scope:	[Revision]
Type of Working Group:	Sub-chamber balanced
Number of Working Group members:	6 Working Group members and 3 experts (with further support from other bodies according to thematic areas in the scope of the revision)
Process leads:	<b>Name:</b> Sandra Fahd; Diana Franco <b>Email:</b> <a href="mailto:forestmanagement@fsc.org">forestmanagement@fsc.org</a>
Working language:	English
ToR approval date:	[Click to choose a date]
Contact:	FSC International – Policy and Performance Unit Adenauerallee 134 53113 Bonn Germany  <b>Phone:</b> +49 -(0)228 -36766 -0 <b>Fax:</b> +49 -(0)228 -36766 -65 <b>Email:</b> <a href="mailto:policy_performance@fsc.org">policy_performance@fsc.org</a>

© 2025 Forest Stewardship Council, A.C. All Rights Reserved  
FSC® F000100

You may not distribute, modify, transmit, reuse, reproduce, re-post or use the copyrighted materials from this document for public or commercial purposes, without the express written consent of the publisher. You are hereby authorized to view, download, print and distribute individual pages from this document subject for informational purposes only.

## Contents

<b>1. Process Information</b>	<b>4</b>
1.1. Background	4
1.2. Introduction	4
1.3. Scope of the revision process	4
1.4. Key objectives	5
1.5. Intended outcomes of the revision process	7
1.6. Process type and process steps	8
<b>2. Establishing the Working Group</b>	<b>9</b>
2.1. Organizational set up of the process	9
2.2. Selection criteria for WG members	11
2.3. Approval of the selected WG members and allocation of stipends	11
2.4. Role of observers	11
2.5. Workplan and time commitment	11
2.6. Expenses and remunerations	12
2.7. Confidentiality and conflict of interest	12
2.8. Language	12
<b>3. Operating rules</b>	<b>13</b>
3.1. Expectations of appointed WG members	13
3.2. The term of WG members	13
3.3. Accountability of the WG	13
3.4. Deliberations and decision-making	13
<b>Annex 1 List of Advice Notes and Interpretations to be incorporated in the revision</b>	<b>15</b>
<b>Annex 2 Work plan and estimated timelines</b>	<b>18</b>
<b>Annex 3 Working group structure</b>	<b>21</b>
<b>Annex 4 Key Performance Indicators template for WG</b>	<b>22</b>

# 1. Process Information

## 1.1. Background

The FSC Global Strategy 2021-2026 calls for the streamlining of policies and standards to enhance clarity, ensure consistent implementation and reduce complexity. This includes integrating risk-based approaches while maintaining credibility and prioritizing outcomes driven by high performance.

The Strategy also emphasizes the development of policies and standards that balance global consistency with local adaptability, and are clear, relevant, reliable, and efficient, offering concrete solutions.

The revision of FSC Principles and Criteria (P&C) and International Generic Indicators (IGI), and other normative documents (collectively referred to as PCI) represents a key opportunity for integrating outcome orientation and streamlining in the requirements for forest management certification. These objectives will also be addressed in the parallel revision process of the Requirements for the Development and Maintenance of FSC Country Requirements FSS and FSC Risk Assessments.

## 1.2. Introduction

The Terms of Reference (ToR) of the process guide the revision of requirements in PCI. The ToR define the scope of the revision, the process, the composition of the Working Group, the operating rules and decision-making. These ToR are based on the findings of the Joint Review Report of FSC Principles and Criteria, International Generic Indicators and other Forest Management Normative documents which confirm the need for this revision.

At their 87<sup>th</sup> Board meeting in March 2021, the FSC Board of Directors decided to conduct a joint review and revision of <FSC-STD-01-001 V5-3 FSC Principles and Criteria for Forest Stewardship> (P&C) and the <FSC-STD-60-004 V2-1 International Generic Indicators> (IGI) in 2024. This decision was based on several operational considerations:

- 1) <FSC-PRO-01-001 V4-0 Development and Revision of FSC Requirements> mandates that FSC's normative documents be reviewed and revised every five years, or as necessary. While the P&C and IGI follow different review schedules, revisions may also occur outside the standard cycle if approved by the FSC members or the Board.
- 2) The review of the IGI, originally planned for 2023, was postponed to 2024 to align with the scheduled review of the P&C.
- 3) The most recent partial revision of the P&C was completed in 2019. Following this, during its 81<sup>st</sup> meeting, the Board decided not to proceed with further revisions at that time, instead scheduling the next review for 2024. Major revisions to both the P&C and the IGI were proposed as part of this alignment. This coordinated approach aims to enhance stability, reliability, and efficiency, and to support more effective resource allocation for standards developers.

Moreover, the purpose of this revision is to ensure that FSC remains as the most relevant certification scheme in responsible forest management in an evolving global context, where forests face increasing threats.

## 1.3. Scope of the revision process

In addition to P&C and IGI, the following documents are also included in this revision process:

- 1) <FSC-POL-20-003 V1-0 FSC Policy on the Excision of Areas from the Scope of Certification>
- 2) <FSC-DIR-20-007 FSC Directive on Forest Management Evaluations>

- 3) <Forest Management Interpretations>
- 4) <Interpretations of the normative framework for Forest Stewardship Standards>

The <FSC-POL-20-003 V1-0 FSC Policy on the Excision of Areas from the Scope of Certification> was approved in 2004 and has remained unchanged since then. The <FSC-DIR-20-007 FSC Directive on Forest Management Evaluations> was last updated in November 2024. The objective of this revision is to revise and update the PCI's content and streamline the document by incorporating relevant elements directly into PCI, rather than referencing a separate normative document. An analysis of the Advice Notes indicating which requirements are recommended to be revised or to be retained in PCI, is presented in Annex 1.

Interpretations related to the normative documents under revision in <Forest Management Interpretations>, as well as national-level interpretations in <Interpretations of the normative framework for Forest Stewardship Standards> will also be considered during this revision process as listed in Annex 1 to ensure coherence, avoid duplication, and uphold consistency across FSC's normative framework.

This revision will reinforce and uphold the core social, environmental and economic values of FSC by introducing targeted changes without compromising the economic viability of forest management; likewise, streamlining the PCI and making them outcome-oriented will not weaken social and environmental safeguards and protection of local values.

Recently revised policies are not included in the PCI revision. Conversion rules under the <FSC-POL-01-007 Policy to Address Conversion V1-0>, and <FSC-PRO-01-004 Remedy Framework> as reflected in the current IGI, will remain in place. However, ADVICE-20-007-23 Maximum hectare threshold for "very limited portion" is part of the PCI revision.

The <FSC-POL-30-001 FSC Pesticides Policy V3-0> was recently revised and will therefore be maintained.

#### 1.4. Key objectives<sup>1</sup>

The Working Group (WG) shall aim to revise the PCI to position them as globally leading, state-of-the-art standards by incorporating additional aspects while at the same time making them more user-friendly and outcome-oriented. The result should be standards that are, overall, easier to apply for forest managers, without compromising their rigour.

As part of the overall and holistic PCI revision, the WG shall work to achieve the following specific objectives:

##### 1.4.1 For FSC-STD-01-001 FSC Principles and Criteria Forest Stewardship and FSC-STD-60-004 International Generic Indicators

###### A. Scope and Application:

- 1) PCI define the scope of application for FSC Forest Management Certification with respect to:
  - a) Vegetation types (e.g., natural forests, plantations, urban forests, etc.)
  - b) Products (e.g., timber and Non-Timber Forest Products (NTFPs).
  - c) Services (e.g., conservation, protection, ecosystem services, etc.)
  - d) Users (e.g., primarily standard developers and certificate holders, including large companies; small or low-intensity managed forests; communities; governments and Indigenous Peoples.).

###### B. User Orientation:

---

<sup>1</sup> During the conceptual phase, the Secretariat has developed and commissioned green papers to suggest recommendations and directions for this revision. However, not all of these recommendations have been reflected as key objectives in these ToR.

- 1) PCI are user-oriented according to the needs and capacities of its different users by making them directly applicable for forest management evaluations.
- 2) Develop a proposal and conduct a feasibility assessment for making the PCI modular by identifying distinct sets of requirements for different vegetation types, products, services and user groups (e.g smallholders and community managed forests). A modular approach should enable tailored certification, for example, for protected areas and production forests. This approach should support future integration with digital tools and systems and will require a reorganization and reformulation of the current PCI structure.
- 3) PCI do not increase the net-burden on certificate holders; the resulting requirements should be, overall, easier to implement and should not risk the economic viability of forest management.
- 4) Develop a proposal for a revised structure of PCI to ease the implementation of requirements by key users of the documents, certificate holders and standard developers.

#### C. Outcome-Orientation

- 1) PCI are outcome-oriented and aligned with the Requirements for the Development and Maintenance of FSC Country Requirements (Forest Stewardship Standards and FSC Risk Assessments) and FSC-PRO-60-006a Structure and Content of Forest Stewardship Standards (FSS), once approved. PCI provide a global set of intended outcomes for forest stewardship, guiding the development of FSS.

#### D. Climate change:

- 1) PCI address climate change mitigation and adaptation, and address practices that enable forest resilience in forest management.
- 2) Align PCI requirements with FSC's Climate and Biodiversity Strategic Framework and the FSC Global Strategy.

#### E. Social Requirements:

- 1) PCI incorporate a gender equality perspective in accordance to the FSC Strategic Framework on Diversity and Gender.
- 2) PCI include requirements for the protection of Indigenous Peoples living in voluntary isolation.
- 3) PCI incorporate Motion 50/2021 *Policy Motion on the right of access to workers*, Motion 51/2021 *Policy Motion on the right of workers to elect their own Occupational Health and safety representative(s)*, and Motion 40a/2021 *Review the applicability of Free, Prior and Informed Consent (FPIC) in Principle 4*.

#### F. Environmental topics:

- 1) PCI align with the results of Intact Forest Landscapes (IFLs) engagement and the decision made at the 101<sup>st</sup> Board of Directors meeting.
- 2) Align PCI requirements with FSC's Climate and Biodiversity Strategic Framework and the FSC Global Strategy.

#### G. Streamlining:

- 1) Reduce redundancies and repetitions, improving the standard's clarity and ease of understanding for users.
- 2) Evaluate the ongoing need for each Advice Note, as detailed in Annex 1 and, where appropriate, integrate them directly into the relevant standards.
- 3) Reduce the number of Annexes in PCI, particularly in IGI, and remove instructions directed for standard developers, as these requirements are part of the ongoing revision of Requirements for the Development and Maintenance of FSC Country Requirements FSS and FSC Risk Assessments and FSC-PRO-60-006a Structure and Content of Forest Stewardship Standards.

- 4) PCI align with the implementation of relevant Motions that will be passed at the FSC General Assembly 2025.
- 5) Update and revise the “Glossary of terms” section, by incorporating new or revised definitions from recent normative processes and revise other where they are no longer fit for purpose (e.g., definition of Genetically Modified Organisms).

#### 1.4.2 For FSC-POL-20-003 Policy on the Excision of Areas from the Scope of Certification

- 1) Revise and enhance the clarity of the context and objective of the policy.
- 2) Integrate relevant requirements into the next version of the PCI and make recommendations to align sections of the policy in relevant normative revision processes such as FSC-PRO-60-006a Structure and Content of Forest Stewardship Standards.
- 3) Align and incorporate all relevant normative documents that are currently published separately to the main Policy (e.g., Advice Notes and Interpretations identified in Annex 1.
- 4) Consider the withdrawal of the Policy upon integration of applicable requirements.

#### 1.4.3 For FSC-DIR-20-007 FSC Directive on Forest Management Evaluations

- 1) Revise and integrate relevant requirements of Advice Notes listed in Annex 1 into PCI where appropriate.

### 1.5. Intended outcomes of the revision process

Table 1 presents the intended outcomes expected from the PCI revision process. The intended outcomes are grouped into three categories: the outcome-oriented approach in the PCI, streamlining of requirements, and alignment with the FSC Normative framework.

*Table 1 Intended outcomes of the revision process*

#### Intended outcomes of the revision process

Outcome	Description of the outcomes
<b>1. Outcome-oriented PCI</b>	1.1 Introduce an outcome-oriented approach to the PCI by formulating Principles, Criteria and Indicators based on the intended outcomes of Forest Stewardship
<b>2. Streamlined requirements</b>	2.1 Reorganize requirements in a more user-friendly structure. 2.2 Simplify the language of the Principles, Criteria and Indicators, aiming to disaggregate multiple requirements contained within a single Criterion or Indicator.
<b>3. Alignment with FSC Normative Framework</b>	3.1 Align with results of the revision of the <u>Requirements for the Development and Maintenance of FSC Country Requirements FSS and FSC Risk Assessments</u> and FSC-PRO-60-006a Structure and Content of Forest Stewardship Standards. 3.2 Align with normative content, as outlined in Annex 1, to simplify interpretation and improve auditability of the revised requirements.



## 1.6. Process type and process steps

The PCI revision is classified as a 'major' process, in accordance with <[FSC-PRO-01-001 V4-0 Development and Revision of FSC Requirements](#)>. An exception to the standard 'major' process relates to the decision-making bodies of the documents:

- 1) Principles and Criteria: The decision-making body for P&C will be the FSC General Assembly in accordance with [FSC AC Statutes](#). The FSC General Assembly will be deciding on the P&C in the FSC General Assembly meeting in 2028 or via an electronic ballot.
- 2) International Generic Indicators: The decision-making body for the IGI will be the FSC Board of Directors, with decision taken after the approval of the P&C by the FSC General Assembly.

This revision process will follow the established steps and aspects of a 'major' revision process, as outlined in Table 2 below.

Table 2 Process types

PHASE	KEY STEP / ASPECT	MAJOR
Review	Review Report	FSC staff
Conceptual	Consultation	Public
	Process ToR	Process lead
	Deciding on the ToR	Board of Directors
	Working group composition	Sub-chamber balanced
Working Group	Deciding on working group composition	Board of Directors
Drafting	Drafting	Process lead
	Consultation	Public
Testing	Testing	Desk, field, or pilot testing
Final decision	Final decision	FSC General Assembly for P&C Board of Directors for IGI
Implementation	Publication date	1st January 2029
	Effective date	1 <sup>st</sup> July 2029
	Transition end date	18 months after effective date



## 2. Establishing the Working Group

The WG consists of individuals with relevant knowledge or professional experience in the fields applicable for the revision who will provide input to the process during the drafting phase. As this revision process follows the requirements of a 'major' process, the WG is required to comprise sub-chamber balanced FSC Members, equally representing the perspectives of the social, environmental and economic chambers of the FSC membership and southern and northern perspectives. However, as the revision includes multiple normative documents - including environmental topics (such as climate change mitigation and adaptation), social issues (such as core labour requirements and Indigenous Peoples concerns), and specific subjects (such as IFLs, and smallholders related topics) - the selection of WG members will need to ensure representation from a broad range of stakeholders and areas of technical expertise.

The revision process envisages significant engagement activities with FSC Membership and key stakeholder groups. Therefore, the working group composition is oriented to focus on the technical revision of PCI.

### 2.1. Organizational set up of the process

As specified in <FSC-PRO-01-001 V4-0 Development and Revision of FSC Requirements>, the WG will be composed of sub-chamber balanced FSC members who will provide input during the drafting phase of the process. Given that this is a 'major' revision, the WG will include representation from the Social, Environmental, and Economic chambers, with balanced participation from both the Global South and the Global North.

In addition to the WG, experts will be engaged to provide targeted feedback and input on specific topics as needed. These will include experts in Indigenous Peoples, certification bodies, climate and biodiversity and other relevant issues for this revision.

Annex 2 outlines the structure of the WG, which consists of:

- 2.1.1 Working Group: Comprising of six sub-chamber members (two members per FSC Chamber, i.e., Social, Economic and Environmental, ensuring representation from both the Global North and Global South) focusing on the document under revision.
- 2.1.2 Support: Will include process management, strategic steering group and experts supporting group, described as follows:
  - a) Experts: a permanent group of three experts who will participate alongside the WG members during all meetings, contributing to specific workstreams such as Indigenous Peoples, climate and biodiversity, and Certification Bodies. Besides the three experts mentioned, additional expert(s) might be engaged on a case-by-case basis to provide targeted feedback and inputs on specific topics. A youth observer will also be invited as part of the Expert group.
  - b) Strategic Steering: This group will be formed by the three Board Liaisons, one from each chamber and, one Liaison from the Policy and Standards Committee (PSC).
  - c) Process Management: This group is formed by the process lead(s) and supported by the facilitator.
- 2.1.3 Consultative Forums: consultative forums will consist of broader groups of participants with expertise in specific workstreams or thematic topics, such as Non-Timber Forest Products (NTFPs), Indigenous Peoples, Smallholders, Forest managers and IFLs. These forums will be consulted for insights and input prior to and during the drafting phase and opportunities provided for dialogue between members within these groups. Based on the consultation results, the

Secretariat will establish additional support groups within the consultative forums, if required, to address emerging topics.

The table below depicts the roles and responsibilities of the different bodies of the working group.

*Table 3 Roles and responsibilities of the relevant working bodies*

Working group body	Roles and responsibilities
<b>Working Group</b>	
<b>WG</b>	<ul style="list-style-type: none"> <li>a) provides input on the contents; NOTE: FSC Staff is responsible for drafting the requirements.</li> <li>b) proactively seeks advice on requirements from their constituency;</li> <li>c) reviews the results of consultations and other documents prepared by FSC staff, and provides feedback on these materials;</li> <li>d) adheres to the process terms of reference (including timelines and the collaboration rules); and</li> <li>e) recommends, objects to or abstains from the draft documents which are submitted for consultation or for the approval.</li> </ul>
<b>Support</b>	
<b>Process Management</b>	
<b>Process Lead(s)</b>	<ul style="list-style-type: none"> <li>a) establish and execute the WG workplan;</li> <li>b) draft the requirements;</li> <li>c) design the structure and scope of the engagement;</li> <li>d) organize and lead working group meetings;</li> <li>e) provide the WG with relevant materials;</li> <li>f) represent FSC International, e.g., by providing inputs to the WG discussions, ensuring alignment with other ongoing processes within FSC;</li> <li>g) monitor adherence of the WG to the terms of reference; and report on WG performance and quality of deliverables to FSC management and the FSC Board of Directors;</li> <li>h) adhere to <u>FSC-PRO-01-001 V4-0 Development and Revision of FSC Requirements</u>.</li> </ul>
<b>Facilitator</b>	<ul style="list-style-type: none"> <li>a) supports the process lead(s) and facilitates the WG meetings</li> </ul>
<b>Experts</b>	
<b>Expert(s)</b>	<ul style="list-style-type: none"> <li>a) provide input on the contents of the specific requirements;</li> <li>b) review results of consultations;</li> <li>c) advice the WG;</li> <li>d) adhere to the process terms of reference, including timelines and the collaboration rules;</li> </ul>

<b>Observer</b>	a) attends WG sessions but may only contribute to the discussions when agreed by majority of WG members and cannot make decisions
-----------------	---

### **Strategic Steering**

<b>Liaison persons</b>	a) Facilitate provision of strategic guidance to the WG from the Board and the PSC, as identified in the process by the WG, Secretariat, PSC or the Board. b) Provide timely advice to the WG on alignment with relevant processes within the FSC Normative Framework
------------------------	--

### **Consultative forum**

<b>Consultative forum groups</b>	a) Consulted for input on specific topics outside of public consultation phase(s)
----------------------------------	---

## **2.2. Selection criteria for WG members**

The composition of the WG shall reflect a broad range of expertise and perspectives, with attention to gender, geographic diversity (North and South), and stakeholder representation.

WG members will be chosen based on following criteria:

- a) Technical skills: knowledge of forest management certification, general FSC system, knowledge about PCI and other certification system, etc.  
NOTE: depending on the workstream, expertise in other certification schemes and/or regulations is an advantage.
- b) Soft skills: ability to work in a team, clarity of expression, culturally appropriate behaviour.
- c) Contribution: solution-driven, delivering a number of quality deliverables, providing inputs on time and in the requested format.
- d) Engagement: engaging constituency, actively participating, demonstrating balanced judgement on conduct.
- e) Balance of geographical regions.  
NOTE: The process lead will consider past performance and contributions of applicants in the evaluation of candidates.

## **2.3. Approval of the selected WG members and allocation of stipends**

The Board of Directors decides on the members of the WG. The allocation of stipends will be made in accordance with FSC-PRO-10-005 Administrative Stipends.

## **2.4. Role of observers**

Observers can be invited by the process lead to attend WG sessions but may only contribute to the discussions when agreed by the majority of WG members and cannot make decisions.

## **2.5. Workplan and time commitment**

### **Workplan**

WG members are expected to dedicate sufficient time to fully carry out their duties, as outlined in the workplan presented in Annex 2, Table 5 and 6. The Secretariat will update the timetable and detailed workplan if needed.

## Communication

The WG will conduct most of its work via e-mail or means of electronic communication (e.g., MS Teams, teams meeting etc.), and through one-on-one calls with the process lead when required.

## Meetings

The process lead will strive to select meeting dates and venues that allow for full participation of all WG members and experts. The proposed frequency, format and type of meeting is listed below:

### WG

1. Online Kick-off meeting in April 2026
2. Regular meetings: at minimum monthly meetings via Teams/Zoom through 2026-2028
3. In-person meeting, tentatively May 2026
4. In-person meeting, tentatively November 2026
5. In-person meeting, two months after 1st consultation, tentatively July 2027
6. In-person meeting, tentatively April 2028

NOTE: The regularity and format of any of the aforementioned meetings may be amended in the future, with agreement from the WG members.

## 2.6. Expenses and remunerations

### Rumeneration

To support equitable participation, and attract the most qualified candidates as WG members, FSC offers the possibility of a stipend to acknowledge participants for the time and commitment required as outlined in this ToR.

Stipends will be granted in accordance with FSC-PRO-10-005 V1-0 Administrative Stipends<sup>2</sup> (internal document).

### Traveling and accomodation

FSC will cover reasonable travel and accommodation expenses related to the work plan upon submission of the respective invoices and receipts, and if expenses are agreed upon in advance.

## 2.7. Confidentiality and conflict of interest

### Confidentiality

WG members shall sign a confidentiality and non-disclosure agreement with FSC prior to commencing their work. Per default, non-attributable content of discussions and papers prepared by or presented to the WG is not considered confidential, unless otherwise specified by FSC.

### Conflict of Interest

WG members are expected to declare any conflicts of interest, where they arise. This will cause the person(s) to be excused from the discussion and to abstain from participating in decision-making.

## 2.8. Language

The working language of the WG is English. All drafts for public consultation, as well as other documents, as requested and as possible, will be translated into Spanish and French. Documents may also be translated into other languages if requested by the WG, depending on resource availability.

---

<sup>2</sup> The stipend will be paid as a fixed annual amount of USD 5,600 per year or on a pro-rated basis if the duties cover less than 12 months, or if the WG member vacates or terminates the position within the year.

## 3. Operating rules

### 3.1. Expectations of appointed WG members

Appointed WG members are expected to adhere to the rules and regulations of this ToR and WG members shall sign a cooperation agreement with FSC upon appointment.

Term starting time/period: April 2026

### 3.2. The term of WG members

The term of WG members ends with the approval of the final draft set of requirements by FSC Members.

Term Completion time/period: October 2028

### 3.3. Accountability of the WG

The WG is accountable to FSC International based on progress and deliverables, which will be measured biannually against Key Performance Indicators (KPIs) listed in Annex 4 to ensure timely and effective contributions. WG members may be removed by the Director General if they fail to fulfill their responsibilities or miss more than two in-person meetings.

### 3.4. Deliberations and decision-making

Within the WG, decisions are taken by the six WG members.

To convene and deliberate, a quorum of at least four members is required, including at least one representative from each chamber.

All WG members must participate in each point of decision-making. If any of the member(s) is not present for a decision, then a provisional decision may be made, subject to subsequent participation by the absent member(s). Quorum is required for any provisional decisions, and full participation is preferred.

The WG shall strive and make every effort possible to take decisions by consensus<sup>3</sup>. If consensus cannot be achieved, outstanding concerns should be documented and presented to the FSC Board of Directors in the process evaluation form that accompanies the document presented for decision.

The experts shall have voice in the WG discussions, but no formal vote in its decision-making processes.

The process lead(s), FSC Staff, support members, liaison persons, and any other supportive personnel shall not participate in any decision-making relevant to the tasks and responsibilities of the WG as outlined in section 2.

If the WG is not able to agree on a final draft within three months after presenting the revised draft requirements following the final round of consultation, as provided in the timeline in Annex 2, the Director General shall take a decision on how to move forward with the process in consultation with the Board of Directors.

---

<sup>3</sup> **Consensus:** general agreement, characterized by the absence of sustained opposition to substantial issues by any important part of the concerned interests.

NOTE: Consensus should be the result of a process seeking to take into account the views of interested parties, particularly those directly affected, and to reconcile any conflicting arguments. It need not imply unanimity (adapted from ISO/IEC Guide 2:2004).

The WG members acknowledge that the WG terms of reference are governed by <FSC-PRO-01-001 V4-0 – The Development and Revision of FSC Requirements>, in relation to the revision of the process in question. The procedure is a normative document which defines the process to develop, review, revise and withdraw international FSC requirements. As a result, the WG member shall be bound by all procedural rules as specified in FSC-PRO-01-001 in conjunction with the terms of reference and the WG agreement.

DRAFT

## Annex 1 List of Advice Notes and Interpretations to be incorporated in the revision

Table 4 provides the Advice Notes Interpretations and that currently exist and are relevant for this revision with reference clauses in <FSC-STD-01-001 V5-3 FSC Principles and Criteria for Forest Stewardship>, <FSC-STD-60-004 V2-1 International Generic Indicators>, and <FSC-POL-20-003 V1-0 FSC Policy on the Excision of Areas from the Scope of Certification>.

These have been initially reviewed by FSC Secretariat, with those prioritized for inclusion in the revision under '**On Priority**'. Others '**for consideration**' are also indicated, with those that are specific and therefore work more effectively as standalone references, listed under '**to be retained**'.

The final agreed status on the below normative documents to be incorporated is the decision of the working group members, with any documents published subsequent to the publication of the ToR to also be considered.

Table 4 List of Advice Notes and Interpretations of Forest Management standards to be reviewed for incorporation during the revision.

FSC-STD-01-001 V5-3			
Section	On Priority	For Consideration	To be Retained
<b>D. Preamble Clause 3</b>	ADVICE-20-007-01 Scope of forest certification	INT-DIR-20-007_09	INT-DIR-20-007_01
	ADVICE-20-007-05 Non Timber Forest Products	INT-DIR-20-007_06	INT-DIR-20-007_04
	ADVICE-20-007-06 FSC certification of bamboo	INT-DIR-20-007_02	INT-DIR-20-007_10
	ADVICE-20-007-07 Cultivated Shiitake mushrooms		INT-DIR-20-007_11
	ADVICE-20-007-13 Certification of windbreaks		INT-DIR-20-007_12
			INT-DIR-20-007_13
<b>D. Preamble Clause 5</b>			INT-DIR-20-007_15
			INT-DIR-20-007_16
			INT-DIR-20-007_17
<b>C6.5; C6.6; C6.9; C6.10; C6.11</b>		ADVICE-20-007-23 V2-0 Maximum hectare threshold for very limited portion	
<b>C6.9</b>		ADVICE-20-007-14 Certification of forest remnants	
		ADVICE-20-007-24 Deforestation-free products from FSC certified management units	



### FSC-STD-01-001 V5-3

Section	On Priority	For Consideration	To be Retained
<b>C6.10</b>		ADVICE-20-007-09 Clearance of encroaching forest ADVICE-20-007-10 Conversion of plantation to non forest land ADVICE-20-007-11 Products of land clearance ADVICE-20-007-16 Wind turbine establishment within FSC certified areas INT-DIR-20-007_07 Cultivated Shiitake mushrooms INT-DIR-20-007_14 Certification of forest remnants	
<b>P9</b>	ADVICE-20-007-02 V3-0 Certification of primary forests		
<b>C9.1</b>	ADVICE-20-007-18 V3-0 Protection of Intact Forest Landscapes (IFLs)	INT-DIR-20-007_18	
<b>C10.1</b>	ADVICE-20-007-02 V3-0 Certification of primary forests		

### FSC-STD-60-004 V2-1

Section	Priority	For Consideration	To be Retained
<b>1.6.1; 2.6.1; 4.6.1</b>	INT-STD-60-004_04		
<b>6.5.1; 6.5.3, 9.1.4</b>	ADVICE-20-007-02 V3-0 Certification of primary forests ADVICE-20-007-18 V3-0 Protection of Intact Forest Landscapes (IFLs)	INT-STD-60-004_06	
<b>9.1; 9.4</b>		INT-STD-60-004_05	

## FSC-POL-20-003 V1-0

Section	Priority	For Consideration	To be Retained
<b>Background</b>	ADVICE 20-007-04 Mining and Quarrying INT-POL-20-003_01 INT-POL-20-003_08 ADVICE-20-007-24 Deforestation-free products from FSC certified management units		INT-POL-20-003_04
<b>1.1-1.2 (2.1, 2.2.)</b>	INT-POL-20-003_10		
<b>1.1 (2.1; 3.1)</b>	INT-POL-20-003_11		
<b>2.2</b>	INT-POL-20-003_02 INT-POL-20-003_13	INT-POL-20-003_06	
<b>2.2.c</b>	INT-POL-20-003_03		
<b>2.2.d</b>	INT-POL-20-003_05		
<b>2.2.c; 2.2.e.iii</b>	INT-POL-20-003_07		
<b>2.2.e.vii</b>	INT-POL-20-003_12		
<b>3.1.d</b>	INT-POL-20-003_09		
<b>3.1.d (2.1; 2.2; 3.2)</b>	INT-POL-20-003_14		

Note 1: Interpretations related to previous versions of FSC-STD-01-001 and FSC-STD-60-004 have not been considered.

Note 2: Titles are provided only for Advice Notes. Interpretations in this table are referenced solely by their document codes, as no formal titles are assigned to them.

## Annex 2 Work plan and estimated timelines

Nr	Phase	Key Steps	2025			2026												2027												2028												2029				
			Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Jan			
1	Working Group	Call for application																																												
		WG meeting in-person																																												
		WG meeting online																																												
2	Drafting	Drafting																																												
		Consultation																																												
3	Testing	Testing																																												
4	Final decision	Final decision																																												
5	Implementation	Publication date																																												

● BM for year 2025-2026  
● GA 2028

### Minimum Expected Time Commitment for Working Group Members meetings (without the General Assembly in 2028):

Table 5 Estimated time commitment for WG members (2026-2028)

Year	In-person Meetings (hrs)	Online Meetings (hrs)	Subtotal (hrs)	Days Equivalent*
2026	64	14	78	9.75 days
2027	32	16	48	6 days
2028	32	16	48	6 days
<b>Total Meeting hours</b>			<b>174</b>	<b>21.75 days</b>

**Total Expected Time Commitment (2026–2028): 266 hours (~ 33.5 days)**, including 62 hours of individual time for reviewing, providing feedback and commenting on documents. This calculation assumes that for every hour of meeting time, two additional hours are allocated for reading, reviewing and providing comments.

- **Online meetings:** 2 hours each
- **In-person meetings:** 4 full days (32 hours) + 1 full day for travel

\*Days equivalent calculated assuming 8 hours/day

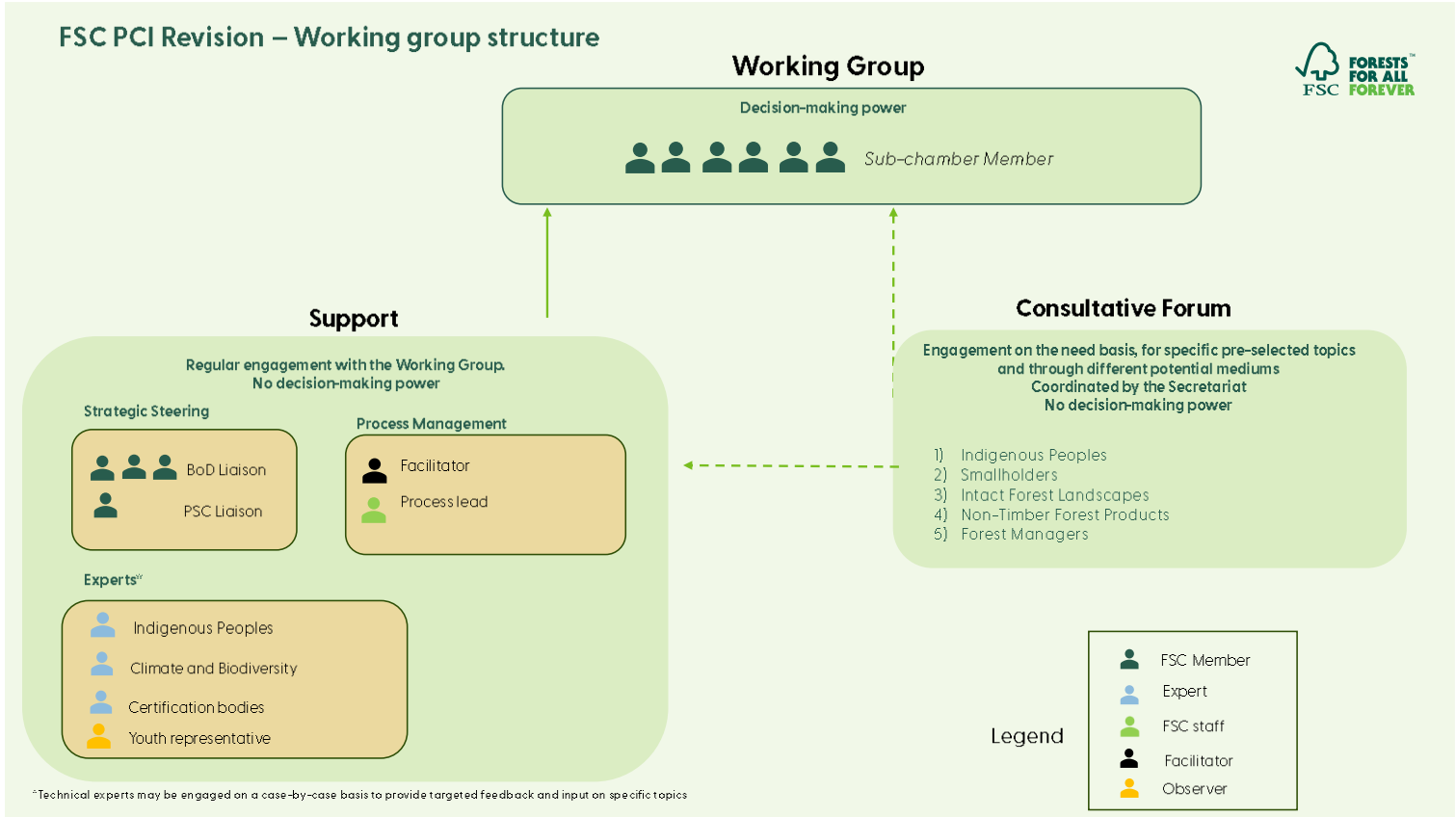
The WG is expected to submit proposals and reach consensus on the topics outlined below, following the timeline provided in Table 6.

*Table 6 List of topics and objectives according to workplan and proposed schedule*

Period	Month	Key topics and objectives
<b>1st half of 2026</b>	Apr	Induction session
	May	New structure (User-orientated + streamlined)
	Jun	Outcome orientation as cross-cutting component
<b>2nd half of 2026</b>	July	Scope and application of PCI
	Aug	Climate change as cross-cutting component (climate adaptation perspective and mitigation)
	Sep	Revised Biodiversity requirements and High Conservation Value
	Oct	Climate change impacts on worker's rights and forest-dependent peoples
	Nov	Social topics: Indigenous Peoples
	Dec	Social topics: Traditional Peoples and Local Communities
<b>1st half of 2027</b>	Jan	Amendments to workers' rights and child labour; edits to reflect gender equality
	Feb	Excision policy
	Mar	Changes to Glossary of terms and Annexes
<b>2nd half of 2027</b>	July	Analysis of consultation and testing results
	Aug	Amendments to scope and applicability
	Sep	Final amendments to scope and applicability
	Oct	Amendments to structure and application of modular approach
	Nov	Cross-checking that all amendments reflect outcome orientation
	Dec	Amendments on biodiversity requirements
<b>1st half of 2028</b>	Jan	Amendments to climate change component
	Feb	Final amendments to climate change component
	Mar	Final changes to Indigenous Peoples section

	Apr	Final changes to Traditional Peoples and Local Communities
	May	Final amendments to workers' rights, child labour and gender equality
	Jun	Definitive revised content on social component
<b>2nd half of 2028</b>	Jul	Final changes to Glossary of Terms and Annexes
	Aug	Final version of Excision
	Sep	Final version of IGI
	Oct	Final version of P&C

# Annex 3 Working group structure



# Annex 4 Key Performance Indicators template for WG

Progress and deliverables will be measured against Key Performance Indicators (KPIs) listed in Table 7 to ensure timely and effective contributions. This is an exemplary template for the periodical assessment of the overall performance and effectiveness of the WG Members. It is not meant to be exhaustive but to facilitate and inspire this assessment process. Any changes to KPIs will be communicated in advance, directly to the Working Group.

Table 7 List of KPIs

List of KPIs	++	+	+/-	-	--	Proposed measures
WG in its entirety was competent to deal with all technical matters related to PCI revision						
WG meetings effectively dealt with the topics presented by having reached targeted conclusions (e.g. requested proposals) within the foreseen time limitations.						
WG is expected to reach consensus on relevant subject matters and proposals						
WG discussions and deliberations were duly informed by and based on relevant materials submitted for consideration and decision-making, and where necessary amended by further inputs from other sources or experts.						
WG meetings were regularly attended by all members, representing all FSC sub-chambers with no member missing more than two in-person meetings						
WG discussions involved all WG members in a balanced manner.						
WG provided recommendations on key topics and objectives outlined in this ToR						
WG managed to stay away from discussions outside of the mandate of the WG and to focus on technical matters.						





**FSC International – Policy and Performance Unit**

Adenauerallee 134

53113 Bonn

Germany

**Phone:** +49 -(0)228 -36766 -0

**Fax:** +49 -(0)228 -36766 -65

**Email :** [policy\\_performance@fsc.org](mailto:policy_performance@fsc.org)