



Forest Stewardship Council®

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# The FSC Interim Forest Stewardship Standard for Slovakia

***FSC-STD-SVK-01-2023 EN***



**Photo credit**

From left to right:




Photo 1: Savinja river, Slovenia, ©Milan Reška.

Photo 2: Pile of sawn boards. ©Arturo Escobar.

Photo 3: Worker in a forest operation. ©Arturo Escobar.

**NOTE ON THIS ENGLISH VERSION:**

*This is the official version of the FSC Interim Forest Stewardship Standard that is approved by FSC International, and it is available at [connect.fsc.org](http://connect.fsc.org). Any translation of this version is not an official translation approved by FSC International. If there is any conflict or inconsistency between the approved English version and any translated version, the English version shall prevail.*

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<b>FSC Performance and Standards Unit contact</b>	FSC International Center gGmbH - Performance and Standards Unit - Adenauerallee 134 53113 Bonn, Germany  +49-(0)228-36766-0  +49-(0)228-36766-30  <a href="mailto:psu@fsc.org">psu@fsc.org</a>
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<sup>1</sup> The transition period is the timeline in which there is a parallel phase-in of the new version and phase-out of the old version of the standard. Six (6) months after the end of the transition period, certificates issued against the old version are considered invalid.

## Foreword

(Informative section)

### 1 The Forest Stewardship Council (FSC)

The Forest Stewardship Council A.C. (FSC) was established in 1993, as a follow-up to the United Nations Conference on Environment and Development (the Earth Summit at Rio de Janeiro, 1992) with the mission to promote environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

FSC provides a system for voluntary accreditation and independent third-party certification. This system allows certificate holders to market their products and services as the result of environmentally appropriate, socially beneficial and economically viable forest management. FSC also sets standards for the development and approval of National Forest Stewardship Standards and Interim Forest Stewardship Standards which are based on the FSC Principles and Criteria. In addition, FSC sets standards for the accreditation of conformity assessment bodies (also known as certification bodies) that certify conformance with FSC's standards.

Environmentally appropriate forest management ensures that the production of timber, non-timber products and ecosystem services maintains the forest's biodiversity, productivity, and ecological processes.

Socially beneficial forest management helps both local people and society at large to enjoy long term benefits and also provides strong incentives to local people to sustain the forest resources and adhere to long-term management plans.

Economically viable forest management means that forest operations are structured and managed so as to be sufficiently profitable, without generating financial profit at the expense of the forest resource, the ecosystem, or affected communities. The tension between the need to generate adequate financial returns and the principles of responsible forest operations can be reduced through efforts to market the full range of forest products and services for their best value.

### 2 The FSC Principles and Criteria

FSC first published the FSC Principles and Criteria in November 1994 as a performance-based, outcome-orientated, worldwide standard. The Principles and Criteria focus on field performance of forest management rather than on the management systems for delivering that field performance.

There is no hierarchy between the Principles or between Criteria. They share equal status, validity and authority, and apply jointly and severally at the level of the individual Management Unit.

The FSC Principles and Criteria together with the International Generic Indicators provide the basis for the development of National Forest Stewardship Standards (NFSS) and Interim Forest Stewardship Standards (IFSS).

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## A Preamble

### A.1 Objective

(Informative section)

The objective of this standard is to provide a set of requirements for:

1. The Organization to implement responsible forest management within their Management Unit and to demonstrate conformance.
2. FSC accredited certification bodies (CBs) to determine conformity against this standard as the basis for granting and renewing forest management certification.

### A.2 Scope

(Normative section)

This standard shall be applied in the following scope:

<b>Geographic region</b>	Slovakia
<b>Forest types</b>	All forest types, including Natural Forests and Plantations.
<b>Ownership types</b>	All types of ownerships, including public, private and others
<b>Scale and intensity categories</b> (According to section 6 of FSC-STD-60-002)	All categories of Management Units, including provisions for small or low intensity managed forests (SLIMFs) <i>(Note: See section C for the applicable SLIMF eligibility criteria for this country)</i>
<b>Forest products</b> (According to FSC-STD-40-004a)	Rough wood NTFPs not included

### A.3 Responsibility for Conformance

(Normative section)

The requirements in this standard cover all of The Organization's management activities that are related to the Management Unit, whether within the Management Unit or outside, whether directly undertaken or contracted out.

In terms of geographical space, the requirements in this standard apply generally to the entire geographic space inside the boundary of the Management Unit which is being submitted for (re)certification. However, some of the criteria and indicators apply beyond the boundary of the Management Unit. This would include those infrastructural facilities that are part of the Management Unit, as defined by the FSC Principles and Criteria.

National standards are to be used in conjunction with international, national and local laws and regulations.

Where there might be situations of conflict between the requirements in this standard and laws, specific FSC procedures will apply.

Responsibility for ensuring conformity with the requirements in this standard lies with the person(s) or entities that is/are the certification applicant or the certificate holder. For the purpose of FSC certification these persons(s) or entities are referred to as 'The Organization'.

The Organization is responsible for decisions, policies and management activities related to the Management Unit.

The Organization is also responsible for demonstrating that other persons or entities that are permitted or contracted by The Organization to operate in, or for the benefit of the Management Unit, conform with the requirements in this standard. The Organization is required to take corrective actions in the event of such persons or entities not being in conformity with the requirements in this standard.

#### **A.4 Note on the use of indicators, annexes and verifiers**

(Normative section)

Normative elements in the standard are:

Scope, effective and validity dates, glossary of terms, principles, criteria and indicators, directives, tables and annexes.

Not normative elements in the standard that can be used for guidance only, are:

Verifiers, examples, notes (*when existing*).

Normative elements that have been greyed out are not applicable in the country but are kept in the standard for transparency.

Organizations managing Management Units qualifying as SLIMF (small or low-intensity managed forest(s)) shall conform with all indicators in the standard, except those indicated as "Not applicable for SLIMF". Where specific SLIMF indicators exist (marked as e.g., "SLIMF 3.5.1"), these Organizations shall conform with them instead.

<b>SLIMF eligibility criteria</b>	<b>National threshold</b>
Small Management Units	Up to 1000 hectares
Low intensity Management Units	The rate of harvesting is less than 20% of the mean annual increment (MAI) within the total production forest area of the unit, AND EITHER the annual harvest from the total production forest area is less than 5000 cubic metres, OR the <i>average</i> annual harvest from the total production forest is less than 5000 m <sup>3</sup> / year during the period of validity of the certificate as verified by harvest reports and surveillance audits..

### 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; ‘shall not’ indicates a prohibition.

“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 re-quired. The Organization can meet these requirements in an equivalent way provided this can be demonstrated and justified.

“may”: indicates a course of action permissible within the limits of the standard; ‘need not’ indicates that a specified course of action is not a requirement.

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

The text of the Principles and the Criteria under section D contain terms that are formatted in italics and marked with an *asterisk\**. These terms are defined in the annex of Glossary of Terms. The terms that have been marked with an *asterisk\** and formatted in italics in the indicators’ text, are local terms which have been added to apply to the local circumstances for this standard only. These local terms are defined in Annex I Glossary of Terms.

This document is subject to the review and revision cycle as described in *FSC-PRO-60-007 Structure, Content and Development of Interim National Standards*.

## A.5 Interpretations and Disputes

(Normative section)

Interpretation requests regarding Interim Forest Stewardship Standards shall be submitted directly to FSC for processing and approval. Approved interpretations are normative and published in the international FSC website (see: Interpretations of the normative framework INT-STD-60-006\_01).

Disputes between stakeholders concerning certification requirements are managed by FSC dispute resolution procedure (see: Processing Complaints in FSC Certification Scheme FSC-PRO-01-008 (V2-0) EN).



## B Context

### B.1 General description of the forestry sector

(Informative section)

The description below is a direct insertion taken from the Slovak Republic Ministry of Agriculture and Rural development website. This site can be accessed via <https://www.mpsr.sk/en/index.php?navID=30>.

In 2020, the area of forest stands reached 1,951.5 thousand ha, since 1990 thus increasing (mainly through land-use change) by 29.8 thousand ha, i.e., 1.55 %. The average annual increase was 993 ha. In addition to forests on forest land, there is also a certain percentage of agricultural and other land overgrown by forest vegetation (so-called „white plots“) in the Slovak Republic. The total area of these plots is estimated at 288,000 ±39,000 ha. The forest cover, calculated as the percentage of forest land out of the total area of the Slovak Republic, reached 41.3% in 2020. If the area of „white plots“ were included, the forest cover would be 45.7% ± 0.9%. According to the State of Europe’s Forests report (FOREST EUROPE: <https://www.cepf-eu.org/news/state-europe’s-forests-2020-report>), the Slovak Republic was the 13<sup>th</sup> most forested country in Europe.

#### Forest structure

In Slovakia, the most common type of forests are broadleaved and mixed forests. Their area annually increases. The present age structure of forests is unbalanced, contributing towards cyclical changes in the provision of certain forests ecosystem services.

During their history, because of varying altitude, length of vegetation season, as well as temperature and precipitation patterns, forests of the Slovak Republic evolved into eight altitudinal vegetation zones (AVZ), from the oak zone to the dwarf-pine zone. In each altitudinal zone, there can be several basic site types (fertile, oligotrophic, nitric, damp, waterlogged, exposed, protective, etc.) reflecting soil, water and terrain patterns. Due to a great diversity of natural conditions and habitats, Slovak forests have a very rich and varied tree species composition, age and spatial structures.

#### State administration on forests

The Ministry of Agriculture and Rural Development of the Slovak Republic (MARD SR) is the supreme national authority on forests. At the district level, there are eight departments dealing with forestry attached to district offices in regional centres and 49 Land and Forestry Departments based at district offices. Military forests are managed by the Ministry of Defence of the Slovak Republic. Work of Slovak Association of Finance and Treasury (SAF) authorities is regulated by forest-related legislation including the Act on forests, the Act on forest reproductive material, the Act on land associations, etc. The Slovak Forestry and Timber Industry Inspection supervises timber trading at a national level and, through its procedures, ensures that timber and timber products imported to Slovakia from countries outside the EU originate from legal felling.

#### Ownership and management of forests

State forest enterprises manage 993,400 ha of forest stand area (50.9%), of which 781,500 ha is in the state ownership. The remaining area of forest stand area (958,100 ha) is managed by non-state enterprises which own and manage private, municipal, church and community forests as well as forests of agricultural cooperatives.

#### Sectors associated with forests and their functions

European network of protected areas (PAs) NATURA 2000 consists of two partially overlapping networks: special protection areas (bird species) and sites of Community

importance (other species and selected habitat types) presently includes 951,000 ha of forest stands. NATURA 2000 sites protect 29.8% of the area of the Slovak Republic, while the EU average is 18.2%. Large-scale and small-scale PAs of the national network cover 784,000 ha of forest stands. The overlap between both NATURA 2000 networks is around 578,000 ha of forest stand area. So far, 20 management programs for small scale PAs have been approved; a further 21 are pending approval. The approval of programs for other PAs is also underway. It is an urgent task necessary to specify the objectives of protection and measures in individual PAs.

## **B.2 Background information on the standard development**

(Informative section)

This standard was developed according to the rules and regulations laid out in FSC-PRO-60-007 V1-2 in the period from November 2017 to March 2020. Two Stakeholders consultations were conducted, the first from 3<sup>rd</sup> February until 2<sup>nd</sup> April 2019 and the second from 23<sup>rd</sup> August until 22<sup>nd</sup> October 2019.

Note: further information is available from PSU upon request

## C References

(Informative section)

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

<i>FSC-POL-20-003</i>	<i>The Excision of Areas from the Scope of Certification</i>
<i>FSC-POL-30-001</i>	<i>FSC Pesticides Policy</i>
<i>FSC-POL-30-602</i>	<i>FSC Interpretation on GMOs: Genetically Modified Organisms</i>
<i>FSC-STD-01-001</i>	<i>FSC Principles and Criteria for Forest Stewardship</i>
<i>FSC-STD-01-002</i>	<i>FSC Glossary of Terms</i>
<i>FSC-STD-20-007</i>	<i>Forest Management Evaluations</i>
<i>FSC-STD-30-005</i>	<i>FSC Standard for Group Entities in Forest Management Groups</i>
<i>FSC-STD-60-004</i>	<i>International Generic Indicators (IGI)</i>
<i>FSC-PRO-01-008</i>	<i>Processing Complaints in the FSC Certification Scheme</i>
<i>FSC-PRO-30-006</i>	<i>Ecosystem Services Procedure: Impact Demonstration and Market Tools</i>
<i>FSC-DIR-20-007</i>	<i>FSC Directive on FSC Forest Management Evaluations</i>
<i>FSC-GUI-30-003</i>	<i>FSC Guidelines for the implementation of the right to Free, Prior and Informed Consent (FPIC)</i>
<i>FSC-GUI-60-005</i>	<i>Promoting Gender Equality in National Forest Stewardship Standards</i>

**Note:** When applying this standard, consider relevant national and international interpretations by inquiring with local FSC representatives (e.g.: National Offices or representatives, or FSC's Performance and Standards Unit, if no national FSC presence exists), or your certification body. All interpretations are available through the FSC Document Centre (<https://connect.fsc.org/document-centre>).

## D **Principles\*, criteria\* and indicators\***

(Normative section)

### **PRINCIPLE\* 1: COMPLIANCE WITH LAWS**

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

1.1 **The Organization\*** shall be a legally defined entity with clear, documented and unchallenged **legal registration\***, with written authorization from the **legally competent\*** authority for specific activities.

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

**Verifiers:** Registration according to Business and Civil law register and other registers (<http://orsr.sk/>; <http://www.zrsr.sk/>)

1.1.2 Legal registration is granted by a legally competent authority according to legally prescribed processes.

**Verifiers:** Records from registers with scope of activity

1.2 **The Organization\*** shall demonstrate that the **legal\*** status of the **Management Unit\***, including **tenure\*** and use **rights\***, and its boundaries, are clearly defined.

1.2.1 Legal tenure to manage and use resources within the scope of the certificate is documented.

**Verifiers:** Ownership records, lease contracts/ partnership contract, maps.

1.2.2 Legal tenure is granted by state authorities according to legally prescribed processes.

**Verifiers:** Real Estate Cadastre (<https://www.katasterportal.sk/kapor/>); Decisions of the Commercial Register/ Trade Licensing Office.

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

**Verifies:** Forest management plan – map annexes; Forest area table; Registry of Forest authorities.

**1.3** *The Organization\* shall have legal\* rights to operate in the Management Unit\*, which fit the legal\* status of The Organization\* and of the Management Unit\* and shall comply with the associated legal\* obligations in applicable national and local laws\* and regulations and administrative requirements. The legal\* rights shall provide for harvest of products and/or supply of ecosystem services\* from within the Management Unit\*. The Organization\* shall pay the legally prescribed charges associated with such rights and obligations.*

1.3.1 All activities undertaken in the Management Unit are carried out in compliance with:

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

**Verifiers:** Valid Forest management plan (i.e. PSL or equivalent.); Protocols from state authority inspections; Decisions of state authority offices.

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

**Verifiers:** Payment records (real estate tax, VAT, income tax, etc., waste charge, statutory insurance); Consultation with local and state authorities; Checking of debtors' registers, etc; SLIMF: Public registers verified

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

**Verifiers:** Valid Management plan (i.e. Forest Management Plan or equivalent.) and related documents; Decisions of state administration bodies.

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

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

**Verifiers:** Forest management plan, Harvesting permit; Forest guards; Plan for hunting and game keeping; Consultation with the nature protection state administration; SLIMF: Field inspection, interviews.

1.4.2 Where protection is the legal responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.

**Verifiers:** Communication with regulatory bodies and state administration; Protocols from the inspections of state administration bodies; Decisions of state administration bodies; Field inspection; SLIMF: Interviews with forest managers.

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

**Verifiers:** Evidence about resolving non-conformities; Field inspection.

**1.5 The Organization\* shall comply with the applicable national laws\*, local laws\*, ratified\* international conventions and obligatory codes of practice\*, relating to the transportation and trade of forest products within and from the Management Unit\*, and/or up to the point of first sale.**

1.5.1 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.

**Verifiers:** Forest management plan; Harvesting permit; Hunting, Trapping, Collection permits; Transport documents; Due Diligence System.

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

**Verifiers:** Hunting, Trapping, Collection permits (i.e. bear, lynx, wolf etc.); Consultancy (including state authorities).

**1.6 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\*.**

1.6.1 A publicly available dispute resolution process is in place; developed through culturally appropriate engagement with affected stakeholders.

**Verifiers:** Dispute resolution procedures or applicable legislation in place (Law on Complaints).

1.6.2 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.

**Verifiers:** Dispute resolution procedures or applicable legislation in place (Law on Complaints); Consultations with managers and interested parties.

1.6.3 Up to date records of disputes related to issues of applicable laws or customary law, are held including:

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

SLIMF 1.6.3 There are no major unresolved disputes over rights of tenure and use in forests. Disputes or complaints are resolved through locally accepted mechanisms and institutions.

**Verifiers:** Documentation of disputes; Third party remarks; Records of the judicial mediator office; Consultations with interested parties; SLIMF: Consultations with forest managers and local communities, document review, meeting minutes, correspondence.

1.6.4 Operations cease in areas where disputes exist:

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

**Verifiers:** Documentation of disputes; Consultations with local communities

**1.7 *The Organization\* shall publicize a commitment not to offer or receive bribes in money or any other form of corruption and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, The Organization\* shall implement other anti-corruption measures proportionate to the scale\* and intensity\* of management activities and the risk\* of corruption.***

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

SLIMF 1.7.1 A written or verbal declaration not to give or receive bribes (money) or to engage in other forms of corruption is communicated to neighbours and customers

**Verifiers:** Commitment of the Organization. Code of Ethics. Procedures according to Law. No.: 54/2019; SLIMF: A written or verbal declaration or proclamation of the Organization or forest manager.

1.7.2 The policy meets or exceeds related legislation.

**Verifiers:** Commitment of The Organization; Code of Ethics; Training records.

1.7.3 The policy is publicly available at no cost.

**Verifiers:** Commitment of the Organization; Code of Ethics are publicly available.

1.7.4 Bribery, coercion and other acts of corruption do not occur.

**Verifiers:** Consultations with interested parties and state administration.

1.7.5 Corrective measures are implemented if corruption does occur.

**Verifiers:** Written documentation.

**1.8 *The Organization\* shall demonstrate a long-term\* commitment to adhere to the FSC Principles\* and Criteria\* in the Management Unit\*, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a publicly available\* document made freely available.***

1.8.1 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.

**Verifiers:** Written commitment to FSC Principles and Criteria conformance, Forest Management plan with related documentation.

1.8.2 The policy is publicly available at no cost.

**Verifiers:** The Organization's webpage, info board. Availability upon request.



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

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

**2.1 The Organization\* shall uphold\* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions.**

2.1.1 The Organization shall not use child labour.

2.1.1.1 The organization shall not employ workers under 15 years of age.

2.1.1.2 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 daytime working hours.

2.1.1.3 No person under the age of 18 shall be employed in dangerous or heavy work conditions, except for the purpose of training under approved national laws and regulations..

2.1.1.4 The Organization shall prohibit worst forms of child labour.

**Verifiers:** Work instruction; Documentation inspection; Interviews with employees, contractors, trade union representatives; SLIMF: Control of records, forest managers know the requirements and there is no evidence of non-compliance.

2.1.2 The Organization shall eliminate all forms of forced and compulsory labour.

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

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

- 1) Physical and sexual violence
- 2) Bonded labour
- 3) Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- 4) Restriction of mobility/movement
- 5) Retention of passport and identity documents
- 6) Threats of denunciation to the authorities.

**Verifiers:** Documentation inspection; Interviews with employees, contractors, trade union representatives; SLIMF: Control of records, forest managers know the requirements and there is no evidence of non-compliance.

2.1.3 The Organization shall ensure that there is no discrimination in employment and occupation.

2.1.3.1 Employment and occupation practices are non-discriminatory.

**Verifiers:** Interviews with employees, contractors, trade union representatives.



2.1.4 The Organization shall respect freedom of association and the right to collective bargaining

2.1.4.1 Workers are able to establish or join worker organizations of their own choosing.

2.1.4.2 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.

2.1.4.3 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; and

2.1.4.4 Collective bargaining agreements are implemented where they exist.

**Verifiers:** Collective agreement and higher collective agreement, if they exist. Interviews with employees, contractors, trade union representatives.

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

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

**Verifiers:** Documentation control; Employment policies and procedures; Interviews with employees, contractors; SLIMF: Interviews.

2.2.2 Job opportunities are open to both women and men under the same conditions, and women are encouraged to participate actively in all levels of employment.

**Verifiers:** Documentation control; Employment policies and procedures.

2.2.3 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.

**Verifiers:** Documentation control; Employment policies and procedures; Training records; Interviews with employees, contractors; SLIMF: Interviews.

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

**Verifiers:** Accounting documentation control; Employment policies and procedures; Interviews with employees, contractors; SLIMF: Interviews.

2.2.5 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.

**Verifiers:** Documentation control; Interviews with employees, contractors.

2.2.6 Maternity leave is no less than 34 weeks. In addition:

- 1) For a single woman, maternity leave is no less than 37 weeks.
- 2) For a woman who has given birth to 2 or more children in the same pregnancy, maternity leave is no less than 43 weeks.

**Verifiers:** Compliance with sections 166- 169 of Slovak Labour Code.

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

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

**Verifiers:** Interviews with employees, contractors; Compliance with Labour Code.

2.2.9 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.

**Verifiers:** Interviews with employees, contractors; Compliance with Labour Code (311/2001) and Law on protection of whistle-blowers (54/2019).

**2.3 *The Organization\* shall implement health and safety practices to protect workers\* from occupational safety and health hazards. These practices shall, proportionate to scale\*, intensity\* and risk\* of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work\*.***

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

**Verifiers:** Operations are in compliance with Occupational Health & Safety (OHS) regulations. Interviews with employees, contractors and trade union representatives; OHS directives / working procedures; Work Procedures Risk assessment for all activities; SLIMF: OHS directives / working procedures.

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

**Verifiers:** field inspection; Interviews with employees, contractors.

2.3.3 Use of personal protective equipment is enforced.

**Verifiers:** Records of control by forest managers; field inspection; Interviews with employees, contractors; SLIMF: field inspection.

2.3.4 Records are kept on health and safety practices including accident rates and lost time to accidents.

SLIMF 2.3.4 The use of health and safety measures by workers is checked and known.

**Verifiers:** Documentation control; Interviews with employees, contractors.

2.3.5 The frequency and severity of accidents are consistently low compared to national forest industry averages.

**Verifiers:** Documentation control

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

**Verifiers:** Documentation control; Interviews with employees, contractors.

**2.4** ***The Organization\* shall pay wages that meet or exceed minimum forest industry standards or other recognized forest\* industry wage agreements or living wages\*, where these are higher than the legal\* minimum wages. When none of these exist, The Organization\* shall through engagement\* with workers\* develop mechanisms for determining living wages\*.***

2.4.1 Wages paid by The Organization in all circumstances meet or exceed legal minimum wage rates, where such rates exist.

**Verifiers:** Accounting documentation control; Interviews with employees, contractors.

2.4.2 Wages paid meet or exceed:

- 1) Minimum forest industry standards; or
- 2) Other recognized forest industry wage agreements; or
- 3) Living wages that are higher than legal minimum wages.

2.4.3 [Not applicable in Slovakia] When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.

2.4.4 Wages, salaries and contracts are paid on time.

**Verifiers:** Accounting documentation control; Interviews with employees, contractors.

**2.5** ***The Organization\* shall demonstrate that workers\* have job-specific training and supervision to safely and effectively implement the Management Plan\* and all management activities.***

2.5.1 Workers have job specific training consistent with Annex B and supervision to safely and effectively contribute to the implementation of the management plan and all management activities.

**Verifiers:** Education and/or training records; Certificate of competence.

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

**Verifiers:** Documentation check (certificates); SLIMF: Certificates of contractors.

**2.6** *The Organization\* through engagement\* with workers\* shall have mechanisms for resolving grievances and for providing fair compensation\* to workers\* for loss or damage to property, occupational diseases\*, or occupational injuries\* sustained while working for The Organization\*.*

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

**Verifiers:** Documentation inspection; Interviews with employees, contractors; Consultation with third parties; Compliance with Labour Code.

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

**Verifiers:** Documentation inspection; Interviews with employees, contractors, trade union representatives; Compliance with Labour Code.

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

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

**Verifiers:** Documentation inspection; Interviews with employees, contractors, trade union representatives.

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

**Verifiers:** Documentation inspection; Interviews with employees, contractors, trade union representatives; Decisions of public authorities.

### **PRINCIPLE\* 3: INDIGENOUS PEOPLES'\* RIGHTS**

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

**Note:** In Slovakia, there are no Indigenous Peoples as defined by FSC, based on the United Nations Declaration. As such, the Technical Working Group decided to deem this principle not applicable, a decision that was later ratified by national stakeholders.

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

3.1.1 [Not applicable in Slovakia] Indigenous Peoples that may be affected by management activities are identified.

3.1.2 [Not applicable in Slovakia] Through culturally appropriate engagement with the Indigenous Peoples identified in 3.1.1, the following are documented and/or mapped:

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

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

3.2.1 [Not applicable in Slovakia] 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.

3.2.2 [Not applicable in Slovakia] The legal and customary rights of Indigenous Peoples are not violated by The Organization.

- 3.2.3 [Not applicable in Slovakia] 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.
- 3.2.4 [Not applicable in Slovakia] Free, Prior and Informed Consent is granted by Indigenous Peoples prior to management activities that affect their identified rights through a process that includes:
- 1) Ensuring Indigenous Peoples know their rights and obligations regarding the resource;
  - 2) Informing the Indigenous Peoples of the value of the resource, in economic, social and environmental terms;
  - 3) Informing the Indigenous Peoples of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, lands and territories; and
  - 4) Informing the Indigenous Peoples of the current and future planned forest management activities.
- 3.2.5 [Not applicable in Slovakia] 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.
- 3.3 In the event of delegation of control over management activities, a *Binding agreement\** between *The Organization\** and the *Indigenous Peoples\** shall be concluded through *Free, Prior and Informed Consent\**. 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.**
- 3.3.1 [Not applicable in Slovakia] 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.
- 3.3.2 [Not applicable in Slovakia] Records of binding agreements are maintained
- 3.3.3 [Not applicable in Slovakia] The binding agreement contains the provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.
- 3.4 *The Organization\** shall recognize and *uphold\** the rights, customs and culture of *Indigenous Peoples\** as defined in the United Nations Declaration on the Rights of Indigenous Peoples (2007) and *ILO Convention\* 169 (1989)*.**
- 3.4.1 [Not applicable in Slovakia] The rights, customs and culture of Indigenous Peoples as defined in UNDRIP and ILO Convention 169 are not violated by The Organization.

- 3.4.2 [Not applicable in Slovakia] 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.
- 3.5 ***The Organization\****, through ***engagement\**** with ***Indigenous Peoples\****, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance and for which these ***Indigenous Peoples\**** hold ***legal\**** or ***customary rights\****. These sites shall be recognized by ***The Organization\**** and their management, and/or ***protection\**** shall be agreed through ***engagement\**** with these ***Indigenous Peoples\****.
- 3.5.1 [Not applicable in Slovakia] 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.
- 3.5.2 [Not applicable in Slovakia] 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.
- 3.5.3 [Not applicable in Slovakia] 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.
- 3.6 ***The Organization\**** shall ***uphold\**** the right of ***Indigenous Peoples\**** to ***protect\**** and utilize their ***Traditional Knowledge\**** and shall compensate ***local communities\**** for the utilization of such knowledge and their ***intellectual property\****. A ***Binding agreement\**** as per ***Criterion\**** 3.3 shall be concluded between ***The Organization\**** and the ***Indigenous Peoples\**** for such utilization through ***Free, Prior and Informed Consent\**** before utilization takes place, and shall be consistent with the ***protection\**** of ***intellectual property\**** rights.
- 3.6.1 [Not applicable in Slovakia] 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.
- 3.6.2 [Not applicable in Slovakia] 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\*.**

**4.1 The Organization\* shall identify the local communities\* that exist within the Management Unit\* and those that are affected by management activities. The Organization\* shall then, through engagement\* with these local communities\*, identify their rights of tenure\*, their rights of access to and use of forest\* resources and ecosystem services\*, their customary rights\* and legal\* rights and obligations, that apply within the Management Unit\*.**

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

**Verifies:** Documentation inspection; Consultation with third parties; SLIMF: Interview with forest managers

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

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

**Verifiers:** Field control; Consultation with third parties.

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

4.2.1 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.

**Verifiers:** Documentation control; Interviews with forest managers; Consultation with third parties; Consultation with affected communities.



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

**Verifiers:** Interviews with forest managers; Consultation with third parties; Consultation with affected communities.

4.2.3 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.

**Verifiers:** Documentation control; Interviews with forest managers; Consultation with third parties; Consultation with affected communities.

4.2.4 Free, Prior and Informed Consent is granted by local communities prior to management activities that affect their identified rights through a process that includes:

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

**Verifiers:** Management plan renewal process; Management plan summaries availability; Administrative dealing (Správne konanie) of government authorities.

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

**4.3 The Organization\* shall provide reasonable\* opportunities for employment, training and other services to local communities\*, contractors and suppliers proportionate to scale\* and intensity\* of its management activities.**

4.3.1 Reasonable opportunities are communicated and provided to local communities, local contractors and local suppliers for:

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

SLIMF 4.3.1 Preference is given to local people and services.

**Verifiers:** Documentation control; Interviews with forest managers; Consultation with third parties; Consultation with affected communities; SLIMF: Interviews with contractors and suppliers.

**4.4 The Organization\* shall implement additional activities, through engagement\* with local communities\*, that contribute to their social and economic development, proportionate to the scale\*, intensity\* and socio-economic impact of its management activities.**

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

SLIMF 4.4.1 Opportunities for local social and economic development are identified and implemented.

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities; SLIMF: Interviews with forest managers.

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

SLIMF 4.4.2 Local products and services are used.

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities; SLIMF: Interviews with forest manager, receipts for goods & services purchases.

**4.5 The Organization\*, through engagement\* with local communities\*, shall take action to identify, avoid and mitigate significant\* negative social, environmental and economic impacts of its management activities on affected communities. The action taken shall be proportionate to the scale\*, intensity\* and risk\* of those activities and negative impacts.**

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

SLIMF 4.5.1.1 Measures are implemented to avoid and mitigate negative social, environmental and economic impacts of management activities on affected communities.

SLIMF 4.5.1.2 Upon request, these measures are communicated to neighbours and adjacent landowners.

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities; SLIMF: Interviews with forest managers.

**4.6 The Organization\*, through engagement\* with local communities\*, shall have mechanisms for resolving grievances and providing fair compensation\* to local communities\* and individuals with regard to the impacts of management activities of The Organization\*.**

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

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities; SLIMF: Interviews with forest managers.

4.6.2 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.

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities.

4.6.3 An up-to-date record of grievances related to the impacts of management activities is held including:

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

**Verifiers:** Documentation control; Interviews with forest managers;  
Consultation with third parties; Consultation with affected communities; SLIMF:  
Forest manager can prove dispute resolution.

4.6.4 Operations cease in areas while disputes exist of:

- 1) Substantial magnitude;
- 2) Substantial duration; or
- 3) Involving a significant number of interests.

**Verifiers:** Documentation control; Interviews with forest managers  
Consultation with third parties; Consultation with affected communities.

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

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

**Verifiers:** Documentation control; Interviews with forest managers;  
Consultation with third parties; Consultation with affected communities; SLIMF:  
Interviews with forest managers.

4.7.2 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.

**Verifiers:** Documentation control; Interviews with forest managers;  
Consultation with third parties; Consultation with affected communities.

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

**Verifiers:** Documentation control; Interviews with forest managers; Consultation with third parties; Consultation with affected communities.

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

- 4.8.1 Traditional knowledge and intellectual property are protected and are only used when the owners of that traditional knowledge and intellectual property have provided their Free, Prior and Informed Consent formalized through a binding agreement.
- 4.8.2 Local communities are compensated according to the binding agreement reached through Free, Prior and Informed Consent for the use of traditional knowledge and intellectual property.

**PRINCIPLE\* 5: BENEFITS FROM THE FOREST\***

**The Organization\* shall efficiently manage the range of multiple products and services of the Management Unit\* to maintain or enhance long-term\* economic viability\* and the range of social and environmental benefits.**

**5.1 The Organization\* shall identify, produce, or enable the production of, diversified benefits and/or products, based on the range of resources and ecosystem services\* existing in the Management Unit\* in order to strengthen and diversify the local economy proportionate to the scale\* and intensity\* of management activities.**

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

**Verifiers:** Interviews with forest managers; Consultation with affected communities

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

**Note:** Collecting of wild berries, plants and mushrooms is not prohibited except protected species and in the 3rd, 4th, and 5th SOPs, and does not endanger the habitat status.

**Verifiers:** Control of records and documentation; Interviews with forest managers; Consultation with affected communities.

5.1.3 When The Organization makes FSC promotional claims regarding the maintenance and/or enhancement of ecosystem services, observes the requirements defined in FSC-PRO-30-006.

**Verifiers:** Control of records and documentation; Consultation with affected communities.

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

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

**Verifiers:** Management plan (PSL, etc.); Forest management records (LHE); Decisions, records of state authorities.

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

5.2.2.1 Following unplanned forest use (e.g., after natural disturbances such as fire, insects, disease, earthquake, and floods) that cannot be counterbalanced over the planning period, The Organization adapts its allowable cut accordingly.

**Note:** Allowable cut is approved by the State authority.

**Verifiers:** Management plan (PSL, etc.); Forest management records (LHE); Decisions, records of state authorities.

5.2.3 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 for the same defined period.

**Verifiers:** Annual harvest - logging plans; Forest management records (LHE); Decisions, records of state authorities; Control of accounting records; Comparison of sanitation/salvage felling and planned harvest levels.

5.2.4 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.

**Verifiers:** Projects for the collection of non-timber forest products; Control of accounting records.

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

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

SLIMF 5.3.1 The Organization is aware of the negative impacts of management activities.

**Verifiers:** Reserve fund for silviculture activities and maintenance costs; Control of accounting records; Interviews with forest managers; (costs of renting foreign assets).

5.3.2 Benefits related to positive social, and environment impacts of management activities are identified and included in the management plan.

SLIMF 5.3.2 The Organization is aware of the positive impacts of management activities.

**Verifiers:** Social fund performance

**5.4 *The Organization\* shall use local processing, local services, and local value adding to meet the requirements of The Organization\* where these are available, proportionate to scale\*, intensity\* and risk\*. If these are not locally available, The Organization\* shall make reasonable\* attempts to help establish these services.***

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

SLIMF 5.4.1 The selection criteria for procurement do not make disadvantage for local services and goods.

**Verifiers:** Documentation Review; Interviews with Employees, Contractors and Trade Unions; Consultation with affected stakeholders.

5.4.2 Reasonable attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.

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

5.5.1 Sufficient funds are allocated to implement the management plan in order to meet this standard and to ensure long-term economic viability.

**Verifiers:** Financial plans, budget; Plans, Afforestation projects, protection of young cultures, investment projects; Interviews with forest managers.

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

SLIMF 5.5.2 The Organization knows the long-term costs and benefits and they are not in conflict with the long-term goals.

**Verifiers:** Financial plans, budget; Interviews with forest managers; Accounting documentation control.



## **PRINCIPLE\* 6: ENVIRONMENTAL VALUES\* AND IMPACTS**

**The Organization\* shall maintain, conserve\* and/or restore\* ecosystem services\* and environmental values\* of the Management Unit\*, and shall avoid, repair or mitigate negative environmental impacts.**

**6.1 The Organization\* shall assess environmental values\* in the Management Unit\* and those values outside the Management Unit\* potentially affected by management activities. This assessment shall be undertaken with a level of detail, scale\* and frequency that is proportionate to the scale\*, intensity\* and risk\* of management activities, and is sufficient for the purpose of deciding the necessary conservation\* measures, and for detecting and monitoring\* possible negative impacts of those activities.**

6.1.1 The best available information is used to identify environmental values within and, where potentially affected by management activities, outside of the Management Unit.

**Note:** Possible sources of best available information:

- 1) Forest Management plans
- 2) Annual environmental reports
- 3) Environmental studies, for example: reports of the Ministry of the Environment of the Slovak Republic, assessment reports and other documents from the process of environmental impact assessment according to Act no. 24/2006 Zz., results of adequate evaluation to paragraph 28 of Act no. 543/2002 Coll. (available at [www.enviroportal.sk](http://www.enviroportal.sk)),
- 4) Documentation of nature and landscape protection pursuant to § 54 of Act no. 543/2002 Zz., especially approved care / rescue programs (<http://www.sopsr.sk/web/?cl=119>)
- 5) River basin management plans pursuant to § 13 of Act no 364/2004 Z.z.
- 6) Comprehensive information and monitoring system ŠOP SR ([www.biomonitring.sk](http://www.biomonitring.sk))
- 7) Other online biodiversity databases: [www.pralesy.sk](http://www.pralesy.sk), <http://aves.vtaky.sk/index/>

**Verifiers:** Documentation control: forest categorization, management models, state list of protected areas, old growth forest database, biocentres and bio corridors, etc. (USES), sanitary protection zones for water resources; Interviews with forest managers; Consultation with the State nature protection and third parties.

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

- 1) Impacts of management activities on the identified environmental values can be assessed as per Criterion 6.2;
- 2) Risks to environmental values can be identified as per Criterion 6.2;
- 3) Necessary conservation measures to protect values can be identified as per Criterion 6.3; and,



4) Monitoring of impacts or environmental changes can be conducted as per Principle 8.

**Verifiers:** Documentation control; Interviews with forest managers; Consultation with third parties.

**6.2 Prior to the start of site-disturbing activities, *The Organization*\* shall identify and assess the *scale*\*, *intensity*\* and *risk*\* of potential impacts of management activities on the identified *environmental values*\*.**

6.2.1 An environmental impact assessment identifies potential present and future impacts of management activities on environmental values, from the stand level to the landscape level.

**Note:** Common activities to be dealt with in the operation protocol:

- 1) Harvest,
- 2) Skidding,
- 3) Skidding roads,
- 4) Forest road construction,
- 5) Application of chemicals on a continuous area over 5ha,
- 6) Construction work within watercourses and water bodies,
- 7) Building fences (over 1ha),
- 8) Changes in land use,
- 9) Introduction of alien species.

**Verifiers:** Management models; Compliance with the species composition during forest restoration; Consultation with third parties; Checking documents; Field inspection.

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

**Verifiers:** Operation protocols; Documentation, knowledge of possible impacts; Interviews with forest managers.

**6.3 *The Organization*\* shall identify and implement effective actions to prevent negative impacts of management activities on the *environmental values*\*, and to mitigate and repair those that occur, proportionate to the *scale*\*, *intensity*\* and *risk*\* of these impacts.**

6.3.1 Management activities are planned to prevent negative impacts and to protect environmental values.

**Verifiers:** Operation protocols; Interviews with forest managers; Field inspection.

6.3.2 Management activities are implemented to prevent negative impacts and to protect environmental values.

**Verifiers:** Operation protocols; Interviews with forest managers; Field inspection.

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

**Verifiers:** Field inspection; Consultation with third parties; Interviews with forest managers.

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

6.4.1 Best Available Information is used to identify 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.

**Verifiers:** Consultation with third parties; Publicly available registers (e.g., red lists); Scientific studies on protected species; Interviews with forest managers; Training records to identify protected species; Records from other sources – e.g. State nature protection (ŠOP).

6.4.2 Potential impacts of management activities on rare and threatened species and their conservation status and habitats are identified and management activities are modified to avoid negative impacts.

**Verifiers:** Consultation with third parties; Handbook HCV Framework; Interviews with forest managers.

6.4.3 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.

**Note:** For SLIMF and at group certification of SLIMFs, this criterion can be met at a group level.

**Verifiers:** Consultation with third parties; Interviews with forest managers; Records from other sources – e.g. State Nature Conservancy (ŠOP).

6.4.4 Illegal harvesting, hunting, fishing for trapping of rare or endangered species is prevented.

**Verifiers:** List of forest guard members; Cooperation with a hunting organization; Consultation with third parties – State Nature Protection (ŠOP).

**6.5** *The Organization\* shall identify and protect representative sample areas of native ecosystems\* and/or restore\* them to more natural conditions\*. Where representative sample areas\* do not exist or are insufficient, The Organization\* shall restore\* a proportion of the Management Unit\* to more natural conditions\*. The size of the areas and the measures taken for their protection or restoration, including within plantations, shall be proportionate to the conservation\* status and value of the ecosystems\* at the landscape\* level, and the scale\*, intensity\* and risk\* of management activities.*

6.5.1 Best Available Information is used to identify native ecosystems that exist, or would exist under natural conditions, within the Management Unit.

**Note:** The following native ecosystems can be assessed:

- 1) forests in protected areas with 5th degree of protection (HCV 1),
- 2) old growth forests and old growth forest residues (HCV3)
- 3) rare, endangered, and rare forest ecosystems (HCV3)
- 4) forests with rare, endangered, rare and endemic species (HCV1)
- 5) protective forests (especially HCV4-compliant)
- 6) other forests of great social importance (HCV) as above
- 7) other forests in protected areas
- 8) gene sources
- 9) Pro Silva objects (if they represent samples of native forest ecosystems)
- 10) other suitable territories e.g. representative samples of common forest habitat types in favourable conservation status

**Verifiers:** Interviews with forest managers; Consultation with third parties; Reference areas.

6.5.2 Representative Sample Areas of native ecosystems are protected, where they exist.

**Verifiers:** Plans, maps, lists; Interviews with forest managers.

6.5.3 Where Representative Sample Areas do not exist, or where existing sample areas inadequately represent native ecosystems, or are otherwise insufficient, a proportion of the Management Unit is restored to more natural conditions.

- 1) Territories earmarked for restoration to more natural conditions (i.e. natural forest type) are identified and located on maps.
- 2) There is evidence of planning and implementation of restoration measures towards more natural conditions.

**Note:** For group certification of SLIMF, this criterion can be met at the group level.

**Verifiers:** Plans, maps, lists; Interviews with forest managers.

6.5.4 The size of the Representative Sample Areas and/or restoration areas is proportionate to the conservation status and value of the ecosystems at the landscape level, the size of the Management Unit and the intensity of forest management.

**Verifiers:** Consultation with third parties; Plans, maps, lists; Interviews with forest managers.

6.5.5 Representative Sample Areas, in combination with other components of the conservation area network and areas designated for the restoration to more natural conditions, comprise a minimum 10% of the area of the Management Unit.

**Note:** a) Only for SLIMF inside group certification, this threshold can be met at group level.

b) Those parts of the Management Unit that were already FSC certified and were subsequently transferred by The Organization to the State for long-term conservation, may be counted towards the Conservation Areas Network according to Indicator 6.5.5

**Verifiers:** Plans, maps, lists; Field inspection.

**6.6** *The Organization\* shall effectively maintain the continued existence of naturally occurring native species\* and genotypes\*, and prevent losses of biological diversity\*, especially through habitat\* management in the Management Unit\*. The Organization\* shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting.*

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

**Verifiers:** Consultation with third parties; Interviews with forest managers and local experts; Maps, lists; Field inspection: Approved Protected Area Management Programs, The Rescue Programs, whose implementation has been consulted with the landowner and land manager.

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

**Verifiers:** Consultation with third parties; Interviews with forest managers and local experts; Maps, lists; Field inspection.

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

**Verifiers:** Consultation with third parties; Interviews with forest managers and local experts; Maps, lists; Field inspection.

6.6.4 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.

**Verifiers:** Consultation with third parties.

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

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

**Verifiers:** Operational plans, employee interviews; Field inspection; Operation protocols.

6.7.2 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.

**Verifiers:** Operational plans, employee interviews; Field inspection; Operation protocols.

6.7.3 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.

**Verifiers:** Operational plans, employee interviews; Field inspection; Operation protocols.

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

**Verifiers:** Operational plans, employee interviews; Field inspection; Operation protocols; Hydro-melioration projects.

**6.8** ***The Organization\* shall manage the landscape\* in the Management Unit\* to maintain and/or restore\* a varying mosaic of species, sizes, ages, spatial scale\*s\* and regeneration cycles appropriate for the landscape values\* in that region, and for enhancing environmental and economic resilience\*.***

6.8.1 A varying mosaic of species, sizes, ages, spatial scales, and regeneration cycles is maintained appropriate to the landscape.

**Verifiers:** Regeneration procedures; Field inspection; Maps, documentation.

6.8.2 The mosaic of species, sizes, ages, spatial scales, and regeneration cycles is restored where it has not been maintained appropriate to the landscape.

**Verifiers:** Regeneration procedures; Field inspection; Maps, documentation.

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

- 1) Affects a *very limited portion\** of the area of the *Management Unit\**, and
- 2) Will produce clear, substantial, additional, secure long-term *conservation\** benefits in the *Management Unit\**, and
- 3) Does not damage or threaten *High Conservation Values\**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values\**.

6.9.1 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:

- 1) Affects a very limited portion of the Management Unit, and
- 2) The conversion will produce clear, substantial, additional, secure, long-term conservation benefits in the Management Unit; and
- 3) Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.

**Note:** Plantations on sites directly converted from natural forests are areas that were natural forest immediately prior to being converted to plantation. If the plantation site was non-forest immediately prior to being converted to a plantation, then it may be converted back to non-forest use.

**Verifiers:** Interviews with forest managers, state administration authorities; Plans and maps; Field inspection; Planting projects.

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

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

6.10.1 Based on Best Available Information, accurate data is compiled on all conversions since 1994.

**Verifiers:** Interviews with forest managers, state administration authorities; Projects, plans, maps of plantations.

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

- 1) The Organization provides clear and sufficient evidence that it was not directly or indirectly responsible for the conversion; or
- 2) The conversion is producing clear, substantial, additional, secure, long-term conservation benefits in the Management Unit; and
- 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.

**Verifiers:** Registration of ownership or use; Projects, plans, maps of plantations.



## **PRINCIPLE\* 7: MANAGEMENT PLANNING**

**The Organization\* shall have a *management plan\** consistent with its policies and *objectives\** and proportionate to *scale\**, *intensity\** and *risks\** of its management activities. The *management plan\** shall be implemented and kept up to date based on monitoring information in order to promote *adaptive management\**. The associated planning and procedural documentation shall be sufficient to guide staff, inform *affected stakeholders\** and *interested stakeholders\** and to justify management decisions.**

**7.1 The Organization\* shall, proportionate to *scale\**, *intensity\** and *risk\** of its management activities, set policies (visions and values) and *objectives\** for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and *objectives\** shall be incorporated into the *management plan\**, and publicized.**

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

**Verifiers:** Management plan (PSL etc.); Management models.

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

**Verifiers:** Management plan; Management models.

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

**Verifiers:** A publicly available summary of activities, Documentation.

**7.2 The Organization\* shall have and implement a *management plan\** for the *Management Unit\** which is fully consistent with the policies and management *objectives\** as established according to *Criterion\** 7.1. The *management plan\** shall describe the natural resources that exist in the *Management Unit\** and explain how the plan will meet the FSC certification requirements. The *management plan\** shall cover *forest\** management planning and social management planning proportionate to *scale\**, *intensity\** and *risk\** of the planned activities.**

7.2.1 The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.

**Verifiers:** Management plan; Management models.

7.2.2 The management plan addresses the elements listed in Annex E and is implemented.

**Verifiers:** Management plan; Management models.



**7.3 The management plan\* shall include verifiable targets\* by which progress towards each of the prescribed management objectives\* can be assessed.**

7.3.1 Verifiable targets, and the frequency that they are assessed, are established for monitoring the progress towards each management objective.

**Note:** examples of verifiable targets: productivity of the site, yield of all collected products;

- 1) composition and observed changes in flora and fauna;
- 2) quality and quantity of water;
- 3) soil erosion, compaction, fertility;
- 4) wildlife populations, biodiversity and conservation status;
- 5) vulnerable cultural and environmental sites;
- 6) number of occupational accidents and;
- 7) total economic viability of economic unit.

**Verifiers:** Forestry management plan; Forest management documentation (LHE).

**7.4 The Organization\* shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, stakeholder engagement\* or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.**

7.4.1 The management plan is revised and updated periodically consistent with Annex F to incorporate:

- 1) monitoring results including results of certification audits
- 2) evaluation results
- 3) stakeholder engagement results;
- 4) new scientific and technical information and
- 5) changing environmental, social, or economic circumstances

**Verifiers:** Forestry management plan; Annual plans of harvesting, afforestation, protection of forest management.

**7.5 The Organization\* shall make publicly available\* a summary of the management plan\* free of charge. Excluding confidential information\*, other relevant components of the management plan\* shall be made available to affected stakeholders\* on request, and at cost of reproduction and handling.**

7.5.1 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.

**Note:** Examples of confidential information include data and content:

- 1) related to investment decisions;
- 2) about intellectual property rights;
- 3) which is client confidential;

- 4) which is, by law, confidential;
- 5) whose dissemination could put at risk the protection of wildlife species and habitats.

**Verifiers:** Work procedures; Publicly available summaries of plans; Consultation with third parties.

7.5.2 Relevant components of the management plan excluding confidential information are available to affected stakeholders on request for the actual cost of reproduction and handling.

**Verifiers:** Work procedures; Publicly available operations plan; Consultation with third parties.

**7.6 *The Organization\* shall, proportionate to scale\*, intensity\* and risk\* of management activities, proactively and transparently engage affected stakeholders\* in its management planning and monitoring processes, and shall engage interested stakeholders\* on request.***

7.6.1 Culturally appropriate engagement is used to ensure that affected stakeholders are proactively and transparently engaged in the following processes:

- 1) Dispute resolution processes (Criterion 1.6, Criterion 2.6, Criterion 4.6);
- 2) Identification of sites (Criterion 4.7) and impacts (Criterion 4.5); and
- 3) High Conservation Value assessment, management and monitoring (Criterion 9.1, Criterion 9.2, Criterion 9.4).

**Verifiers:** Interviews with forest managers and affected local communities; Records; Consultation with third parties.

7.6.2 Culturally appropriate engagement is used to:

- 1) ensure that all of those involved are represented and engaged equally; and
- 2) determine mutually agreed communication channels allowing for information to flow in both directions; and
- 3) ensure meetings, points discussed and relevant agreements reached are recorded and approved; and
- 4) ensure that the results of all culturally appropriate engagement activities are shared with those involved.

**Verifiers:** Interviews with forest managers and affected local communities; Records; Consultation with third parties.

7.6.3 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.

**Verifiers:** Interviews with forest managers and affected local communities; Records from meetings; Consultation with third parties.

7.6.4 On request, interested stakeholders are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests.

**Verifiers:** Interviews with forest managers and affected local communities; Records from meetings; Consultation with third parties.

## **PRINCIPLE\* 8: MONITORING AND ASSESSMENT**

**The Organization\*** shall demonstrate that, progress towards achieving the **management objectives\***, the impacts of management activities and the condition of the **Management Unit\***, are monitored and evaluated proportionate to the **scale\***, **intensity\*** and **risk\*** of management activities, in order to implement **adaptive management\***.

**8.1 The Organization\* shall monitor\* the implementation of its Management Plan\*, including its policies and management objectives\*, its progress with the activities planned, and the achievement of its verifiable targets\*.**

8.1.1 Procedures are documented and executed for monitoring the implementation of the management plan including its policies and management objectives and achievement of verifiable targets.

**Note:** The Monitoring Plan can be part of the overall management plan or a separate document.

**Verifiers:** Management plan and related documentation.

**8.2 The Organization\* shall monitor\* and evaluate the environmental and social impacts of the activities carried out in the Management Unit\*, and changes in its environmental condition.**

8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex G.

**Verifiers:** Monitoring records; Consultation with third parties.

8.2.2 Changes in environmental conditions are monitored consistent with Annex G.

**Verifiers:** Monitoring records; Consultation with third parties.

**8.3 The Organization\* shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.**

8.3.1 Adaptive management procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting management plan.

**Verifiers:** Working procedures; Monitoring records.

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

**Verifiers:** Working procedures; Monitoring records.

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

8.4.1 A summary of the monitoring results consistent with Annex E, in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.

**Verifiers:** Monitoring records; Method of availability of monitoring results; Consultation with third parties.

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

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

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

**Verifiers:** Working procedures; Forest Management Records (LHE).

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

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

**Verifiers:** Forest Management Records (LHE); Growth Card; Operations Protocol; Check of invoices, delivery notes.

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

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

**Verifiers:** Working procedures; Archiving system; Checking invoices; Delivery notes.

**PRINCIPLE\* 9: HIGH CONSERVATION VALUES\***

**The Organization\*** shall maintain and/or enhance the **High Conservation Values\*** in the **Management Unit\*** through applying the **precautionary approach\***.

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

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

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

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

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

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

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

9.1.1 An assessment is completed using Best Available Information including:

- 1) records of the location and status of High Conservation Value Categories 1-6, as defined in Criterion 9.1;
- 2) the High Conservation Value Areas they rely upon their condition.

**Verifiers:** Forest Management Plan (PSL and similar); Consultation with third parties and/or state authorities, ŠOP SR; HCV identification: documentation (maps); Field inspection.

9.1.2 [Not applicable in Slovakia] This assessment includes identification of Intact Forest Landscapes, as of January 1, 2017.

9.1.3 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.

Applicable to non-SLIMF: The results of the evaluation shall be recorded in a format available to interested parties at the appropriate scale of maps.

**Verifiers:** Consultation with third parties and/or state authorities, ŠOP SR; Documentation.

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

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

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation.

9.2.2 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.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation; Management plan.

9.2.3 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.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation.

9.2.4 [Not applicable in Slovakia] Management strategies are developed to protect core areas.

9.2.5 [Not applicable in Slovakia] The vast majority of each Intact Forest Landscape is designated as core area.

9.2.6 The strategies developed are effective to maintain and/or enhance the High Conservation Values.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation.

9.2.7 [Not applicable in Slovakia] Management strategies allow limited industrial activity within core areas only if all effects of industrial activity including fragmentation:

- 1) Are restricted to a very limited portion of the core area,
- 2) Do not reduce the core area below 50,000 ha, and
- 3) Will produce clear, substantial, additional, long-term conservation and social benefits.



**9.3** *The Organization\* shall implement strategies and actions that maintain and/or enhance the identified **High Conservation Values\***. These strategies and actions shall implement the **precautionary approach\*** and be proportionate to the **scale\***, **intensity\*** and **risk\*** of management activities.*

9.3.1 The High Conservation Values and the High Conservation Value Areas on which they depend are maintained and/or enhanced, including by implementing the strategies developed

**Verifiers:** Documentation; Management plan (PSL)

9.3.2 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.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation; Management plan (PSL); Field inspection.

9.3.3 [Not applicable in Slovakia] Core areas are protected consistent with Criterion 9.2.

9.3.4 [Not applicable in Slovakia] Limited industrial activity in core areas is consistent with Indicator 9.2.7.

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

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation; Field inspection.

**9.4** *The Organization\* shall demonstrate that periodic monitoring is carried out to assess changes in the status of **High Conservation Values\***, and shall adapt its management strategies to ensure their effective **protection\***. The monitoring shall be proportionate to the **scale\***, **intensity\*** and **risk\*** of management activities, and shall include **engagement\*** with **affected stakeholders\***, **interested stakeholders\*** and experts.*

9.4.1 A program of periodic monitoring assesses:

- 1) Implementation of strategies;
- 2) The status of High Conservation Values, including High Conservation Value Areas on which they depend; and
- 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.

**Note:** Government authorities can have information regarding monitoring for point 2 and 3.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation; HCV Framework - A guide to identification, management and monitoring.

9.4.2 The monitoring program includes engagement with affected rights holders, affected and interested stakeholders and experts.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation.

9.4.3 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

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation; Field inspection; HCV Framework - A guide to identification, management and monitoring.

9.4.4 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.

**Verifiers:** Consultation with third parties and/or public authorities, ŠOP SR; Documentation of PSL change, Forest recovery procedures; Field inspection.

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

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

**10.1** After harvest or in accordance with the *management plan\**, *The Organization\** shall, by natural or artificial regeneration methods, regenerate vegetation cover in a timely fashion to pre-harvesting or more *natural conditions\**.

10.1.1 Harvested sites are regenerated in a timely manner that:

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

**Verifiers:** Forest management records (LHE) - logging, afforestation Management plan - Compliance with forest management models - species composition; On-site inspection.

10.1.2 Regeneration activities are implemented in a manner that:

- 1) For harvest of existing plantations, regenerate to the vegetation cover that existed prior to the harvest or to more natural conditions using ecologically well-adapted species;
- 2) For harvest of natural forests, regenerate to pre-harvest or to more natural conditions; or
- 3) For harvest of degraded natural forests, regenerate to more natural conditions.

**Verifiers:** Forest management (LHE) - logging, afforestation Management plan- Compliance with forest management model; On-site inspection; Projects for transition or conversion.

**10.2** *The Organization\** shall use species for regeneration that are ecologically well adapted to the site and to the *management objectives\**. *The Organization\** shall use *native species\** and *local genotypes\** for regeneration unless there is clear and convincing justification for using others.

10.2.1 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.

**Verifiers:** Management plan - management models; Field inspection.

10.2.2 Species chosen for regeneration are consistent with the regeneration objectives and with the management objectives.

**Verifiers:** Management plan - management models; Field inspection.

**10.3 The Organization\* shall only use alien species\* when knowledge and/or experience have shown that any invasive impacts can be controlled, and effective mitigation measures are in place.**

10.3.1 Alien species are used only when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled.

**Verifiers:** Field inspection; State administration decisions.

10.3.2 Alien species are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.

**Verifiers:** Project for planting of introduced trees – justification.

10.3.3 The spread of invasive species introduced by The Organization is controlled.

**Note:** The management prevents the spread of critical invasive plant species. The manager primarily eliminates invasive plant species that endanger the health of local communities.

**Verifiers:** Management plan; Forest Management documentation (LHE); Field Inspection.

10.3.4 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.

**Verifiers:** Monitoring of invasive species; State administration decisions; Field inspection.

**10.4 The Organization\* shall not use genetically modified organisms\* in the Management Unit\*.**

10.4.1 Genetically modified organisms are not used.

**Verifiers:** Organization statement; On-site inspection.

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

10.5.1 Silvicultural practices are implemented that are ecologically appropriate for the vegetation, species, sites and management objectives.

**Verifiers:** Management Plan, Management Models, Recovery Procedures; On-Site Inspection.

**10.6** *The Organization\* shall minimize or avoid the use of fertilizers\*. When fertilizers\* are used, The Organization\* shall demonstrate that use is equally or more ecologically and economically beneficial than use of silvicultural systems that do not require fertilizers, and prevent, mitigate, and/or repair damage to environmental values\*, including soils*

10.6.1 The use of fertilizers and liming is avoided, except for nurseries and point application of fertilizers in artificial reforestation.

**Verifiers:** Registration of fertilizer use.

10.6.2 When fertilizers are used, their ecological and economic benefits are equal to or higher than those of silvicultural systems that do not require fertilizers.

**Verifiers:** Registration of fertilizer use; Fertilizer application project – justification.

10.6.3 When fertilizers are used, their types, rates, frequencies and site of application are documented.

**Verifiers:** Registration of fertilizer use.

10.6.4 When fertilizers are used, environmental values are protected, including through implementation of measures to prevent damage.

**Verifiers:** Registration of fertilizer use; List of measures taken to protect the environment.

10.6.5 Damage to environmental values resulting from fertilizer use is mitigated or repaired.

**Verifiers:** Fertilizer application project – justification; Monitoring fertilizer use; Corrective measures.

**10.7** *The Organization\* shall use integrated pest management and silviculture\* systems which avoid, or aim at eliminating, the use of chemical pesticides\*. The Organization\* shall not use any chemical pesticides\* prohibited by FSC policy. When pesticides\* are used, The Organization\* shall prevent, mitigate, and/or repair damage to environmental values\* and human health.*

10.7.1 Integrated pest management, including selection of silviculture systems, is used to avoid, or aim to eliminate, the frequency, extent and amount of chemical pesticide applications, and result in non-use or overall reductions in applications.

**Verifiers:** Project of Integrated protection – justification; Checking purchase invoices for chemicals; List of chemicals and active substances.

10.7.2 Chemical pesticides prohibited by FSC's Pesticide Policy are not used or stored in the Management Unit unless FSC has granted derogation.

**Verifiers:** Checking chemical purchase invoices; List of chemicals and active substances; Warehousing and operations inspection; Interview with employees.

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

**Verifiers:** Checking chemical purchase invoices; List of chemicals and active substances; Inspection of warehouses, operations.

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

**Verifiers:** Staff Training; Authorization for Handling and Application of Chemicals; Emergency Plans; Pollution Remedies.

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

**Verifiers:** Chemical Application Project; Interviews with employees and contractors.

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

**Verifiers:** Chemical application project; Interviews with employees and contractors; On-site inspection.

10.7.7 When pesticides are used:

- 1) The selected pesticide, application method, timing and pattern of use offers the least risk to humans and non-target species; and
- 2) Objective evidence demonstrates that the pesticide is the only effective, practical and cost-effective way to control the pest.
- 3) Aerial application of pesticides is prohibited. An exception is possible if approved or ordered by the state administration.

**Verifiers:** Chemical application project; Interviews with employees and contractors; On-site inspection; Monitoring of chemicals usage.

**10.8** *The Organization\* shall minimize, monitor\* and strictly control the use of biological control agents\* in accordance with internationally accepted scientific protocols\*. When biological control agents\* are used, The Organization\* shall prevent, mitigate, and/or repair damage to environmental values\*.*

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

**Verifiers:** Assignment for the use of biological control products; Monitoring records.

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

**Verifiers:** Monitoring records; Justification based on scientific work.

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

**Verifiers:** Monitoring records; Annual Reports to State Administration; Review of Purchase Invoices and Application.

10.8.4 Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.

**Verifiers:** Interviews with employees and contractors; Field inspection.

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

10.9.1 Potential negative impacts of natural hazards on infrastructure, forest resources and communities in the Management Unit are assessed.

**Verifiers:** Management plan - management models; Field inspections; Conversion or conversion projects; Firefighting measures; Wind resistance of stands; Pest control measures.

10.9.2 Management activities mitigate these impacts.

**Verifiers:** Regeneration planning; Thinnings; On-site inspection.

10.9.3 The risk for management activities to increase the frequency, distribution or severity of natural hazards is identified for those hazards that may be influenced by management.

**Verifiers:** Spatial distribution of forest stands, vertical and horizontal, age and species structure; Access to stands with assessed risk.

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

**Verifiers:** On-site inspection; Transition or conversion projects; Firefighting measures and projects.

**10.10 *The Organization\* shall manage infrastructural development\*, transport activities and silviculture\* so that water resources and soils are protected, and disturbance of and damage to rare and threatened species\*, habitats\*, ecosystems\* and landscape values\* are prevented, mitigated and/or repaired.***

10.10.1 Development, maintenance and use of infrastructure, as well as transport activities, are managed to protect environmental values identified in Criterion 6.1.

**Verifiers:** Road network inventory Road network construction projects; On-site inspection; Use of skidding methods; Conditions of road network and forest log yards.

10.10.2 Silviculture activities are managed to ensure protection of the environmental values identified in Criterion 6.1.

**Verifiers:** Forest Management records (LHE); Field inspection; Interviews with forest managers, Government Authorities; Projects of Activities.



10.10.3 Disturbance or damages to watercourses, 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.

**Verifiers:** On-site inspection; Work Procedures; Operation Protocol; Environmental Monitoring.

**10.11 *The Organization*\* shall manage activities associated with harvesting and extraction of timber and *non-timber forest products*\* so that *environmental values*\* are conserved, merchantable waste is reduced, and damage to other products and services is avoided.**

10.11.1 Harvesting and extraction practices for timber and non-timber forest products are implemented in a manner that conserves environmental values as identified in Criterion 6.1 and High Conservation Values identified in Criteria 9.1 and 9.2.

**Verifiers:** On-site inspection; Work Procedures; Operation Protocol; Environmental Monitoring.

10.11.2 Harvesting practices optimize the use of forest products and merchantable materials.

**Verifiers:** On-site inspection; Work Procedures; Operation Protocol; Environmental Monitoring.

10.11.3 Sufficient amounts of dead and decaying biomass and forest structure are retained to conserve environmental values.

**Verifiers:** Work Procedures; Operation Protocol; Field inspection; Control of the Directive.

10.11.4 Harvesting practices avoid damage to standing residual trees, residual woody debris on the ground and other environmental values.

**Verifiers:** Work Procedures; Operation Protocol; Field inspection; Interviews with employees and contractors.

**10.12 *The Organization*\* shall dispose of *waste materials*\* in an environmentally appropriate manner.**

10.12.1 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.

**Verifiers:** Waste disposal contract; On-site inspection; Interviews with employees and contractors.

## E Annexes

(Normative section)

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

**Note:** This is not intended to be an exhaustive list of applicable legislation. If any additional legislation applies, The Organization shall also comply with it.

- 1) 460/1992 Zb. - Ústava Slovenskej republiky v znení neskorších zmien a doplnkov
- 2) Zákon č. 40/1964 Z. z. - Občiansky zákonník v znení neskorších zmien a doplnkov
- 3) Zákon č. 513/1991 Z. z. - Obchodný zákonník v znení neskorších zmien a doplnkov
- 4) Zákon č. 326/2005 Z.z. o lesoch v znení neskorších zmien a doplnkov
- 5) Zákon č. 138/ 2010 Z.z. o lesnom reprodukčnom materiáli v znení neskorších zmien a doplnkov
- 6) Zákon č. 405/2011 Z.z o rastlinolekárskej starostlivosti v znení neskorších zmien a doplnkov
- 7) Zákon č. 259/1993 Z. z. o Slovenskej lesníckej komore v znení neskorších zmien a doplnkov
- 8) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 297/2011 Z.z. o lesnej hospodárskej evidencii v znení neskorších zmien a doplnkov
- 9) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 453/2006 Z.z. o hospodárskej úprave lesov a o ochrane lesa v znení neskorších zmien a doplnkov
- 10) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 397/2006 Z.z. o lesnej stráži v znení neskorších zmien a doplnkov
- 11) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 441/2006 Z.z. ktorou sa ustanovujú podrobnosti o skúške odbornej spôsobilosti na vyhotovenie lesného hospodárskeho plánu a o vydávaní odňatí osvedčenia o odbornej spôsobilosti na vyhotovenie lesného hospodárskeho plánu v znení neskorších zmien a doplnkov
- 12) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 451/2006 Z.z. o odbornom lesnom hospodárovi v znení neskorších zmien a doplnkov
- 13) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 232/2006 Z.z. o vyznačovaní ťažby dreva v znení neskorších zmien a doplnkov
- 14) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 12/2009 Z.z. o ochrane lesných pozemkov pri územnoplánovacej činnosti a pri ich vyňatí a obmedzení z plnenia funkcií lesov v znení neskorších zmien a doplnkov
- 15) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 501/2010 Z. z.,- ktorou sa ustanovujú podrobnosti o produkcii lesného reprodukčného materiálu a jeho uvádzaní na trh v znení neskorších zmien a doplnkov
- 16) Vyhláška MP SR č. 65/1995 Zb. o evidencii lesných pozemkov a stavieb v znení neskorších zmien a doplnkov
- 17) Nariadenie vlády SR 86/2005 Z.z. o klasifikácii dreva v znení neskorších zmien a doplnkov

- 18) Nariadenie vlády SR 199/2005 Z.z. o ochranných opatreniach proti zavlečeniu a rozširovaniu organizmov škodlivých pre rastliny alebo rastlinné produkty v znení neskorších zmien a doplnkov
- 19) Zákon č. 229/1991 Z.z. o úprave vlastníckych vzťahov k pôde a inému poľnohospodárskemu majetku v znení neskorších zmien a doplnkov
- 20) Zákon č. 503/2003 Z. z. o navrátení vlastníctva k pozemkom v znení neskorších zmien a doplnkov
- 21) Zákon č.504/2003 Z. z. o nájme poľnohospodárskych a lesných pozemkov v znení neskorších zmien a doplnkov
- 22) Zákon č. 140/2014 Z. z. o nadobúdaní vlastníctva poľnohospodárskeho pozemku v znení neskorších zmien a doplnkov
- 23) Zákon č. 180/1995 Z.z. o niektorých opatreniach na usporiadanie vlastníctva k pozemkom v znení neskorších zmien a doplnkov
- 24) Zákon č. 330/1991 Zb. o pozemkových úpravách, usporiadaní pozemkového vlastníctva, pozemkových úradoch, pozemkovom fonde a pozemkových spoločenstvách v znení neskorších zmien a doplnkov
- 25) Zákon č. 215/1995 Z.z. o geodézii a kartografii v znení neskorších zmien a doplnkov
- 26) Zákon č. 97/2013 Z. z. o pozemkových spoločenstvách v znení neskorších zmien a doplnkov
- 27) Zákon č. 162/1995 Z. z. - Katastrálny zákon v znení neskorších zmien a doplnkov
- 28) Zákon č. 278/1993 Z.z. o správe majetku štátu v znení neskorších zmien a doplnkov
- 29) Vyhláška Úradu geodézie, kartografie a katastra SR č. 461/2009 Z. z. ktorou sa vykonáva zákon č. 162/1995 Z. z. o katastri nehnuteľností a o zápise vlastníckych a iných práv k nehnuteľnostiam (katastrálny zákon) v znení neskorších predpisov
- 30) Vyhláška ÚGaK SR č. 300/2009 Z.z. ktorou sa vykonáva zákon č. 215/1995 Z.z. o geodézii a kartografii
- 31) Zákon č. 180/2013 Z. z. o organizácii miestnej štátnej správy a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 32) Zákon č. 71/1967 Z.z. o správnom konaní v znení neskorších zmien a doplnkov
- 33) Zákon č. 55/2017 Z. z. o štátnej službe
- 34) Zákon č. 211/2000 Z.z. o slobodnom prístupe k informáciám a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 35) Zákon č. 25/2006 Z.z o verejnom obstarávaní v znení neskorších zmien a doplnkov
- 36) Nariadenie vlády SR č. 498/2011 Z. z. ktorým sa ustanovujú podrobnosti o zverejňovaní zmlúv v Centrálnom registri zmlúv a náležitosti informácie o uzatvorení zmluvy
- 37) Zákon č. 314/2001 Z.z. o ochrane pred požiarmi v znení neskorších zmien a doplnkov
- 38) Vyhláška Ministerstva vnútra SR 121/2002 Z.z. o požiarnej prevencii v znení neskorších zmien a doplnkov

- 39) Zákon č. 274/2009 o poľovníctve a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 40) Zákon č.190/2003 Z. z. o zbraniach a strelive v znení neskorších zmien a doplnkov
- 41) Zákon č. 139/2002 o rybárstve v znení neskorších zmien a doplnkov
- 42) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č. 344/2009 Z. z. ktorou sa vykonáva zákon o poľovníctve v znení neskorších zmien a doplnkov
- 43) Vyhláška Ministerstva pôdohospodárstva a rozvoja vidieka SR č 238/2002 Z.z., ktorou sa vykonávajú niektoré ustanovenia zákona o rybárstve
- 44) Zákon SNR č. 17/1992 Z.z. o životnom prostredí v znení neskorších zmien a doplnkov
- 45) Zákon č. 543/2002 Z. z. o ochrane prírody a krajiny v znení neskorších zmien a doplnkov
- 46) Zákon č. 237/2002 Z. z. o obchode s ohrozenými druhmi voľne žijúcich živočíchov a voľne rastúcich rastlín a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 47) Zákon č. 15/2005 Z. z. o ochrane druhov voľne žijúcich živočíchov a voľne rastúcich rastlín reguláciou obchodu s nimi a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 48) Zákon č. 7/2010 Z.z. o ochrane pred povodňami v znení neskorších zmien a doplnkov
- 49) Zákon č. 525/2003 Z.z. o štátnej správe starostlivosti o životné prostredie v znení neskorších zmien a doplnkov
- 50) Zákon č. 79/2015 Z.z. o odpadoch v znení neskorších zmien a doplnkov
- 51) Zákon č. 538/2005 Z.z. o prírodných liečivých vodách, kúpeľoch a prírodných minerálnych vodách v znení neskorších zmien a doplnkov
- 52) Zákon č. 364/2004 Z.z. o vodách v znení neskorších zmien a doplnkov
- 53) Zákon č. 24/2006 Z.z. o posudzovaní vplyvov na životné prostredie v znení neskorších zmien a doplnkov
- 54) Zákon č. 359/2007 Z. z. o prevencii a náprave environmentálnych škôd v znení neskorších zmien a doplnkov
- 55) Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 24/2003 Z. z., ktorou sa vykonáva zákon č. 543/2002 Z. z. o ochrane prírody a krajiny v znení neskorších zmien a doplnkov
- 56) Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 418/2010 Z. z. o vykonaní niektorých ustanovení vodného zákona v znení neskorších zmien a doplnkov
- 57) Vyhláška Ministerstva pôdohospodárstva Slovenskej republiky č. 211/2005 Z.z., ktorou sa ustanovuje zoznam vodohospodársky významných vodných tokov a vodárenských tokov v znení neskorších zmien a doplnkov
- 58) Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 29/2005 Z. z., ktorou sa ustanovujú podrobnosti o určovaní ochranných pásiem vodárenských zdrojov, o opatreniach na ochranu vôd a o technických úpravách v ochranných pásmach vodárenských zdrojov v znení neskorších zmien a doplnkov

- 59) Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 110/2005 Z. z., o regulácii obchodu s voľne žijúcimi živočíchmi a rastlinami v znení neskorších zmien a doplnkov
- 60) Vyhláška Ministerstva životného prostredia Slovenskej republiky č. 310/2013 Z. z. ktorou sa vykonávajú niektoré ustanovenia zákona o odpadoch v znení neskorších zmien a doplnkov
- 61) Zákon č. 595/2003 Z.z. o dani z príjmov v znení neskorších zmien a doplnkov
- 62) Zákon č. 222/2004 Z.z. o dani z pridanej hodnoty v znení neskorších zmien a doplnkov
- 63) Zákon č. 563/2009 Z.z. o správe dani a o zmene niektorých zákonov v znení neskorších zmien a doplnkov
- 64) Zákon č. 455/1991 Z.z. o živnostenskom podnikaní v znení neskorších zmien a doplnkov
- 65) Zákon č. 582/2004 Z.z. o miestnych daniach a poplatku za komunálne odpady v znení neskorších zmien a doplnkov
- 66) Zákon č. 361/2014 Z.z. o dani z motorových vozidiel v znení neskorších zmien a doplnkov
- 67) Zákon č. 311/2001 Z. z. - zákonník práce v znení neskorších zmien a doplnkov
- 68) Zákon č. 126/2006 Z. z. - o verejnom zdravotníctve a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 69) Zákon č. 2/1991 Z.z. o kolektívnom vyjednávaní v znení neskorších zmien a doplnkov
- 70) Zákon č. 5/2004 Z. z. - Zákon o službách zamestnanosti a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 71) Zákon č. 124/2006 Z. z. o bezpečnosti a ochrane zdravia pri práci v znení neskorších zmien a doplnkov
- 72) Zákon č. 125/2006 Z. z. o inšpekcii práce a o zmene a doplnení zákona č. 82/2005 Z. z. o nelegálnej práci a nelegálnom zamestnávaní a o zmene a doplnení niektorých zákonov v znení neskorších zmien a doplnkov
- 73) Zákon č. 67/2010 Z.z. o zdravotnom poistení v znení neskorších zmien a doplnkov
- 74) Zákon č. 461/2003 Z.z. o sociálnom poistení v znení neskorších zmien a doplnkov
- 75) Zákon č. 663/2007 Z.z. o minimálnej mzde v znení neskorších zmien a doplnkov
- 76) Zákon č. 82/2005 Z.z. o nelegálnej práci a nelegálnom zamestnávaní v znení neskorších zmien a doplnkov
- 77) Zákon č. 365/2004 Z.z. – antidiskriminačný zákon v znení neskorších zmien a doplnkov
- 78) Zákon č. 283/2002 Z.z. o cestovných náhradách v znení neskorších zmien a doplnkov
- 79) Vyhláška Ministerstva práce, sociálnych vecí a rodiny č. 46/2010 Z.z. - Podrobnosti na zaistenie bezpečnosti a ochrany zdravia pri lesnej práci v znení neskorších zmien a doplnkov

- 80) Vyhláška Ministerstva zdravotníctva č. 116/2014 o preddavkoch, platení a ročnom zúčtovaní poisťného na verejné zdravotné poistenie v znení neskorších zmien a doplnkov
- 81) Vyhláška Ministerstva práce, sociálnych vecí a rodiny č. 106/2013 Z.z. ktorou sa vykonáva zákon č. 5/2004 Z. z. o službách zamestnanosti v znení neskorších zmien a doplnkov
- 82) Nariadenie vlády SR č. 396/2006 Z.z. o podmienkach poskytovania osobných ochranných pracovných prostriedkov v znení neskorších zmien a doplnkov
- 83) Nariadenie vlády SR č. 392/2006 Z.z. o minimálnych bezpečnostných a zdravotných požiadavkách pri používaní pracovných prostriedkov v znení neskorších zmien a doplnkov
- 84) Nariadenie vlády SR č. 391/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách na pracovisko v znení neskorších zmien a doplnkov
- 85) Nariadenie vlády SR č. 387/2006 Z. z. o požiadavkách na zaistenie bezpečnostného a zdravotného označenia pri práci v znení neskorších zmien a doplnkov
- 86) Nariadenie vlády SR č. 281/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri ručnej manipulácii s bremenami v znení neskorších zmien a doplnkov
- 87) Nariadenie vlády SR č. 115/2006 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou hluku v znení neskorších zmien a doplnkov v znení neskorších zmien a doplnkov
- 88) Nariadenie vlády SR č. 416/2005 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou vibráciám v znení neskorších zmien a doplnkov
- 89) Zákon č. 67/2010 Z.z. chemický zákon v znení neskorších zmien a doplnkov
- 90) Zákon č. 319/2013 Z.z. o pôsobnosti orgánov štátnej správy pre sprístupňovanie biocídnych výrobkov na trh v znení neskorších zmien a doplnkov
- 91) Zákon č. 50/1976 Zb. - Stavebný zákon v znení neskorších zmien a doplnkov
- 92) Zákon č. 669/2007 Z. z. o príprave niektorých stavieb diaľnic a ciest pre motorové vozidlá v znení neskorších zmien a doplnkov
- 93) Zákon č. 656/2004 Z. z. o energetike v znení neskorších zmien a doplnkov
- 94) Vyhláška Ministerstva životného prostredia SR č. 453/2000 Z. z., ktorou sa vykonávajú niektoré ustanovenia stavebného zákona



## Ratified International Treaties and Conventions

P.č.	Názov a rok prijatia dohovoru alebo konvencie	Dátum ratifikácie
1	Dohovor o ochrane sťahovavých druhov voľne žijúcich živočíchov, Bonn, 1979	14.12.1994
2	Dohovor o ochrane svetového kultúrneho a prírodného dedičstva, Paríž, 1972	15.11.1990
3	Dohovor o ochrane voľne žijúcich organizmov a prírodných stanovišť, Bern, 1979	28.04.1994
4	Dohoda o ochrane africko-euroázijských druhov sťahovavého vodného vtáctva, Haag, 1995	20.06.2000
5	Dohovor o biologickej diverzite, Rio de Janeiro, 1992	28.8.1994
6	Dohovor o mokradiach majúcih medzinárodný význam, najmä ako biotopy vodného vtáctva, Ramsar, 1971	02.07.1990
7	Dohoda o ochrane netopierov v Európe, Londýn, 1991	09.07.1998
8	Dohovor o medzinárodnom obchode s ohrozenými druhmi voľne žijúcich živočíchov a rastlín, Washington, 1973	28.02.1992
9	Dohovor o spolupráci pri ochrane a trvalom využívaní Dunaja, Sofia, 1994	29.6.1994
10	Protokol o vode a zdraví, Londýn, 1999	19.6.2001
11	Dohovor o ochrane a využívaní hraničných tokov a medzinárodných jazier, Helsinky, 1993	7.7.1999
12	Dohovor o prístupe k informáciám, účasti verejnosti na rozhodovacom procese a prístupe k spravodlivosti v záležitostiach životného prostredia, Aarhus (Dánsko), 1998	31.10.2005
13	Rámcový dohovor o ochrane a trvalo udržateľnom rozvoji Karpát, Kyjev, 2003	22.5.2003
14	Dohovor o hodnotení vplyvov na životné prostredie presahujúcich štátne hranice, Espo, 1991	20.8.1991
15	Dohovor o perzistentných organických látkach, Štokholm 2001	17.5.2004
16	Protokol o trvalo udržateľnom obhospodarovaní lesov k Rámcovému dohovoru o ochrane a trvalo udržateľnom rozvoji Karpát, 2011	16.1.2013
17	Protokol o vode a zdraví, 1999	12.09.2001

## Ratified ILO Conventions and protocols

P.č.	Názov a rok prijatia dohovoru	Dátum ratifikácie
C1	Hours of Work (Industry) Convention, 1919	1.1.1993
C11	Right of Association (Agriculture) Convention, 1921	1.1.1993
C12	Workmen's Compensation (Agriculture) Convention, 1921	1.1.1993
C13	White Lead (Painting) Convention, 1921	1.1.1993
C14	Weekly Rest (Industry) Convention, 1921	1.1.1993
C17	Workmen's Compensation (Accidents) Convention, 1925	1.1.1993
C18	Workmen's Compensation (Occupational Diseases) Convention, 1925	1.1.1993



<b>P.č.</b>	<b>Názov a rok prijatia dohovoru</b>	<b>Dátum ratifikácie</b>
C19	Equality of Treatment (Accident Compensation) Convention, 1925	1.1.1993
C21	Inspection of Emigrants Convention, 1926	1.1.1993
C26	Minimum Wage-Fixing Machinery Convention, 1928	1.1.1993
C27	Marking of Weight (Packages Transported by Vessels) Convention, 1929	1.1.1993
C29	Forced Labour Convention, 1930	1.1.1993
C34	Fee-Charging Employment Agencies Convention, 1933	1.1.1993
C37	Invalidity Insurance (Industry, etc.) Convention, 1933	1.1.1993
C38	Invalidity Insurance (Agriculture) Convention, 1933	1.1.1993
C39	C39 Survivors' Insurance (Industry, etc.) Convention, 1933	1.1.1993
C40	C40 Survivors' Insurance (Agriculture) Convention, 1933	1.1.1993
C42	C42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	1.1.1993
C43	Sheet-Glass Works Convention, 1934	1.1.1993
C45	Underground Work (Women) Convention, 1935	1.1.1993
C49	Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935	1.1.1993
C52	Holidays with Pay Convention, 1936	1.1.1993
C77	Medical Examination of Young Persons (Industry) Convention, 1946	1.1.1993
C78	Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946	1.1.1993
C80	Final Articles Revision Convention, 1946	1.1.1993
C87	Freedom of Association and Protection of the Right to Organise Convention, 1948	1.1.1993
C88	Employment Service Convention, 1948	1.1.1993
C90	Night Work of Young Persons (Industry) Convention (Revised), 1948	1.1.1993
C95	Protection of Wages Convention, 1949	1.1.1993
C98	Right to Organize and Collective Bargaining Convention, 1949	1.1.1993
C99	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951	1.1.1993
C100	Equal Remuneration Convention, 1951	1.1.1993
C102	Social Security (Minimum Standards) Convention, 1952	1.1.1993
C105	Abolition of Forced Labour Convention, 1957	29.9.1997
C111	Discrimination (Employment and Occupation) Convention, 1958	1.1.1993
C115	Radiation Protection Convention, 1960	1.1.1993
C116	Final Articles Revision Convention, 1961	1.1.1993
C120	Hygiene (Commerce and Offices) Convention, 1964	1.1.1993
C122	Employment Policy Convention, 1964	1.1.1993
C123	Minimum Age (Underground Work) Convention, 1965	1.1.1993
C124	Medical Examination of Young Persons (Underground Work) Convention, 1965	1.1.1993
C128	Invalidity, Old-Age and Survivors' Benefits Convention, 1967	1.1.1993
C130	Medical Care and Sickness Benefits Convention, 1969	1.1.1993
C136	Benzene Convention, 1971	1.1.1993
C138	Minimum Age Convention, 1973	29.9.1997
C139	Occupational Cancer Convention, 1974	1.1.1993
C140	Paid Educational Leave Convention, 1974	1.1.1993
C142	Human Resources Development Convention, 1975	1.1.1993

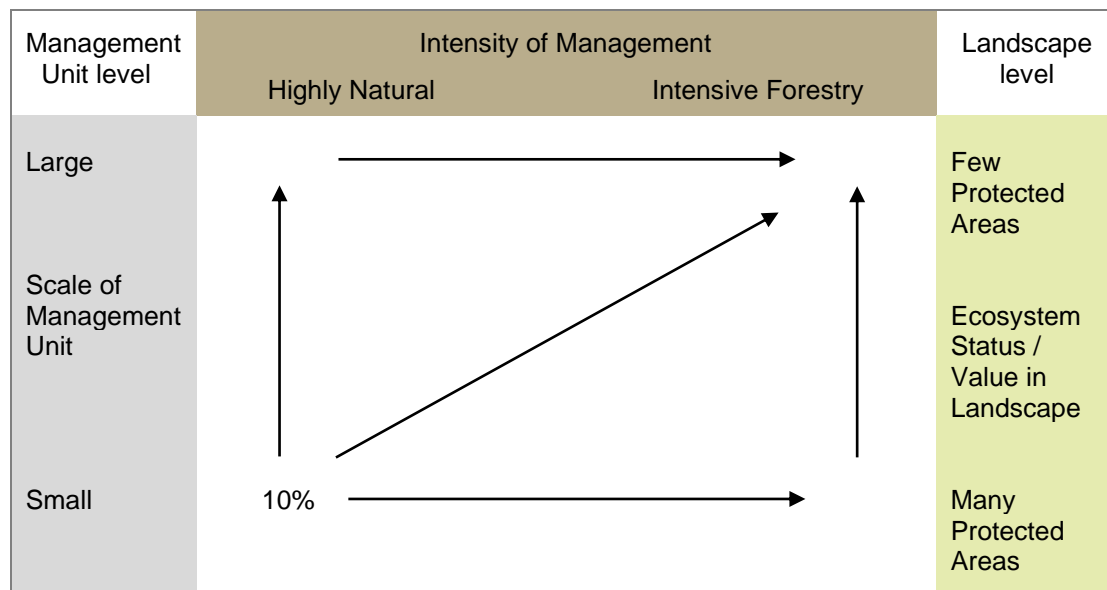
<b>P.č.</b>	<b>Názov a rok prijatia dohovoru</b>	<b>Dátum ratifikácie</b>
C144	Tripartite Consultation (International Labour Standards) Convention, 1976	1.1.1993
C148	Working Environment (Air Pollution, Noise and Vibration) Convention, 1977	1.1.1993
C155	Occupational Safety and Health Convention, 1981	1.1.1993
C156	Workers with Family Responsibilities Convention, 1981	14.6.2002
C159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	1.1.1993
C160	Labour Statistics Convention, 1985	1.1.1993
C161	Occupational Health Services Convention, 1985	1.1.1993
C163	Seafarers' Welfare Convention, 1987	1.1.1993
C164	Health Protection and Medical Care (Seafarers) Convention, 1987	1.1.1993
C167	Safety and Health in Construction Convention, 1988	1.1.1993
C171	Night Work Convention, 1990	1.1.1993
C173	Protection of Workers' Claims (Employer's Insolvency) Convention, 1992	24.9.1998
C176	Safety and Health in Mines Convention, 1995	1.1.1993
C182	Worst Forms of Child Labour Convention, 1999	1.1.1993
C183	Maternity Protection Convention, 2000	1.1.1993
C184	Safety and Health in Agriculture Convention, 2001	1.1.1993

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

Workers shall be able to:

- 1) Implement procedures for cleaning up spills of waste materials (Criterion 10.12).
- 2) Implement forest activities to comply with applicable legal requirements (Criterion 1.5);
- 3) Understand the content, meaning and applicability of the eight ILO Core Labour Conventions (Criterion 2.1); e.g. 311/2001 Labour Code;
- 4) Recognize and report on instances of sexual harassment and gender discrimination (Criterion 2.2); e.g. 365/2004 on Equal Treatment - Antidiscrimination Law; 311/2001 Labour Code;
- 5) Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (Criterion 2.3); e.g. Law 124/2006 on Health and Safety at Work (Zákon o bezpečnosti a ochrane zdravia pri práci), Law 125/2006 on Labour Inspection (Zákon o inšpekcii práce), Decree 46/2010 on H&S at forestry activities
- 6) Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (Criterion 2.5);
- 7) Identify sites of special cultural, ecological, economic, religious or spiritual significance to local communities and implement the necessary measures to protect them before the start of forest management activities to avoid negative impacts (Criterion 4.7);
- 8) Identify where local communities have legal and customary rights related to management activities (Criterion 4.2);
- 9) Carry out social, economic and environmental impact assessments and develop appropriate mitigation measures (Criterion 4.5);
- 10) Handle, apply and store pesticides (Criterion 10.7); e.g. Law 405/2011 on phytosanitary care; List of allowed pesticides at <http://pripravky.uksup.sk/pripravok/search>; and
- 11) Implement procedures for cleaning up spills of waste materials (Criterion 10.12).

## Annex C Conservation Area Network conceptual diagram (Principle 6)



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

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

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

**Annex D List of rare and threatened species in the country or region  
(Principle 6)**

The list of rare, threatened and endangered species is defined by the government decree 24/2003 with amendments.

Species identified from other sources of best available information:

[http://www.sopsr.sk/cites/wp-content/uploads/2014/03/zoznam\\_povod\\_druhy\\_cites.pdf](http://www.sopsr.sk/cites/wp-content/uploads/2014/03/zoznam_povod_druhy_cites.pdf)

## **Annex E Elements of the management plan (Principle 7)**

- 1) The results of assessments, including:
  - i. Natural resources and environmental values, as identified in Principle 6 and Principle 9;
  - ii. Social, economic and cultural resources and condition, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9;
  - iii. Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9.
- 2) Programs and activities regarding:
  - i. Workers' rights, occupational health and safety, gender equality, as identified in Principle 2;
  - ii. Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7;
  - iii. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10;
  - iv. The rationale for harvesting rates of timber and other natural resources, as identified in Principle 5.
  - v. For hunting organizations within the scope of activity: There is an approved annual plan of exploitation of game species, based on the results of monitoring.
- 3) Measures to conserve and/or restore:
  - i. Rare and threatened species and habitats;
  - ii. Water bodies and riparian zones;
  - iii. Landscape connectivity, including wildlife corridors;
  - iv. Representative Sample Areas, as identified in Principle 6; and
  - v. High Conservation Values, as identified in Principle 9.
- 4) Measures to assess, prevent, and mitigate negative impacts of management activities on:
  - i. Environmental values, as identified in Principle 6 and Principle 9;
  - ii. Social Values, as identified in Principle 2 to Principle 5 and Principle 9.
- 5) A description of the monitoring program, as identified in Principle 8, including:
  - i. Growth and yield, as identified in Principle 5;
  - ii. Environmental values, as identified in Principle 6;
  - iii. Operational impacts, as identified in Principle 10;
  - iv. High Conservation Values, as identified in Principle 9;
  - v. Monitoring systems based on stakeholder engagement planned or in place, as identified in Principle 2 to Principle 5 and Principle 7;
  - vi. Maps describing the natural resources and land use zoning on the Management Unit

## Annex F Conceptual framework for planning and monitoring (Principle 7)

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
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
		Annual harvest levels	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
Engagement* Plan	Annual	Employment statistics	Annually	General Manager	P3, P4
		Social Agreements	Annually, or as agreed in	Social Coordinator	P3, P4



<b>Sample Management Plan Document</b> <b>Note: These will vary with SIR and jurisdiction</b>	<b>Management Plan Revision Periodicity</b>	<b>Element Being Monitored (Partial List)</b>	<b>Monitoring Periodicity</b>	<b>Who Monitors This Element?</b> <b>(Note: These will vary with SIR and jurisdiction)</b>	<b>FSC Principle / Criterion</b>
			Engagement Plan		
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
10-Year management plan	10 years	Wildlife populations	Annually for hunting and fishing	Forestry Authority	P6
Sustainable Forestry management plan	10 years	Age class distribution Size class distribution	Ten years	Forestry Authority	P6
		10 year Allowable Annual Cut	Annually, ten years	Forestry Authority / Licensed manager	C5.2

## **Annex G      Monitoring requirements (Principle 8)**

- 1) Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
  - i. The results of regeneration activities (Criterion 10.1);
  - ii. The use of ecologically well adapted species for regeneration (Criterion 10.2);
  - iii. Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (Criterion 10.3);
  - iv. The use of genetically modified organisms to confirm that they are not being used (Criterion 10.4);
  - v. The results of silvicultural activities (Criterion 10.5);
  - vi. Adverse impacts to environmental values from fertilizers (Criterion 10.6);
  - vii. Adverse impacts from the use of pesticides (Criterion 10.7);
  - viii. Adverse impacts from the use of biological control agents (Criterion 10.8);
  - ix. The impacts from natural hazards (Criterion 10.9);
  - x. The impacts of infrastructural development, transport activities and silviculture to rare and threatened species, habitats, ecosystems, landscape values, water and soils (Criterion 10.10);
  - xi. The impacts of harvesting and extraction of timber on non-timber forest products, environmental values, merchantable wood waste and other products and services (Criterion 10.11); and
  - xii. Environmentally appropriate disposal of waste materials (Criterion 10.12).
  
- 2) Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
  - i. Evidence of illegal or unauthorized activities (Criterion 1.4);
  - ii. Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (Criterion 1.5);
  - iii. Resolution of disputes and grievances (Criterion 1.6, Criterion 2.6, Criterion 4.6);
  - iv. Programs and activities regarding workers' rights (Criterion 2.1);
  - v. Gender equality, sexual harassment and gender discrimination (Criterion 2.2);
  - vi. Programs and activities regarding occupational health and safety (Criterion 2.3);
  - vii. Payment of wages (Criterion 2.4);
  - viii. Workers' training (Criterion 2.5);
  - ix. Where pesticides are used, the health of workers exposed to pesticides (Criterion 2.5 and Criterion 10.7);
  - x. The identification of local communities and their legal and customary rights (Criterion 3.1 and Criterion 4.1);

- xi. Full implementation of the terms in binding agreements (Criterion 4.2);
  - xii. Community relations (Criterion 4.2);
  - xiii. Protection of sites of special cultural, ecological, economic, religious or spiritual significance to local communities (Criterion 4.7);
  - xiv. The use of traditional knowledge and intellectual property (Criterion 4.8);
  - xv. Local economic and social development (Criterion 4.2, Criterion 4.3, Criterion 4.4, Criterion 4.5);
  - xvi. The production of diversified benefits and/or products (Criterion 5.1);
  - xvii. Actual compared to projected annual harvests of timber and non-timber forest products (Criterion 5.2);
  - xviii. The use of local processing, local services and local value added manufacturing (Criterion 5.4);
  - xix. Long term economic viability (Criterion 5.5); and
  - xx. High Conservation Values 5 and 6 identified in Criterion 9.1.
- 3) Monitoring procedures in 8.2.2 are sufficient to identify and describe changes in environmental conditions including where applicable:
- i. The maintenance and/or enhancement of ecosystem services (Criterion 5.2) (when The Organization uses FSC ecosystem services claims)
  - ii. Environmental values and ecosystem functions including carbon sequestration and storage (Criterion 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values (Criterion 6.3);
  - iii. Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (Criterion 6.4);
  - iv. Representative sample areas and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.5);
  - v. Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.6);
  - vi. Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.7);
  - vii. Landscape values and the effectiveness of actions implemented to maintain and/or restore them (Criterion 6.8);
  - viii. Conversion of natural forest to plantations or conversion to non-forest (Criterion 6.9);
  - ix. The status of plantations established after 1994 (Criterion 6.10); and
  - x. High Conservation Values 1 to 4 identified in Criterion 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

## Annex H High Conservation Values framework (Principle 9)

The objective of this High Conservation Value (HCV) Framework is to provide nationally specific interpretations of HCVs and Best Available Information for addressing HCVs.

This National HCV Framework is to be used by accredited certification bodies and certificate holders.

The HCV interpretations and Best Available Information provided in this Framework are not necessarily exhaustive; additional examples of HCV occurrences may exist and shall be identified at the forest management unit scale.

The national or regional interpretations of the HCV categories and elements apply to all certificate holders, wherever occurrences of those HCVs may exist. Conversely, the Best Available Information for addressing those HCV interpretations may vary, depending on whether the certificate holder is a SLIMF or non-SLIMF, as indicated in the Framework.

Specific sections of this Framework are also applicable to National and Centralized National Risk Assessments for Controlled Wood, and to Certification Bodies and Certificate Holders seeking certification under FSC-STD-30-010 and FSC-STD-40-005. The applicable sections are: The Interpretations and Best Available Information for each HCV category; and the Best Available Information for Assessments for each HCV category.

### Overarching Best Available Information

The following table shows the types of overarching Best Available Information (BAI) that is applicable for assessments for all HCVs, specific categories of HCV, or specific HCV elements. The purpose of listing this overarching BAI here is to avoid having to list it repetitively for each HCV in the following sections. BAI that is more specific to individual HCV Interpretations is included alongside those Interpretations in the following sections.

#### A. Overarching Best Available Information for HCV Identification and Assessments

Best Available Information for Identifying and Assessing Regional or National HCV Interpretations		BAI >SLIMF	BAI SLIMF
<b>All HCV Categories: All Elements</b>	Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach. High Conservation Value surveys of the Management Unit; relevant databases and maps; culturally appropriate engagement with affected rights holders, affected and interested stakeholders, and relevant local and regional experts; FSC Guidance on Free Prior and Informed Consent (2012) (or subsequent versions when approved); review of the results by knowledgeable expert(s) independent of The Organization.	X	X
<b>HCV Element 2: 1, IFLs</b>	N/A		

<b>Best Available Information for Identifying and Assessing Regional or National HCV Interpretations</b>		<b>BAI &gt;SLIMF</b>	<b>BAI SLIMF</b>
<b>All HCV Categories: All Elements</b>	Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach. High Conservation Value surveys of the Management Unit; relevant databases and maps; culturally appropriate engagement with affected rights holders, affected and interested stakeholders, and relevant local and regional experts; FSC Guidance on Free Prior and Informed Consent (2012) (or subsequent versions when approved); review of the results by knowledgeable expert(s) independent of The Organization.	X	X
<b>HCV 5: Element 1, Values fundamental to local communities</b>	Culturally appropriate engagement with local communities. Note this shall be the primary BAI for these elements.	X	X
<b>HCV 5: Element 2, Values fundamental to Indigenous Peoples</b>	N/A		
<b>HCV 6: Element 2, Values important to local communities</b>	Culturally appropriate engagement with local communities. Note this shall be the primary BAI for these elements.	X	X
<b>HCV 6: Element 3, Values important to Indigenous Peoples</b>	N/A		

## **B. Overarching Best Available Information for Development of Management Strategies**

The following table shows the types of overarching Best Available Information (BAI) that is applicable for the development of management strategies all HCVs, specific categories of HCVs, or specific HCV elements. The purpose of listing this overarching BAI here is to avoid having to list it repetitively for each HCV in the following sections. BAI that is more specific to individual HCV Interpretations is included alongside those Interpretations in the following sections.

<b>Best Available Information for Developing Management Strategies for Regional or National HCV Interpretations</b>		<b>BAI &gt;SLIMF</b>	<b>BAI SLIMF</b>
<b>All HCV Categories, All Elements</b>	Identification of threats, using: Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach. Engagement with affected rights holders, affected and interested stakeholders, and experts.	X	X
<b>HCV 5: Element 1, Values fundamental to local communities</b>	Culturally appropriate engagement with local communities. Note this shall be the primary BAI for these elements. Note the “fundamentality” of the resource should be determined in collaboration with the local communities.	X	X
<b>HCV 5: Element 2, Values fundamental to Indigenous Peoples</b>	N/A		
<b>HCV 6: Element 2, Values important to local communities</b>	Culturally appropriate engagement with local communities. Note this shall be the primary BAI for these elements. Note that “critical... importance” should be understood as an outcome of engagement with the local communities	X	X
<b>HCV 6: Element 3, Values important to Indigenous Peoples</b>	N/A		

### C. Overarching Best Available Information for Development of Monitoring Methodologies

The following table shows the types of overarching Best Available Information (BAI) that is applicable for the monitoring all HCVs, specific categories of HCVs, or specific HCV elements. The purpose of listing this overarching BAI here is to avoid having to list it repetitively for each HCV in the following sections. BAI that is more specific to individual HCV Interpretations is included alongside those Interpretations in the following sections.

<b>Best Available Information for Monitoring Regional or National HCV Interpretations</b>		<b>BAI &gt;SLIMF</b>	<b>BAI SLIMF</b>
<b>All HCV Categories, All Elements</b>	Engagement with rights holders, consistent with Criteria 3.5, 4.5 and 4.7; culturally appropriate engagement with affected and interested stakeholders; information on engaging with representatives of the local communities; monitoring conducted by the local communities; and engagement with experts.	X	X

**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**

**A. Interpretations of HCV 1, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Concentrations of biological diversity that are significant at global, regional, or national levels:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Protected areas that contribute significantly to the protection of biodiversity, including: national parks (NP) and protected landscape areas (CHKO), stricter zones of protected bird areas (Bird Directive), Special Areas of Conservation (Habitat Directive), nature reserves (NPR, PR), nature monuments (NPP, PP), protected sites (CHA), protected landscape elements (CHKP), nature parks, etc. Sites of Community Importance (SCI) and Special Areas of Conservation (SAC) should also be considered HCV pending further assessment, per the precautionary approach. <i>Note that HCVs are not limited to forest species and ecosystems per se.</i>	For significant protected forest areas listed as of 2008, see Annex I of A-Projekt (2010). For NATURA 2000 sites, see SOP SR, e.g., <a href="http://webgis.biomonitring.sk/">http://webgis.biomonitring.sk/</a> See also the State list of specially protected areas ( <a href="http://old.uzemia.enviroportal.sk/">http://old.uzemia.enviroportal.sk/</a> ). ( <a href="https://natura2000.eea.europa.eu/">https://natura2000.eea.europa.eu/</a> may also be helpful). <i>(For a comprehensive map and list of protected areas, <a href="https://www.protectedplanet.net/country/SVK">https://www.protectedplanet.net/country/SVK</a> may also be helpful, but not all areas are necessarily HCV.)</i>	X	X
Significant seasonal concentrations of species, i.e., reproductive sites of amphibians, and nesting colonies and mating areas of birds. Amphibians whose sites should be assessed as possible HCV include: <i>Bombina bombina</i> , <i>Bombina variegata</i> , <i>Pelobates fuscus</i> , <i>Rana arvalis</i> , <i>Rana dalmatina</i> , <i>Triturus cristatus</i> , <i>Triturus dobrogicus</i> , <i>Triturus montandoni</i> , <i>Triturus alpestris</i> , <i>Triturus vulgaris</i> , <i>Salamandra salamandra</i> . <i>(For protected trees, see HCV 6.)</i>	Consider sites meeting the criteria in Annex IV of A-Projekt (2010). Also any Western grouse ( <i>Capercaillie</i> ) or black grouse sites. Sites known to stakeholders or experts.	X	X

**Element 2: Concentrations of endemic species that are significant at global, regional, or national levels:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Endemics and sub-endemics of smaller Phyto and zoogeographical units, including species that are also rarer or endangered species, or that require special attention and methods of forest management.	Existing forest assessments and surveys or new ones conducted by the Organization. IUCN Red List or National Red Lists, e.g., Balaz et al (2001), Kadlečík (2014), Elias et al (2015), Krištín et al (2014), Mišíková et al (2020), Turis et al (2014). For plant species, see also Annex III of A-Projekt (2010) (Slovakian language version only). Note that Annex II of A-Projekt (2010) may also include some endemics listed as of 2008. Relevant information may also be contained in the Carpathian Integrated Biodiversity Information System ( <a href="https://geoportal.ccibis.org/">https://geoportal.ccibis.org/</a> )	X	X
Other known hotspots for endemic flora or fauna ( <i>if any</i> ).	Along with expert consultation, Stanová, et al (2015) and Janák et al (2015) may be useful to consider.		

**Element 3: Concentrations of rare, threatened, or endangered species that are significant at global, regional, or national levels:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Rare and threatened fungi, higher plants, beetles, amphibians, birds, and mammals.	Existing forest assessments and surveys, or new ones conducted by the Organization For species identified as of 2008, see Annex II of A-Projekt (2010). For additional and more recently recognized species, see Janák et al (2015) and Stanova et al (2015).	X	X
Other significant occurrences of terrestrial and freshwater plant or animal species listed as rare or endangered in IUCN or National Red Lists, especially those newly listed after 2008, or relisted with a higher level of endangerment, as VU, E, CE, or NT in IUCN or national Red Lists. Consider occurrences of any CE species, more than 1% of a listed species' population, several or more listed species, and/or listed species in special ecological niches, e.g., wide-	Existing forest assessments and surveys, or new ones conducted by the Organization. IUCN Red List. National Red Lists, e.g., Balaz et al (2001), Kadlečík (2014), Elias et al (2015), Krištín et al (2014), Mišíková et al (2020), Turis et al (2014).	X	X



National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
ranging carnivores, keystone species, umbrella species, species with very small populations or ranges, and other conservation priority species.			

## B. Assessments for HCV 1

(See also the Overarching BAI, Section A.)

### National or regionally appropriate methodologies and Best Available Information for assessments for HCV 1:

National or regional methodologies for assessing occurrences of the HCV 1 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For protected areas: Confirm whether management plans and their implementation effectively protect the area and its HCVs, especially in mountain forests.			
For endemic and rare and endangered species: Consultation with SOP SR and SCR SR, environmental NGOs, experts (mycologists, botanists, entomologists, zoologists, ornithologists).			
For rare and endangered species listed in Annex II of A-Projekt (2010): See the Annex II thresholds for occurrences of those species.			
For seasonal concentrations: See the thresholds in Annex IV of A-Projekt (2010).			
For additional guidance in identifying and assessing other examples of HCV 1 that may exist in the management unit, consider: FSC (20XXa) and HCVRN (2017) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.1, Identification of HCV 1)			

### C. Strategies for Maintaining and Enhancing HCV 1

(See also the Overarching BAI, Section B.)

#### Management strategies for HCV 1:

National or regional strategies for maintaining and/or enhancing the HCV 1 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIMF
For all 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.			
For all HCV 1: Where enhancement is identified as the objective, measures to develop, expand, and/or restore habitats for such species.			
For protected areas: Develop and implement management plans that maintain and enhance the HCVs. Any timber harvest operations should be designed to maintain and restore natural forest structure, composition, and resilience to disturbance.	Existing care programs, applicable legislation, and relevant professional nature protection organizations. For care programs for bird areas, see SOP SR, e.g., <a href="http://www.sopsr.sk/web/?cl=23">http://www.sopsr.sk/web/?cl=23</a> . For Natura 2000 areas, also consider Apfel et al (2016).	X	X
For endemic and rare and endangered species listed in Annex II of A-Projekt (2010).	See the management strategies in Annex II of A-Projekt (2010). Also consult stakeholders.	X	X
For seasonal concentrations.	For species listed in Annex IV of A-Projekt (2010), see the strategies in Annex IV. Also consult stakeholders.	X	X

## D. Monitoring for HCV 1

(See also the Overarching BAI, Section C.)

### Methodologies and Best Available Information for monitoring programs for HCV 1:

National or regional methodologies for monitoring occurrences of the HCV 1 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For protected areas: Monitoring of the effectiveness of management strategies in preventing impacts.	Monitoring conducted by The Organization, professional nature conservation organizations, or environmental NGOs.	X	X
For endemic species, rare and endangered species, and seasonal concentrations: Monitoring of the effectiveness of management strategies in maintaining species' occurrences and habitat quality.	Information from SNC SR and SOP SR. Monitoring of indicator species or habitats by The Organization. Consultation with stakeholders. For species and sites listed in Annexes II, III, and IV of A-Projekt (2010), see Annexes II, III, and IV. The methodologies of Saxa et al (2105) may also be helpful to consider.	X	X
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3).			

**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.**

**A. Interpretations of HCV 2, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Intact forest landscapes:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
<i>Not applicable. Intact Forest Landscapes (IFLs) as defined in the FSC International Generic Indicators and by Global Forest Watch are not present in Slovakia.</i>			

**Element 2: Large landscape-level ecosystems 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:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Larger protected areas, e.g., those over 10,000 ha in size.	See the BAI for protected areas at HCV 1.	X	X

**Element 3: 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:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Habitat connectivity corridors between protected areas, other HCV 1 occurrences, and/or larger forest areas and/or refugia	SNC SR. Izakovičová et al (2017). Mapping and other data on forest cover, age, succession, structure, species composition, habitat connectivity, anthropogenic disturbance, IFLs, protected areas, etc.	X	

## B. Assessments for HCV 2

(See also the Overarching BAI, Section A.)

### National or regionally appropriate methodologies and Best Available Information for assessments for HCV 2:

National or regional methodologies for assessing occurrences of the HCV 2 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For guidance in identifying and assessing other examples of HCV 2 that may exist in the management unit, consider: FSC (2020a) and HCVRN (2017) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.2, Identification of HCV 2).			

## C: Strategies for Maintaining and Enhancing HCV 2

(See also the Overarching BAI, Section B.)

### Management strategies for HCV 2:

National or regional strategies for maintaining and/or enhancing the HCV 2 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
For all 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.			
For all HCV 2: Where enhancement is identified as the objective, measures to restore and reconnect forest ecosystems, their intactness, and habitats that support natural biological diversity are in place.			

## D. Monitoring for HCV 2

(See also the Overarching BAI, Section C.)

### Methodologies and Best Available Information for monitoring programs for HCV 2:

National or regional methodologies for monitoring occurrences of the HCV 2 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3).			

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

**A. Interpretations of HCV 3, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Rare, threatened, or endangered ecosystems:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
<p>Virgin forests, old growth, and other natural forests with primeval character, e.g., forest areas whose main storey is at or above the lower age limit of the highest age class (60 years for willow, poplar, and alder floodplain forests and 120 years for other forests), that originated and developed naturally without significant apparent human influence, and that are larger than 0.5 ha for small area forest types (peat, rubble, and floodplain forests) and larger than 5 ha for other forest types.</p>	<p>Existing inventories and assessments of the management unit, or new ones conducted by the Organization. Stakeholders and experts, e.g., ŠOP SR, LF TU-Zvolen, NLC. Jasík et al. 2015b (see also the related maps at <a href="http://maps.sopsr.sk/">http://maps.sopsr.sk/</a>). Consider the sites listed in the PRALES remnant forest map, <a href="http://en.pralesy.sk/lokality/pralesove-zvysky.html">http://en.pralesy.sk/lokality/pralesove-zvysky.html</a>. Jasík (2015).</p>	X	X
<p>Old growth and primeval forest areas within World Heritage sites designated for those values</p>	<p>World Heritage Sites (References) (Ancient and Primeval Beech Forests of the Carpathians and Other Regions of Europe). For maps, see: <a href="http://maps.sopsr.sk/">http://maps.sopsr.sk/</a> or <a href="https://rokovania.gov.sk/RV/L/Material/24259/1">https://rokovania.gov.sk/RV/L/Material/24259/1</a>.</p>	X	X
<p>Forest sites with a significant natural occurrence of yews. As a threshold for “significant,” consider stands or portions of stands with more than 10 yews per ha greater than 50 cm tall (or more than 30 yews per ha in Veľká Fatra and Starohorské vrchy). Alternately, consider all stands with yew to be HCV, per the precautionary approach.</p>	<p>Existing inventories and assessments of the management unit, or new ones conducted by the Organization Vallová (2013) and Mazániková (2007). Stakeholders and experts.</p>	X	X

## Element 2: Rare, threatened, or endangered habitats:

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Rare and endangered forest and non-forest habitats, e.g., those of less than 10,000 ha in extent, and/or those whose current extent is substantially lower than their natural extent.	For areas identified as of 2008, see Annex V of A-Projekt (2010). For other potential areas, see: Catalogue of Habitats of Slovakia; Natura 2000; SOP SR, Kadlečík (2014), and other stakeholders and experts. Consider also: Stanova (2015) and Stanova et al (2011). For non-forest habitats, also consider: <a href="https://daphne.sk/sk/ochrana-biodiverzity/publikacie/">https://daphne.sk/sk/ochrana-biodiverzity/publikacie/</a>	X	X
Consider rare and endangered habitats identified per Natura 2000, i.e.: 91E0-Ls1.1, Ls1.3, Ls1.4; 91F0-Ls1.2; 9170-Ls2.319410-Ls2.33; 91H0-Ls3.1; 91I0-Ls3.2, Ls3.3, Ls3.52; 9190-Ls3.6; 9180-Ls4; 9140-Ls5.3; 91T0-Ls6.1; 91Q0-Ls6.2; 91D0-Ls7.1, Ls7.2, Ls7.3; 9420-Ls9.4; 91N0-Ls10 and Ls2.32; Ls3.51; Ls6.3; Ls7.4; 91G0-Ls2.2; and 91T0-Ls6.4	Along with expert consultation, the following sources may be helpful to consider: Stanova et al (2015); Saxa et al (2015); and Mapovanie lesných biotopov - Metodický pokyn, ŠOP SR, 2013 ( <a href="http://www.sopsr.sk/dokumenty/Metodika_mapovania_lesnych_biotopov.pdf">http://www.sopsr.sk/dokumenty/Metodika_mapovania_lesnych_biotopov.pdf</a> ). Additional maps are at: <a href="http://maps.sopsr.sk/">http://maps.sopsr.sk/</a>		
<i>(Note that RTE ecosystems listed above may also be RTE habitats.)</i>			

## Element 3: Refugia:

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIMF	BAI SLIMF
Isolated areas where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive. Per the precautionary approach, assess as possible refugia, relatively natural forest fragments (e.g., areas up to 30 ha) that are isolated from larger contiguous forests.			
<i>(Note that protected areas listed at HCV 1 may also be refugia)</i>			

## B. Assessments for HCV 3

(See also the Overarching BAI, Section A.)

### National or regionally appropriate methodologies and Best Available Information for assessments for HCV 3:

National or regional methodologies for assessing occurrences of the HCV 3 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For rare and endangered habitats: Consultation with SOP SR. Field inspections using the Catalogue of Habitats of Slovakia or Annex VI of A-Projekt (2010) (Manual for the Identification and Management of Rare and Endangered types of Forest Habitats). For rarity thresholds, see also Annex V of A-Projekt (2010).			
For guidance in identifying and assessing other examples of HCV 3 that may exist in the management unit, consider: FSC (2020a) and HCVRN (2017) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.3, Identification of HCV 3).			

## C: Strategies for Maintaining and Enhancing HCV 3

(See also the Overarching BAI, Section B.)

### Management strategies for HCV 3:

National or regional strategies for maintaining and/or enhancing the HCV 3 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
For all HCV 3: Strategies that fully maintain the extent and integrity of rare or threatened ecosystems, habitats, or refugia.			
For all HCV 3: Where enhancement is identified as the objective, measures to restore and/or develop rare or threatened ecosystems, habitats, or refugia are in place.			
For virgin forests, old growth, and other forests with primeval character, and old growth in World Heritage sites: Exclude timber harvest, development, and other resource extraction, including salvage harvests. Implement controls to address habitat fragmentation and invasive species.			
For yew forests: Stand level management to maintain or increase the abundance of yew, including protection from deer barking, support for natural regeneration. Generally, protection of yew from harvest.	Consider also the strategies in Korpel (1995).	X	
For rare and endangered habitats: See Annex VI of of A-Projekt (2010) (Manual for			



National or regional strategies for maintaining and/or enhancing the HCV 3 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
the Identification and Management of Rare and Endangered types of Forest Habitats). Also consult stakeholders.			

#### D. Monitoring for HCV 3

(See also the Overarching BAI, Section C.)

#### Methodologies and Best Available Information for monitoring programs for HCV 3:

National or regional methodologies for monitoring occurrences of the HCV 3 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For primeval forests and natural forests with primeval character: Monitor the characteristics and integrity of the forest.			
For yew forests: Monitoring the condition of yew, including regeneration and deer damage, and impact of farming.			
For rare and endangered habitats: Monitoring of the status of the habitats, and the effectiveness and impact of management strategies.			
For non-forest habitats.	Monitoring studies that may provide helpful approaches are available at: <a href="https://daphne.sk/sk/ochrana-biodiverzity/publikacie/">https://daphne.sk/sk/ochrana-biodiverzity/publikacie/</a>		
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3).			

**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.**

**A. Interpretations of HCV 4, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Water catchments in critical situations:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Forest areas with unfavorable runoff and water retention properties, e.g., flood prone areas and areas with poor water retention. Examples include: Small river basins with high runoff coefficients and unfavorable shapes; alpine forests (e.g., stands in the seventh vegetation stage, and stands of lower vegetation stages on exposed ridges or below deforested areas); and forests normally characterized by dwarf pine ( <i>Pinus mugo</i> ) (e.g., stands in the eight vegetation stage with strong representation of dwarf pine, and dwarf pine mixed with spruce, rowan, <i>Pinus cembra</i> , Carpathian birch).	Existing forest inventories and management unit assessments, or new ones conducted by the Organization. Forest types listed in Annex VIII of A-Projekt (2010). Protective forests listed per Section 2 of Decree 453/2006 or subsequent Decrees, including as shown in official forestry databases. Municipal water resource management plans. Consultation with stakeholders and experts.	X	X
RAMSAR sites containing forests or that are affected by upstream/upslope forest management.	See RAMSAR sites (References)	X	X
Forests within other wetlands and peat bogs, or that directly influence them.	See the BAI for areas with runoff and retention concerns.	X	X

**Element 2: Control of erosion of vulnerable soils and slopes in critical situations:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Forest sites with very shallow soil strongly to extremely endangered by potential erosion, i.e., rubble, rocky ridges and depressions, slopes with shallow soil, continuously protruding parent rock and unpaved alluvium, steep rocky slopes, and shallow soils.	Existing forest inventories, or new ones conducted by the Organization. Protective forests listed per Section 2 of Decree 453/2006 and subsequent decrees. Forest types listed in Annex VII of A-Projekt (2010). Other sites identified through expert and stakeholder consultation.	X	X
Forests on slopes endangered by	See the BAI listed above.	X	X

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
erosion, landslides, slope deformations, movements of earth currents.			
Forests protecting neighbouring land (windbreaks) or shoreline (riparian vegetation).	See the BAI listed above	X	X
Forests in mined areas.	See the BAI listed above	X	X

**Element 3: Other ecosystem services\* in critical\* situations:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Recreation trails and access, where especially important to local communities.			
Other ecosystem services in critical situations.			

**B. Assessments for HCV 4**

(See also the Overarching BAI, Section A.)

**National or regionally appropriate methodologies and Best Available Information for assessments for HCV 4:**

National or regional methodologies for assessing occurrences of the HCV 4 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For guidance in identifying and assessing other examples of HCV 4 that may exist in the management unit, consider: FSC (2020a) and HCVRN (2017) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.4, Identification of HCV 4).			

**C: Strategies for Maintaining and Enhancing HCV 4**

(See also the Overarching BAI, Section B.)

**Management strategies for HCV 4:**

National or regional strategies for maintaining and/or enhancing specific HCV 4 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
For 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: Protection zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect	For additional considerations, see: FSC (2020a) and HCVRN (2018) (e.g., Part 2, including section 2.3.4).	X	X

National or regional strategies for maintaining and/or enhancing specific HCV 4 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
water catchments and upstream and upslope areas. Where enhancement is identified as the objective, measures to restore water quality and quantity are in place.			
For climate regulation: Strategies to maintain or enhance carbon sequestration and storage are in place.			
For areas with unfavorable runoff and water retention properties: Manage to maintain and increase water retention, e.g., manage to maintain forest presence, natural species composition, resilience, and stability.			
For stands within wetlands and peat bogs, or that directly influence them: Non-intervention regimes. Other measures to prevent deterioration of water flows or water quality.			
For forest sites vulnerable to erosion or landslides, or that provide windbreaks or other buffers: Manage to minimize the risk of erosion or landslides, and to maintain buffer functions. Manage for multi-storey, height-differentiated stands with rich shrub layers. Limit harvest openings to 0.20 ha and use low impact harvest and transport practices. Consider non-intervention regimes and/or increasing the proportion of deep rooted deciduous trees.			

#### D. Monitoring for HCV 4

(See also the Overarching BAI, Section C.)

#### Methodologies and Best Available Information for monitoring programs for HCV 4:

National or regional methodologies for monitoring occurrences of the HCV 4 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For forest sites vulnerable to erosion or landslides, or that provide windbreaks or other buffers: Monitor and rate levels of erosion, potholes erosion, landslides, slope deformations and movements and earth currents. Monitor the effectiveness of management strategies.			
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3). See also Annex D of FSC (2017b) for basic factors to consider monitoring.			

**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.**

**A. Interpretations of HCV 5, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Sites and resources fundamental for satisfying the basic necessities of local communities (for livelihoods, health, nutrition, water, etc.):**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIMF
Forests in watersheds that are important sources of drinking water for local communities, including forests in Stage I and II water resource protection zones per Act no. 364/2004 Coll.	Existing forest assessments, or new ones conducted by the Organization. State water administrators, water resource operators, local communities.	X	X
Springs, streams, and other specific water sources important to local communities.	Culturally appropriate engagement with the local communities.	X	X
Other sites and resources from which local communities satisfy basic needs.	Culturally appropriate engagement with the local communities.	X	X
	Supplemental BAI may include official forestry databases.		

**Element 2: Sites and resources fundamental for satisfying the basic necessities of Indigenous Peoples (for livelihoods, health, nutrition, water, etc.):**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIMF
<i>Not applicable. Indigenous Peoples are not present in Slovakia.</i>			

**B. Assessments for HCV 5**

*(See also the Overarching BAI, Section A.)*

**National or regionally appropriate methodologies and Best Available Information for assessments for HCV 5:**

National or regional methodologies for assessing occurrences of the HCV 5 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIMF
For all HCV 5: Use culturally appropriate engagement, per the Overarching BAI, Section A.	The local communities.	x	x
For all HCV 5: Consider participatory mapping with local communities.			

National or regional methodologies for assessing occurrences of the HCV 5 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For additional guidance on assessing HCV 5, consider: FSC (2020a) and HCVRN (2017) (e.g., Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.5, Identification of HCV 5).			

### C: Strategies for Maintaining and Enhancing HCV 5

(See also the Overarching BAI, Section B.)

#### Management strategies for HCV 5:

National or regional strategies for maintaining and/or enhancing the HCV 5 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIM F	BAI SLIM F
For all HCV 5: Strategies to protect the community's needs in relation to the Management Unit are developed in cooperation with representatives and members of local communities.	The local communities, per the Overarching BAI.	X	X
For watersheds that are important sources of drinking water for local communities.	Management strategies and restrictions specified in decisions of state water administration bodies.	X	X
Strategies do not include maintaining specific levels or practices of utilization that do not sustain the resource or that harm biodiversity or other HCVs.			

### D. Monitoring for HCV 5

(See also the Overarching BAI, Section C.)

#### Methodologies and Best Available Information for monitoring programs for HCV 5:

National or regional methodologies for monitoring occurrences of the HCV 5 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For watersheds that are important sources of drinking water for local communities: Monitoring of compliance with the management decisions of state water administration bodies, and of relevant water quality indicators.			
For any other sites and resources that satisfy local communities' basic needs, but that are not covered by government monitoring programs, consider monitoring conducted by the local communities, or using methodologies developed in cooperation with the communities.			

**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.**

**A. Interpretations of HCV 6, for HCV Identification**

*(See also the Overarching BAI, Section A.)*

**Element 1: Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
World Heritage sites designated for their cultural and social values. (Note that some sites may also have significant biodiversity values, e.g., the Karst Valleys of Slovakia site.)	See World Heritage sites (References)	X	X
Cultural monuments, monumental areas, monuments of municipalities.	Central List of Monuments Fund (see Act no. 49/2002 Coll and <a href="http://www.pamiatky.sk/sk/page/evidencia-narodnych-kulturnych-pamiatok-na-slovensku">www.pamiatky.sk/sk/page/evidencia-narodnych-kulturnych-pamiatok-na-slovensku</a> ). Municipal Registries of Monuments. Consultation with experts and stakeholders.	X	X
Natural monuments and protected trees.	For natural monuments, see Sec 23 of Act no. 543/2002 Coll. For protected trees, see: Section 49 of Act no. 543/2002 Coll and <a href="http://stromy.enviroportal.sk/zoznam.php?lang=sk">http://stromy.enviroportal.sk/zoznam.php?lang=sk</a> . Consultation with experts and stakeholders.	X	X
Archeological sites declared as monuments.	Consultation with experts and stakeholders.	X	X

**Element 2: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
Forest sites that contain or provide buffers for natural healing waters, baths, spas, and mineral waters, including those listed per Sections 27, 28, and 35 of Act no. 538/2005 Coll.	Existing forest assessments, or new ones conducted by the Organization. Local communities. Official forestry databases.	X	X
Forest sites that provide important recreational opportunities to local communities, including forest areas designated as special purpose forests.	Existing forest assessments, or new ones conducted by the Organization. Local community representatives.	X	X
Other sites, resources, habitats, or landscapes of cultural, ecological, economic, or religious/sacred importance to local communities.	Culturally appropriate engagement with the local communities.	X	X

**Element 3: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of Indigenous Peoples:**

National or regional interpretations of this HCV element:	Best Available Information for identifying occurrences of this interpretation:	BAI >SLIM F	BAI SLIM F
<i>Not applicable. Indigenous Peoples are not present in Slovakia.</i>			

**B. Assessments for HCV 6**

*(See also the Overarching BAI, Section A.)*

**National or regionally appropriate methodologies and Best Available Information for assessments for HCV 6:**

National or regional methodologies for assessing occurrences of the HCV 6 interpretations:	Best Available Information for assessing occurrences of these interpretations:	BAI >SLIM F	BAI SLIM F
For HCVs important to local communities: Culturally appropriate engagement, per the Overarching BAI, Section A.	The local communities.	X	X
For HCVs important to local communities: Consider interactive mapping with the local communities.			



## C: Strategies for Maintaining and Enhancing HCV 6

(See also the Overarching BAI, Section B.)

### Management strategies for HCV 6:

National or regional strategies for maintaining and/or enhancing the HCV 6 interpretations:	Best Available Information for management strategies for these interpretations:	BAI >SLIMF	BAI SLIMF
For HCVs important to local communities: Strategies to protect the cultural values are developed in cooperation with representatives and members of the local communities.	The local communities, per the Overarching BAI.	X	X
For Element 1 sites, other than World Heritage sites: Establish protection and buffer zones to protect the resource from damage. Protections are based on applicable legislation, and also consider consultation with stakeholders and experts. For protected trees: Buffer zones are at least 1.5 meters beyond the tree crown or 10 meters beyond the trunk, whichever is greater			
For areas containing or buffering for natural healing waters, baths, spas, and mineral waters: Strategies are based on consultation with administrators of the resource and local residents. For additional considerations, see section 3.6.1 of A-Projekt (2010).			
For sites providing recreational opportunities: Strategies are based on consultation with local governments and other stakeholders. For additional considerations, see section 3.6.1 of A-Projekt (2010).			

## D. Monitoring for HCV 6

(See also the Overarching BAI, Section C.)

### Methodologies and Best Available Information for monitoring programs for HCV 6:

National or regional methodologies for monitoring occurrences of the HCV 6 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
For Element 1 sites, other than World Heritage sites: Consultation with stakeholders and experts, e.g., monument offices, nature conservation organizations, parish offices, local authorities.			
For any HCVs important to local communities, but that are not covered by government monitoring programs: Consider monitoring conducted by the local communities, or using methodologies			

National or regional methodologies for monitoring occurrences of the HCV 6 interpretations:	Best Available Information for monitoring occurrences of these interpretations:	BAI >SLIMF	BAI SLIMF
developed in cooperation with the communities.			
For areas containing or buffering for natural healing waters, baths, spas, and mineral waters: Monitoring of compliance with management strategies. Consultation with resource administrators.			
For sites providing recreational opportunities: Monitoring of compliance with management strategies. Monitoring for damage resulting from recreational use. Stakeholder consultation.			
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3)			

### Examples of Relevant Stakeholders and Experts

(This is a list of stakeholder and expert organizations likely to be especially relevant to HCV assessments, strategies, and/or monitoring, either in general, or for particular HCV categories or elements. The list is not exhaustive, may need to change over time, and can be updated by standards developers. Where additional stakeholders and experts are relevant to specific management units, they should also be identified and considered by managers.)

#### **Environmental Stakeholders:**

- Daphne -- including re. rare and endangered species and habitats.
- LZ Vlk -- including re. forest protection
- oz Prales -- including re. forest protection, old growth sites, yew forests.
- SOS/BirdLife Slovakia -- including re. rare and endangered species.
- WWF -- including re. forest protection, bats, yew forests.

#### **Social Stakeholders and Community Development Organizations:**

- Slovak Hunting Association
- Local municipalities

#### **Economic Stakeholders:**

- State enterprise LESY Slovenskej republiky, štátny podnik
- Slovak Forestry Chamber
- State enterprise Lesopoloľnohospodársky majetok ULIČ
- State Forests of the Tatra National Park Tatranská Lomnica
- Union of Non-State Forest Owners' Associations

#### **Other Expert Organizations:**

- Faculty of Science, Charles University.
- Institute of Botany, Slovak Academy of Sciences.
- Institute of Forest Ecology, Slovak Academy of Sciences.

- Institute of Landscape Ecology, Slovak Academy of Sciences.
- Institute of Zoology, Slovak Academy of Sciences.
- Ministry of Environment-approved list of experts: <http://www.minzp.sk/postupy-ziadosti/ochrana-prirody-krajiny/registre-zoznamy/>
- Pavol Jozef Šafárik University.
- Technical University in Zvolen

### **Government Agencies:**

- Department of River Basin Protection and Flood Protection
- Department of Nature and Landscape Protection
- Ministry of Agriculture and Rural Development of the Slovak Republic
- National Forest Centre
- Nature Protection Offices (CHKO)
- State Nature Conservancy of the Slovak Republic (SNC SR) -- including re. rare and endangered species, Red Lists, habitat connectivity
- State Nature Protection of the Slovak Republic (SOP SR) -- including re. protected areas.

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- For a list of sites with links to more information: [https://rsis.ramsar.org/ris-search/?f\[0\]=regionCountry\\_en\\_ss%3ASlovakia&pagetab=1](https://rsis.ramsar.org/ris-search/?f[0]=regionCountry_en_ss%3ASlovakia&pagetab=1)

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- Karst Valleys of Slovakia (proposed site): <http://whc.unesco.org/en/tentativelists/1738/>
- Natural Reserves of Tatras Mountain (proposed site): <http://whc.unesco.org/en/tentativelists/1737/>
- Fungal Flora of Bukovské Hills (proposed site): <http://whc.unesco.org/en/tentativelists/1740/>
- Other sites in Slovakia: <http://whc.unesco.org/en/statesparties/sk>

## Annex I Glossary of terms

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

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

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

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

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

- Local communities
- Indigenous Peoples
- Workers
- Forest dwellers
- Neighbors
- Downstream landowners
- Local processors
- Local businesses
- Tenure and use rights holders, including landowners
- Organizations authorized or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labor unions, etc.
- (Source: FSC-STD-01-001 V5-0).

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

**Affirmative action:** A policy or a program that seeks to redress past discrimination through active measures to ensure equal opportunity, as in education and employment.

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

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



statutory law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes legal precedence over all other legal instruments (Source: FSC-STD-01-001 V5-0).

**Aquifer:** A formation, group of formations, or part of a formation that contains sufficient saturated permeable material to yield significant quantities of water to wells and springs for that unit to have economic value as a source of water in that region. (Source: Gratzfeld, J. 2003. Extractive Industries in Arid and Semi-Arid Zones. World Conservation Union (IUCN)).

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

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

**Biological diversity:** The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems (Source: Convention on Biological Diversity 1992, Article 2).

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

**Child:** any person under the age of 18 (C182, Article 2).

**Collective bargaining:** a voluntary negotiation process between employers or employers' organization and workers' organization with a view to the regulation of terms and conditions of employment by means of collective agreements (C98, Article 4).

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

**Conflicts between the Principles and Criteria and laws:** Situations where it is not possible to comply with the Principles and Criteria and a law at the same time (Source: FSC-STD-01-001 V5-0).

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

**Conservation/Protection:** These words are used interchangeably when referring to management activities designed to maintain the identified environmental or cultural values in existence long-term. Management activities may range from zero or minimal interventions to a specified range of appropriate interventions and activities designed



to maintain, or compatible with maintaining, these identified values (Source: FSC-STD-01-001 V5-0).

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

**Conservation zones and protection areas:** Defined areas that are designated and managed primarily to safeguard species, habitats, ecosystems, natural features or other site-specific values because of their natural environmental or cultural values, or for purposes of monitoring, evaluation or research, not necessarily excluding other management activities. For the purposes of the Principles and Criteria, these terms are used interchangeably, without implying that one always has a higher degree of conservation or protection than the other. The term 'protected area' is not used for these areas, because this term implies legal or official status, covered by national regulations in many countries. In the context of the Principles and Criteria, management of these areas should involve active conservation, not passive protection' (Source: FSC-STD-01-001 V5-0).

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

**Critical:** The concept of criticality or fundamentality in Principal 9 and HCVs relates to irreplaceability and to cases where loss or major damage to this HCV would cause serious prejudice or suffering to affected stakeholders. An ecosystem service is considered to be critical (HCV 4) where a disruption of that service is likely to cause, or poses a threat of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on the functioning of significant infrastructure (roads, dams, buildings etc.). The notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values (Source: FSC-STD-01-001 V5-0).

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

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

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

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

**Discrimination:** includes- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, sexual orientation, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or

treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organization where such exist, and with other appropriate bodies (adapted from C111, Article1).

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

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

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

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

This list should be adapted or expanded by Standard Developers.

**Due consideration:** To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (Black's Law Dictionary, 1979).

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

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

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

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

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

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

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

**Employment and Occupation:** includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (C111, Article1.3).

**Engaging / engagement:** The process by which The Organization communicates, consults and/or provides for the participation of interested and/or affected stakeholders ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and updating of the management plan (Source: FSC-STD-01-001 V5-0).

**Environmental Impact Assessment (EIA):** Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome,-STD-01-001 V5-0).

**Environmental values:** The following set of elements of the biophysical and human environment:

- ecosystem functions (including carbon sequestration and storage);
- biological diversity;
- water resources;
- soils;
- atmosphere;
- landscape values (including cultural and spiritual values).

The actual worth attributed to these elements depends on human and societal perceptions (Source: FSC-STD-01-001 V5-0).

**Equal remuneration for men and women workers for work of equal value:** refers to rates of remuneration established without discrimination \_based on sex (C100 Article, 1b)

**Externalities:** The positive and negative impacts of activities on stakeholders that are not directly involved in those activities, or on a natural resource or the environment, which do not usually enter standard cost accounting systems, such that the market prices of the products of those activities do not reflect the full costs or benefits (Source: FSC-STD-01-001 V5-0).

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

**Fertilizer:** Mineral or organic substances, most commonly N, P<sub>2</sub>O<sub>5</sub> and K<sub>2</sub>O, which are applied to soil for the purpose of enhancing plant growth.

**Focal species:** Species whose requirements for persistence define the attributes that must be present if that landscape is to meet the requirements of the species that occur

there (Source: Lambeck, R., J. 1997. Focal Species: A multi-species Umbrella for Nature Conservation. Conservation Biology vol 11 (4): 849-856.).

**Forced or compulsory labour:** work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself/ herself voluntarily (C 29, Article 2.1)

**Forest:** A tract of land dominated by trees (Source: FSC-STD-01-001 V5-0. Derived from FSC Guidelines for Certification Bodies, Scope of Forest Certification, Section 2.1 first published in 1998, and revised as FSC-GUI-20-200 in 2005, and revised again in 2010 as FSC-DIR-20-007 FSC Directive on Forest Management Evaluations, ADVICE-20-007-01).

**Formal and informal workers organization:** association or union of workers, whether recognized by law or by The Organization or neither, which have the aim of promoting workers rights and to represent workers in dealings with The Organization particularly regarding working conditions and compensation.

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

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

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

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

**Genotype:** The genetic constitution of an organism (Source: FSC-STD-01-001 V5-0).

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

**Good Faith in negotiation:** The Organization (employer) and workers' organizations make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid unjustified delays in negotiations, respect agreements concluded and give sufficient time to discuss and settle collective disputes (Gerning B, Odero A, Guido H (2000), *Collective Bargaining: ILO Standards and the Principles of the Supervisory Bodies*. International Labour Office, Geneva).

**Grassland:** Land covered with herbaceous plants with less than 10% tree and shrub cover (Source: UNEP, cited in FAO. 2002. *Second Expert Meeting on Harmonizing Forest-Related Definitions for use by various stakeholders*).

**Habitat:** The place or type of site where an organism or population occurs (Source: Based on the Convention on Biological Diversity, Article 2).

**Habitat features:** Forest stand attributes and structures, including but not limited to:

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

**Hazardous work (in the context of child labour):** any work which is likely to jeopardize children's physical, mental or moral health, should not be undertaken by anyone under the age of 18 years. Hazardous child labour is work in dangerous, or unhealthy conditions that could result in a child being killed or injured/maimed (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements.

In determining the type of hazard child labour referred to under (article 3(d) of the Convention No 182, and in identifying where they exist, consideration should be given, inter alia, to

- Work which exposes children to physical, psychological or sexual abuse;
- Work underground, under water at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in unhealthy environment which may, for examples, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer (ILO, 2011: *IPEC Mainstreaming Child labour concerns in education sector plans and Programmes*, Geneva, 2011& *ILO Handbook on Hazardous child labour*, 2011).



**Heavy work (in the context of child labour):** refers to work that is likely to be harmful or dangerous to children's health.

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

- HCV1: Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- HCV 2: Landscape-level ecosystems and mosaics. Intact Forest Landscapes, large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- HCV 3: Ecosystems and habitats. Rare, threatened, or endangered ecosystems\*, habitats\* or refugia\*.
- HCV 4: Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.
- HCV 6: Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.
- (Source: based on FSC-STD-01-001 V5-0).

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

**High grading:** High grading is a tree removal practice in which only the best quality, most valuable timber trees are removed, often without regenerating new tree seedlings or removing the remaining poor quality and suppressed understory trees and, in doing so, degrading the ecological health and commercial value of the forest. High grading stands as a counterpoint to sustainable resource management (Source: based on Glossary of Forest Management Terms. North Carolina Division of Forest Resources. March 2009).

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

The eight Fundamental Conventions are:

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

**ILO Committee on Freedom of Association:** a Governing Body Committee set up in 1951, for the purpose of examining complaints about violations of freedom of association, whether or not the country concerned had ratified the relevant conventions. Is composed of an independent chairperson and three representatives each of governments, employers, and workers. If it decides to receive the case, it establishes the facts in dialogue with the government concerned. If it finds that there has been a violation of freedom of association standards or principles, it issues a report through the Governing Body and makes recommendations on how the situation could be remedied. Governments are subsequently requested to report on the implementation of its recommendations.

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

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

**Indicator:** A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a Management Unit complies with the requirements of an FSC Criterion. Indicators and the associated thresholds thereby define the requirements for responsible forest management at the level of the Management Unit and are the primary basis of forest evaluation (Source: FSC-STD-01-002 V1-0 FSC Glossary of Terms (2009)).

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

NOTE: The adoption of the term Indigenous cultural landscapes is voluntary by Standard Development Groups. Standard Development Groups may choose not to use it. Through Free Prior and Informed Consent Indigenous Peoples may choose to use different terminology

Indigenous Peoples: People and groups of people that can be identified or characterized as follows:

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

- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.
- (Source: Adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

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

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

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

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

**Intensity\*:** A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts (Source: FSC-STD-01-001 V5-0).

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

- Conservation organizations, for example environmental NGOs;
- Labor (rights) organizations, for example labor unions;
- Human rights organizations, for example social NGOs;
- Local development projects;
- Local governments;
- National government departments functioning in the region;
- FSC National Offices;
- Experts on particular issues, for example High Conservation Values.
- (Source: FSC-STD-01-001 V5-0)

**Internationally accepted scientific protocol:** A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature (Source: FSC-STD-01-001 V5-0).

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

**Lands and territories:** For the purposes of the Principles and Criteria these are lands or territories that Indigenous Peoples or local communities have traditionally owned, or customarily used or occupied, and where access to natural resources is vital to the



sustainability of their cultures and livelihoods (Source: Based on World Bank safeguard OP 4.10 Indigenous Peoples, section 16 (a). July 2005.).

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

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

**Legal:** In accordance with primary legislation (national or local laws) or secondary legislation (subsidiary regulations, decrees, orders, etc.). 'Legal' also includes rule-based decisions made by legally competent agencies where such decisions flow directly and logically from the laws and regulations. Decisions made by legally competent agencies may not be legal if they do not flow directly and logically from the laws and regulations and if they are not rule-based but use administrative discretion (Source: FSC-STD-01-001 V5-0).

**Legally competent:** Mandated in law to perform a certain function (Source: FSC-STD-01-001 V5-0).

**Legal registration:** National or local legal license or set of permissions to operate as an enterprise, with rights to buy and sell products and/or services commercially. The license or permissions can apply to an individual, a privately-owned enterprise or a publicly-owned corporate entity. The rights to buy and sell products and/or services do not carry the obligation to do so, so legal registration applies also to Organizations operating a Management Unit without sales of products or services; for example, for unpriced recreation or for conservation of biodiversity or habitat (Source: FSC-STD-01-001 V5-0).

**Legal status:** The way in which the Management Unit is classified according to law. In terms of tenure, it means the category of tenure, such as communal land or leasehold or freehold or State land or government land, etc. If the Management Unit is being converted from one category to another (for example, from State land to communal indigenous land) the status includes the current position in the transition process. In terms of administration, legal status could mean that the land is owned by the nation as a whole, is administered on behalf of the nation by a government department, and is leased by a government Ministry to a private sector operator through a concession (Source: FSC-STD-01-001 V5-0).

**Light work:** national laws \_or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is- a) not likely to be harmful to their health or development; and b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received (C138, Article7).

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

**Local communities:** Communities of any size that are in or adjacent to the Management Unit, and also those that are close enough to have a significant impact on the economy or the environmental values of the Management Unit or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the Management Unit (Source: FSC-STD-01-001 V5-0).

**Local laws:** The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees) which is limited in application to a particular geographic district within a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws. Laws derive authority ultimately from the Westphalian concept of sovereignty of the Nation State (Source: FSC-STD-01-001 V5-0).

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

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

**Management plan:** The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the Management Unit, including statements of objectives and policies (Source: FSC-STD-01-001 V5-0).

**Management plan monitoring:** Follow up and oversight procedures for the purpose of evaluating the achievement of the management objectives. The results of the monitoring activities are utilized in the implementation of adaptive management.

**Management Unit:** A spatial area or areas submitted for FSC certification with clearly defined boundaries managed to a set of explicit long term management objectives which are expressed in a management plan. This area or areas include(s):

- all facilities and area(s) within or adjacent to this spatial area or areas under legal title or management control of, or operated by or on behalf of The Organization, for the purpose of contributing to the management objectives; and
- all facilities and area(s) outside, and not adjacent to this spatial area or areas and operated by or on behalf of The Organization, solely for the purpose of contributing to the management objectives.
- (Source: FSC-STD-01-001 V5-0).

**Managerial control:** Responsibility of the kind defined for corporate directors of commercial enterprises in national commercial law, and treated by FSC as applicable also to public sector organizations (Source: FSC-STD-01-001 V5-0).

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

**National laws:** The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees), which is applicable to a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws (Source: FSC-STD-01-001 V5-0).

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

**Natural conditions/native ecosystem:** For the purposes of the Principles and Criteria and any applications of restoration techniques, terms such as 'more natural conditions', 'native ecosystem' provide for managing sites to favor or restore native species and associations of native species that are typical of the locality, and for managing these associations and other environmental values so that they form ecosystems typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-0).

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

'Natural forest' includes the following categories:

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

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

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

FSC has not developed quantitative thresholds between different categories of forests in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples.

Pending such guidance, areas dominated by trees, mainly of native species, may be considered as natural forest.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest communities and ecosystems included in the Management Unit, including grassland, bushland, wetlands, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the principal characteristics and key elements of native ecosystems. This may be considered as natural forest through ecological progression after the passage of years;
- Young natural regeneration growing in natural forest areas may be considered as natural forest, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground;
- Areas where deforestation and forest degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

(Source: FSC-STD-01-001 V5-0).

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

**Non-timber forest products (NTFP):** All products other than timber derived from the Management Unit (Source: FSC-STD-01-001 V5-0).

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

**Obligatory code of practice:** A manual or handbook or other source of technical instruction which The Organization must implement by law (Source: FSC-STD-01-001 V5-0).

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

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

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

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

**The Organization:** The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-0).

**Peatland:** Is constituted by flooded and soggy areas, with large accumulations of organic material, covered by a layer of poor vegetation associated with a certain degree of acidity, and which presents a characteristic amber color (Source: Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

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

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

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

(Source: FSC-STD-01-001 V5-0)

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

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

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



**Protection:** See definition of Conservation.

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

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

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

**Ratified:** The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent legal mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same legal effect (Source: FSC-STD-01-001 V5-0).

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

**Reduced impact harvesting:** Harvesting (or logging) using techniques to reduce the impact on the residual stand (Source: Based on Guidelines for the Conservation and Sustainable Use of Biodiversity in Tropical Timber Production Forests, IUCN 2006).

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

**Remuneration:** includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the workers employment (C100, Article1a)

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

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

**Restore / Restoration:** These words are used in different senses according to the context and in everyday speech. In some cases 'restore' means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases 'restore' means the formation of more natural conditions in sites which have been heavily degraded or converted to other land uses. In the Principles and Criteria, the word 'restore' is not used to imply the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing ecosystem (Source: FSC-STD-01-001 V5-0).

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

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

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

**Risk:** The probability of an unacceptable negative impact arising from any activity in the Management Unit combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-0).

**Scale:** A measure of the extent to which a management activity or event affects an environmental value or a management unit, in time or space. An activity with a small or low spatial scale affects only a small proportion of the forest each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-0).

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

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

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity;
- A voluntary recognition by the manager, owner or Organization, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-0).

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

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

**Statutory law or statute law:** The body of law contained in Acts of Parliament (national legislature) (Source: Oxford Dictionary of Law).

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

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

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

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

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

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

**Traditional peoples:** Traditional peoples are social groups or peoples who do not self-identify as indigenous and who affirm rights to their lands, forests and other resources based on long established custom or traditional occupation and use (Source: Forest Peoples Programme (Marcus Colchester, 7 October 2009)).

**Uphold:** To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-0).

**Use rights:** Rights for the use of resources of the Management Unit that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques (Source: FSC-STD-01-001 V5-0).

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

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

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



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

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

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

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

**Water scarcity:** A water supply that limits food production, human health, and economic development. Severe scarcity is taken to be equivalent to 1,000 cubic meters per year per person or greater than 40% use relative to supply (Source: Millennium Ecosystem Assessment. 2005. Ecosystems and Human Well-Being: Policy Responses. Findings of the Responses Working Group. Washington DC: Island Press, Pages 599-605).

**Water stress:** Occurs when the demand for water exceeds the available amount during a certain period or when poor quality restricts its use. Water stress causes deterioration of freshwater resources in terms of quantity (aquifer over-exploitation, dry rivers, etc.) and quality (eutrophication, organic matter pollution, saline intrusion, etc.) (Source: UNEP, 2003, cited in Gold Standard Foundation. 2014. Water Benefits Standard).

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

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

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

**Workers’ organization:** any organization of workers \_for furthering and defending the interest of workers\_ (adapted from C87, Article 10). It is important to note that rules and guidance on composition of workers’ organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to “hire and fire”. Workers’ organizations tend to separate association between those who can “hire and fire” and those who cannot.

**Worst forms of child labour:** comprises a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced labour, including forced or compulsory recruitment of children for use in armed conflict; b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performance; c) the use, procuring or offering of a

child for illicit activities, in particular for production and trafficking of drugs as defined in the relevant international treaties; d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children (C182,Article 3).



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FSC International Center gGmbH  
Adenauerallee 134 · 53113 Bonn · Germany



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