



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, one chairperson and 4 experts
(with further support from other bodies according to thematic areas in the scope of the revision)

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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 Forest Stewardship Standards 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, including the results of the public consultation on the conceptual phase of PCI Revision.

At their 87th 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 81st 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 to be 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 FSC-POL-20-003 V 1-0, as it contains requirements for certificate holders and therefore are not correctly placed in a policy. The aim of this revision is to 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 country-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 objectives¹

The Working Group (WG) shall aim to revise the PCI to position them as globally leading, state-of-the-art standards by incorporating new 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.* The WG shall consider the lessons learnt from the application of past forest management requirements².

As part of the overall and holistic PCI revision, the WG shall work to achieve the following key objectives, defined under thematic topics for each normative document under the scope of the PCI revision:

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

A. Scope of Application:

- 1) The 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.).

¹ 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.

² This lessons-learned analysis will be provided by the Secretariat to the Working Group and will include an analysis of application of scale, intensity and risk; the earlier approach to outcome orientation; risk-based approaches (RBA); analysis of the adaptability and practicability of the IGI; and an analysis of relevant international frameworks that could apply to PCI, as well as lessons learned on NTFPs.

- 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 (SLIMF); communities; governments; and Indigenous Peoples).

B. User Orientation:

- 1) Simplify the language of the PCI; and disaggregate multiple requirements contained within a single Criterion or Indicator to improve the standard's clarity and ease of understanding for users.
- 2) The PCI are user-oriented and tailored to the needs and capacities of its different users by being directly applicable for forest management evaluations; this applies only at the indicator level, ensuring that no general country or regional adaptations are required.
- 3) Identify and analyse options for, and implement as applicable, the WG's conclusions on making the PCI modular by distinguishing core requirements from user-specific sets of requirements for different vegetation types, products, services, management objectives, and/or user groups (e.g., SLIMF vs. non-SLIMF) A modular approach should enable tailored scoping of Forest Stewardship Standards, for example, for protected areas vs production forests or NTFPs vs timber production. This approach should support future integration with digital tools and systems and will require a reorganization and reformulation of the current PCI structure.
- 4) Based on the analysis of relevant international frameworks review, amend as necessary, and provide recommendations on the options identified by the Secretariat for incorporating a voluntary Closer to Nature forestry module, or other international frameworks, as part of the modular approach. The applicability of international regulatory frameworks shall be concluded in line with the implementation of *Motion 34/2025 Enhancing the Recognition of FSC certification in International Regulatory Frameworks*.

NOTE: The exploration of any new concepts originating from the international framework analysis does not imply mandatory implementation by all certificate holders, unless otherwise concluded during this PCI revision.

- 5) The PCI do not increase the net-burden on certificate holders; the resulting requirements should, overall, be easier to understand and implement and should not risk the economic viability of forest management.
- 6) Identify and analyse options for, and implement as applicable the WG's decision on a revised structure of the PCI to ease the understanding and implementation of requirements by key users of the documents, e.g., certificate holders and standard developers.

C. Outcome-Oriented³

- 1) The 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. The Principles and Criteria provide a global set of intended outcomes for forest stewardship, where the Principles summarize broad intended outcomes, and the Criteria are clear and specific intended outcomes contributing to achieve the intended outcome of the Principle. IGI are clear and verifiable requirements related to the intended outcome of the Criteria.

D. Climate change:

- 1) The 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.

³ Additional explanatory material on outcome orientation is available at: [Principles and Criteria](#) and [Outcome Orientation | FSC Connect](#)

E. Social Requirements:

- 1) The PCI incorporate a gender equality perspective in accordance with the FSC Strategic Framework on Diversity and Gender V2.
- 2) The PCI include requirements for the protection of Indigenous Peoples in voluntary isolation and initial contact (IPVIIC).
- 3) The 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) The PCI align with the decision made at the 104th Board of Directors meeting regarding the new approach to Intact Forest Landscapes (IFLs) and integrates the results from the implementation of Motion 45/2025 *Moving beyond fixed thresholds to outcome-based conservation for Intact Forest Landscapes (IFLs)*, including the development of generic indicators for enhanced management and monitoring of HCV2/IFL.
- 2) Align the PCI requirements with FSC's Climate and Biodiversity Strategic Framework, the results from the implementation of Motion 46/2025 *FSC shall certify restoration*, and the FSC Global Strategy.
- 3) The PCI incorporate results from the implementation of Motion 43/2025 *Strengthening Identification, Protection and Monitoring of Forests HCVs (1-6)*.

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 existing 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) Align the PCI with the implementation of all applicable Motions passed at the FSC General Assembly 2025 (beyond those mentioned above).
- 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) or as advised by the consultation results.

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 PCI for certificate holders and make recommendations to align sections of the policy with relevant normative documents, such as requirements for standard developers into <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 applicable requirements of Advice Notes listed in Annex 1 into PCI where appropriate.

1.5. Objectives of the revision process

Table 1 presents the objectives of the PCI revision process. The objectives are grouped into three categories: the outcome-oriented approach in the PCI, streamlining of requirements, and introducing a user-oriented approach.

Table 1 Objectives of the revision process

Objectives of the revision process

Objectives	Description of the objective
1. Outcome-oriented PCI	The revised PCI provide a global set of intended outcomes for forest stewardship, guiding the development of FSS where the Principles summarize broad intended outcomes, and the Criteria are clear and specific outcomes contributing to achieve the intended outcome of the Principle. IGI are clear and verifiable requirements related to the intended outcome of the Criteria.
2. Streamlined PCI	The revised PCI are streamlined to enhance coherence, improve user accessibility, and reduce complexity.
3. User oriented PCI	The revised PCI are simplified, modular, and user-friendly, improving understanding and not risking the economic viability of FSC forest management certification.

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 '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 and/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 during the first Board Meeting following 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 type

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	Working group composition	Sub-chamber balanced

	Deciding on working group composition	Board of Directors
Drafting	Drafting	Process lead
	Consultation	Public, stakeholder engagement will take place through online consultation(s) and Consultative forums, or as described in the PCI Engagement Plan .
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	1st 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 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 normative revision of PCI.

2.1. Organizational set up of the process

Given that this is a 'major' revision and 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.

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, assurance climate and biodiversity, and other relevant issues for this revision. Additional experts can be engaged at any stage of the process as needed.

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

- 2.1.1 Working Group Members: 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).
- 2.1.2 Support: Will include process management, strategic steering group and experts supporting group, described as follows:
 - a) Experts: a permanent group of up to four experts who will participate alongside the WG members during all meetings, contributing to specific workstreams such as Indigenous Peoples, climate, biodiversity/HCV, and assurance. Besides the four experts mentioned, additional expert(s) might be engaged on a case-by-case basis to provide targeted feedback and inputs on specific topics.
 - b) Chairperson: The Chairperson will chair the WG members during all meetings and support the effective functioning of the group's work. The Chairperson will be appointed from the application submitted by FSC Membership and will have no voting rights, nor will take part in decision-making.
 - c) 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).
 - d) Process Management: This group is formed by the process lead(s) and supported by the Facilitator.
 - e) Observers: A youth representative and a researcher will also be invited to join as part of the observers group.
- 2.1.3 Consultative forums: consultative forums will consist of broader groups of participants with expertise or interest in specific workstreams or thematic topics, such as Forest Managers, Indigenous Peoples, Intact Forest Landscapes (IFLs), and Non-Timber Forest Products (NTFPs).

These forums will be consulted for insights and input prior to, and during the drafting phase. There will also be opportunities for dialogue among members within each group. Consultative forums will be facilitated by external moderators and include virtual meetings and access to online documentation. For more information on the functions and engagement with the Consultative forums, please refer to the [PCI Engagement Plan](#). The [PCI Engagement Plan](#) seeks to move away from the traditional model of conducting a fixed number of online consultations, instead promoting more inclusive engagement throughout the PCI revision process.

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

Table 3 Roles and responsibilities of the relevant working bodies

Working group body	Roles and responsibilities
Working Group	
WG Members	<ul style="list-style-type: none"> a) provides input on the contents; NOTE: FSC Staff is responsible for drafting the requirements. b) proactively seeks advice on requirements from their constituency; c) reviews the results of consultations and other documents prepared by FSC staff, and provides feedback on these materials; d) adheres to the process terms of reference (including timelines and the collaboration rules); and e) recommends, objects to or abstains from the draft documents which are submitted for consultation or for the approval.
Support	
Process Management	
Process Lead(s)	<ul style="list-style-type: none"> a) establish and execute the WG workplan; b) draft the requirements; c) design the structure and scope of the engagement; d) organize and lead working group meetings; e) provide the WG with relevant materials; f) represent FSC International, e.g., by providing inputs to the WG discussions, ensuring alignment with other ongoing processes within FSC; 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; h) adhere to FSC-PRO-01-001 V4-0 Development and Revision of FSC Requirements.
Facilitator	<ul style="list-style-type: none"> a) Supports the process lead(s) and facilitates the WG meetings b) Guide discussions in a neutral and balanced way, helping members identify areas of agreement, clarify positions, and move toward consensus based outcomes.

- c) Ensure that decisions, action points, and next steps are clearly understood and documented, and that members are aware of their responsibilities between meetings.
- d) Recognize when the WG is stuck and support members in exploring alternative approaches, reframing issues, or proposing structured steps to overcome deadlock.

Chairperson

Chairperson

- a) Formally chair meetings in an inclusive, neutral and efficient manner.
- b) Mentor WG members by sharing knowledge and experience about the development and implementation of the normative framework.
- c) Help to structure the agenda for WG/Expert interactions to ensure efficient and logical sequence of the topic brought for the discussion.
- d) Facilitate and support exchanges outside of meetings as necessary.
- e) Ensure all members have equal opportunities to voice their views, with the support of a facilitator.
- f) Address any tensions or conduct issues within the group in collaboration with the facilitator and Process lead(s).
- g) Support constructive dialogue and balanced participation across chambers and interests.
- h) Help the group identify areas of agreement and work through disagreements.
- i) Encourage solutions that uphold FSC's principles and the revision mandate.

Experts

Expert(s)

- a) provide input on the contents of the specific requirements;
- b) review results of consultations;
- c) provide advice to the WG on specific thematic areas, including climate, biodiversity/ HCV, Indigenous Peoples, and additional topics as needed;
- d) adhere to the process terms of reference, including timelines and the collaboration rules;

Observers

Youth representative and researcher

- a) attend WG sessions but may only contribute to the discussions when agreed by majority of WG members and cannot make decisions

Strategic Steering

Liaison persons

- 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

Consultative forum groups	a) Consulted for input on specific topics outside of online consultation
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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 V2 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

The WG is 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 May 2026
2. Regular meetings: at minimum monthly meetings via Teams/Zoom through 2026-2028
3. In-person meeting, 9-12 June 2026
4. In-person meeting, November 2026
5. In-person meeting, two months after 1st consultation, July 2027

6. In-person meeting, 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

Remuneration

To support equitable participation and attract the most qualified candidates as WG members, the chairperson and experts, FSC offers the possibility of a stipend⁴ to acknowledge participants for the time and commitment required as outlined in this ToR.

Traveling and accommodation

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.

⁴ The stipend will be paid as a fixed annual amount of USD 8,700 per year or on a pro-rated basis if the duties cover less than 12 months, or if the WG member, expert and chairperson vacate or terminate the position within the year.

3. Operating rules

3.1 Expectation of appointed WG

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

Term starting time/period: May 2026

3.2 The term of the WG

The term of the WG 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 consensus⁵. 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, the chairperson, 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. The final decision-making authority for approving the Principles and Criteria rests with the FSC General Assembly, while approval of the International Generic Indicators lies with the FSC Board of Directors, as described in section 1.6 of this ToR.

⁵ **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).

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(s)	On Priority	For Consideration	To be Retained
D. Preamble Clause 3	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_15
			INT-DIR-20-007_16
			INT-DIR-20-007_17
D. Preamble Clause 5			INT-STD-01-001_18
C6.5; C6.6; C6.9; C6.10; C6.11		ADVICE-20-007-23 V2-0 Maximum hectare threshold for very limited portion	
C6.9		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(s)	On Priority	For Consideration	To be Retained
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C6.10		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	
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P9	ADVICE-20-007-02 V3-0 Certification of primary forests		
C9.1	ADVICE-20-007-18 V3-0 Protection of Intact Forest Landscapes (IFLs)	INT-DIR-20-007_18	

C10.1	ADVICE-20-007-02 V3-0 Certification of primary forests		
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FSC-STD-60-004 V2-1

Section	Priority	For Consideration	To be Retained
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1.6.1; 2.6.1; 4.6.1	INT-STD-60-004_04		
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6.5.1; 6.5.3, 9.1.4	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	
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9.1; 9.4		INT-STD-60-004_05	
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FSC-POL-20-003 V1-0

Section	Priority	For Consideration	To be Retained
Background	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
1.1-1.2 (2.1, 2.2.)	INT-POL-20-003_10		
1.1 (2.1; 3.1)	INT-POL-20-003_11		
2.2	INT-POL-20-003_02 INT-POL-20-003_13	INT-POL-20-003_06	
2.2.c	INT-POL-20-003_03		
2.2.d	INT-POL-20-003_05		
2.2.c; 2.2.e.iii	INT-POL-20-003_07		
2.2.e.vii	INT-POL-20-003_12		
3.1.d	INT-POL-20-003_09		
3.1.d (2.1; 2.2; 3.2)	INT-POL-20-003_14		

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

NOTE: 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.

- **In-person meetings:** 4 full days (32 hours total)

*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

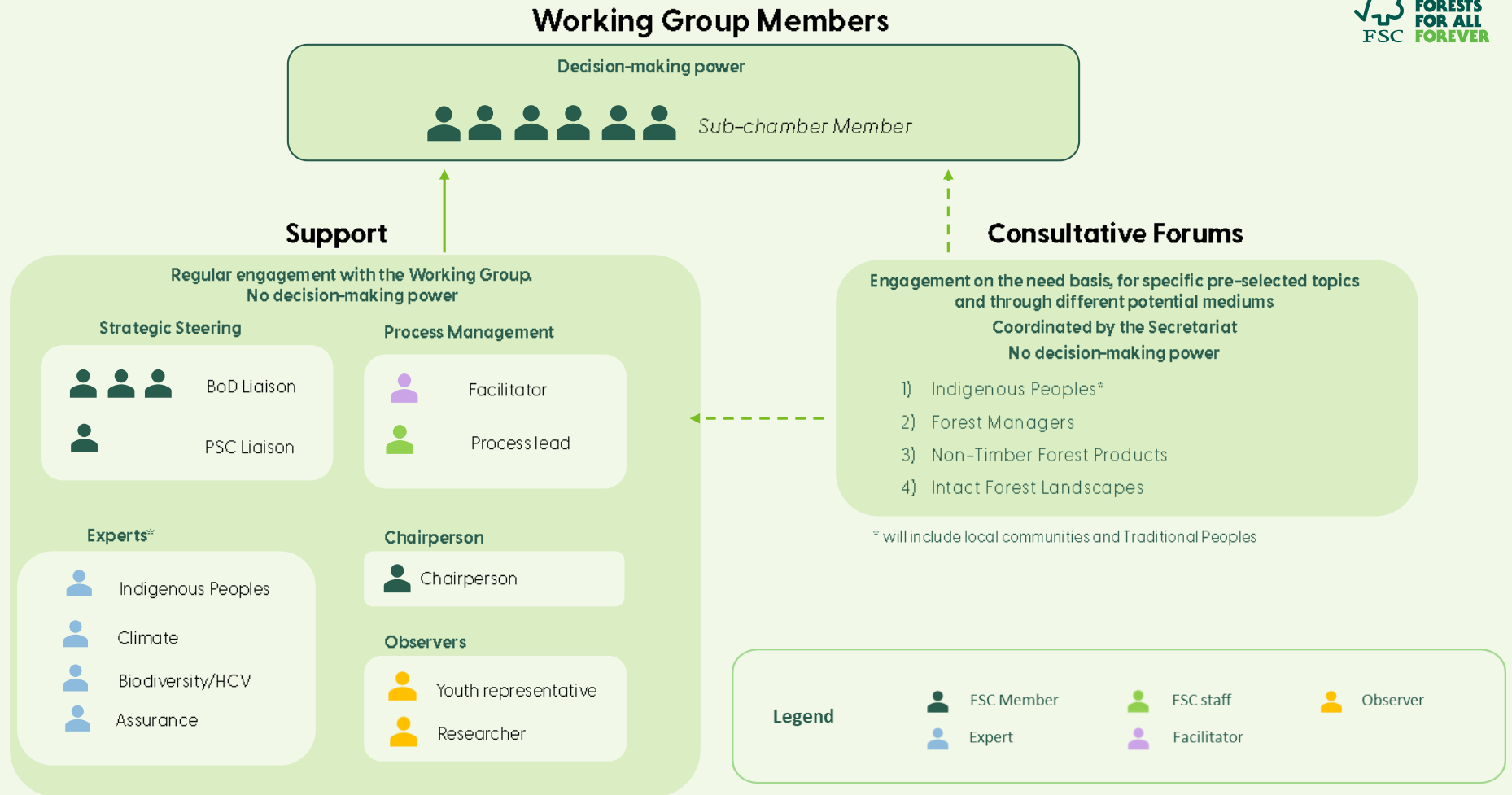
Period	Month	Key topics and objectives
1st half of 2026	May	Induction session
	Jun	Outcome Orientation, structure and modular approach
2nd half of 2026	July	Scope of application of PCI
	Aug	Excision Policy
	Sep	Social topics: Indigenous Peoples, Traditional Peoples and Local Communities
	Oct	Amendments to workers' rights and child labour; edits to reflect gender equality
	Nov	Climate change as cross-cutting component (climate adaptation perspective and mitigation); Revised Biodiversity and high conservation value; Climate change impacts on worker's rights and forest-dependent peoples
	Dec	Glossary of terms and Annexes
1st half of 2027	Jan	Review and Confirmation
	Feb	Draft 1-0 approved by WG
	Mar	Final amendments
2nd half of 2027	July	Analysis of consultation and testing results
	Aug	Amendments to structure and OO
	Sep	Amendments to modular approach
	Oct	Amendments to scope of application

	Nov	Final amendments to scope of application
	Dec	Amendments to structure and application of modular approach
1st half of 2028	Jan	Cross-checking that all amendments reflect outcome orientation
	Feb	Amendments on biodiversity requirements
	Mar	Amendments to climate change component
	Apr	Final amendments to climate change component
	May	Final changes to Indigenous Peoples, traditional Peoples and local communities' section
	Jun	Final amendments to workers' rights, child labour and gender equality
	2nd half of 2028	Jul
Aug		Final edits and approval from WG
Sep		Final version of P&C & IGI
Oct		Approval of P&C

Annex 3 Working group structure



PCI working group structure



*Technical experts may be engaged on a case-by-case basis to provide targeted feedback and input on specific topics

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 for WG

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.						



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