



Forest Stewardship Council®



The FSC National Forest Stewardship Standard of Indonesia

Photo credit

From left to right:

Photo 1: Watershed in PT Sarpatim (FSC-C105830), Central Kalimantan; Photographer-Iwan K Permadi, SDG-Environment Chamber.

Photo 2: Religius Totem made of iron wood, in P2RK community forest (FSC-C134553), Central Kalimantan; Photographer-Joko Sarjito, SDG-Environment Chamber.

Photo 3: Teak log in Perum Perhutani (FSC-C130314), Central Java; Photographer-Hartono Prabowo, FSC ID.

NOTE ON THIS ENGLISH VERSION:

This is the official version of the National Forest Stewardship Standard that is approved by FSC International, and it is available at ic.fsc.org. 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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Arbi Valentinus



Bayu C Nurcahya

In Memoriam
Drafters to SDG

We are very proud of you as part of the team and your valuable contributions. For those who knew you – by remembering your personality, tenacity at work, kindness and of course your smiles – difficult work will become easy

Dwi, Iwan, Jay, Joko, Mahir, Putra, Sera, Taryanto, Titiek



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1. Preface

1.1. Descriptive statement of the Forest Stewardship Council (FSC)

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

Environmentally appropriate forest management ensures that the production of timber, non-timber products and ecosystem services maintains the forest's biodiversity, productivity, and ecological processes. Socially beneficial forest management helps both local people and society at large to enjoy long term benefits and also provides strong incentives to local people to sustain the forest resources and adhere to long-term management plans. Economically viable forest management means that forest operations are structured and managed so as to be sufficiently profitable, without generating financial profit at the expense of the forest resource, the ecosystem, or affected communities. The tension between the need to generate adequate financial returns and the principles of responsible forest operations can be reduced through efforts to market the full range of forest products and services for their best value (FSC A.C. By-Laws, ratified, September 1994; last revision in June 2011).

FSC is an international organization that provides a system for voluntary accreditation and independent third-party certification. This system allows certificate holders to market their products and services as the result of environmentally appropriate, socially beneficial and economically viable forest management. FSC also sets standards for the development and approval of FSC Stewardship Standards which are based on the FSC Principles and Criteria. In addition, FSC sets standards for the accreditation of Conformity Assessment Bodies (also known as Certification Bodies) that certify compliance with FSC's standards. Based on these standards, FSC provides a system for certification for organizations seeking to market their products as FSC certified.

1.2. Descriptive statement of the Standard Development Group

The Indonesian National Standards Development Group (SDG) is an independent chamber-balanced group representing environmental, economic and social chambers from various organizations. All members have years of experience in FSC certification schemes and majority of them are qualified auditors for Forest Management certification whilst the remaining has extensive experience for assisting various organizations to achieve FSC certification. The following members are the final composition of SDG Indonesia since it was restarted in 2017 until

the submission of Final Draft in 2019:

Economic	
Ida Bagus Wiradnyana Putra	PT. Sari Bumi Kusuma (a private forestry company)
Taryanto Wijaya	PERSEPSI Wonogiri (Association for Economic and Social Studies and Development)
Sera Noviany	Asia Pulp & Paper (APP) Sinar Mas (private forestry company)
Environmental	
Titiek Setyawati	Wildlife Conservation Society-Indonesia Program
Iwan Kurniawan Permadi	The Borneo Initiative
Joko Sarjito	WWF-Indonesia
Social	
Dwi Rahmad Muhtaman	Remark Asia (Sustainability Consulting Firm)
Jayadi Muh. Thaha	KAHUTINDO (Indonesian Forestry and Allied Workers' Union)
Mahir Takaka	Aliansi Masyarakat Adat Nusantara (The Indigenous Peoples Alliance of the Archipelago)

2. Preamble

2.1. Purpose of the standard

This standard sets out the required elements against which FSC accredited Certification Bodies shall evaluate forest management practices within the scope (see 2.2. below) of the standard.

The FSC Principles and Criteria (P&C) for Forest Stewardship provides an internationally recognized standard for responsible forest management. However, any international standard for forest management needs to be adapted at the regional or national level in order to reflect the diverse legal, social and geographical conditions of forests in different parts of the world. The FSC P&C therefore requires the addition of indicators that are adapted to regional or national conditions in order to be implemented at the Forest Management Unit (FMU) level.

With the approval of *FSC-STD-60-004 V1-0 EN* the FSC *International Generic Indicators* (IGI) by the FSC Board of Directors in March 2015, the adaptation of the P&C to regional or national conditions is done using the IGI standard as the starting point (from 1 July 2018, the second version of this document - *FSC-STD-60-004 V2-0 EN* is effective). This has the advantage to:



- Ensure the consistent implementation of the P&C across the globe;
- Improve and strengthen the credibility of the FSC System;
- Improve the consistency and quality of National Forest Stewardship Standards;
- Support a faster and more efficient approval process of National Forest Stewardship Standards.

The FSC Principles and Criteria together with a set of national indicators approved by FSC Policy and Standards Committee (PSC) constitute an FSC National Forest Stewardship Standard (NFSS).

The development of NFSS follows the requirements set out in the following FSC normative documents:

- **FSC-PRO-60-006 (V2-0) EN** Development and Transfer of National Forest Stewardship Standards to the FSC Principles and Criteria Version 5-1;
- **FSC-STD-60-002 (V1-0) EN** Structure and Content of National Forest Stewardship Standards AND
- **FSC-STD-60-006 (V1-2) EN** Process requirements for the development and maintenance of National Forest Stewardship Standards.

The above documents have been developed by the FSC Performance and Standards Unit (PSU) to improve consistency and transparency in certification decisions between different Certification Bodies in different parts of the world, and thereby to enhance the credibility of the FSC certification scheme as a whole.

In accordance with the Principles and Criteria of the NFSS, compliance with legislation (including government regulations) is one of the key pre-requisites for obtaining a certificate based on the FSC scheme. Currently, Ministry of Environment and Forestry of Indonesia (MoEF) implements a mandatory scheme of Timber Legality Assurance System (TLAS) (in Indonesian - Sistem Verifikasi Legalitas Kayu (SVLK). The SVLK has been endorsed by FLEGT/EUTR as FLEGT License. In addition to the SVLK, MoEF also implements sustainable forest management certification system that is called Pengelolaan Hutan Produksi Lestari (PHPL) or Sustainable Production Forest Management certification system.

The requirements of SVLK and PHPL, alongside with other laws and regulations of Indonesia, were taken into consideration during the development of the NFSS to ensure that FMUs comply with the respective government laws and regulations on timber legality.

2.2. Scope of the standard

This standard is applicable to all forest operations seeking FSC certification within Indonesia. The standard applies to all forest types and scales. It includes timber and Non-Timber-Forest Products (NTFP). The NTFP that are within the scope of this NFSS (i.e. that are allowed to be FSC-certified on the basis of this standard) include the following products:

- Fruits (edible or non-edible)
- Sap or gland secretion; gum, resin, latex
- Medicinal herbs; leaves, rods, barks, roots, mushrooms
- Stem plants; rattan, bamboo, sap wood, heart wood.

If any additional NTFP is included into the scope of this standard, specific indicators/notes will be developed for the certification of this new product, if needed.

2.3. Background information on the standard development:

The Standard Development Group (SDG) for the development of National Forest Stewardship Standard (NFSS) of Indonesia was established in July 2014. The SDG was introduced to stakeholders and the development of NFSS was launched in Bogor in July 2014. The proposal of SDG for the development of NFSS for Indonesia was submitted to FSC International in July 2014 and approved by the letter on 3 September 2014. The SDG officially commenced the development of NFSS in September 2014.

The first draft was finished in March 2016. Then the 1st public consultation (online) was conducted in the period between 6 April 2016 and 5 June 2016. After that, the NFSS process was halted for more than one year, before it was re-started in August 2017. A new workplan was established and agreed by all SDG members for completion of the development process. While finalizing the 2nd draft, after series of meetings, the SDG members have then reached consensus for the draft prior to the field test during the SDG meeting in May 2018.

The Field tests were carried out by three different certification bodies on three types of forest management practices in Indonesia: natural forest, plantation forest and smallholder forest management. The revision of draft based on field test finished in October 2018, followed by the 2nd public consultation process commencing in November 2018, which was done both online and by means of in-person meetings at four different locations representing country's vast geographical conditions - in Pekanbaru, Samarinda, Sorong, and Jogjakarta. And then, a national public consultation meeting was held in Jakarta in December 2018. Feedback from 2nd public consultation was discussed by the SDG to conclude the final draft of the NFSS to be submitted to Performance and Standards Unit (PSU) for review and approval. The final draft was agreed

in consensus by the SDG members during their meeting in March 2019, and then submitted to the PSU in May 2019.

3. Version of the standard

The standard which has been used in Indonesia before this new NFSS, was FSC-STD-IDN-01-01-2013. Prior to this version prepared for PSU review (the Final Draft), three draft versions of the NFSS had been produced; Draft 01 – prior to consultation period and from the 2016 public consultation, Draft 02 – consulted with Consultative Forum (CF) and for forest testing stage, and Draft 03 – forest tested draft disseminated for public consultation in 2018. The latest version of the FSC National Forest Stewardship Standard of Indonesia is the version FSC-STD-IDN-02.1-2020 which is a revised (corrected) version of the Final (pre-approval) Draft version FSC-STD-IDN-02-2020. This version has formally been approved by FSC International, it remains valid for a period of 5 years.

The standard was developed based on the consensus of National SDG members that it has undergone sufficient consultation, forest testing and merits approval by FSC. The standard meets the aims and objectives of National SDG members and is believed to be an important resource for the promotion of responsible forest management in Indonesia.

This revised version FSC-STD-IDN-02.1-2020 contains the editorial changes of the following elements in the previous version of the standard FSC-STD-IDN-02-2020: the cover images (size), the footers, the text box with the photo credits, the scope description and the transition period for this standard in the summary table, the titles of the sections, the table of contents and the names of some of the National SDG members and their affiliations. It also contains new editorial elements: a disclaimer about this English version, addition of the box on the verbal forms for the expression of provisions (and consequent relocation of some terms from the section glossary of terms in this standard), and this paragraph in this section 2.2. Finally, the revised version does not contain the following editorial element: the footer from the last page of this standard.

4. Collaborative development

This standard is applicable for forest management operation seeking FSC certification in Indonesia. As the leading entity in standard development process, the National SDG in carrying out their task and duties was facilitated by **Lembaga Ekolabel Indonesia** (LEI – www.lei.or.id) and **Asia Pacific Consulting Solutions** (APCS – www.apcs-pmw.com) during the development process. The work also closely involved FSC Indonesia and Asia-Pacific regional office staff. A Consultative Forum (CF) was established to assist the SDG in providing technical input,

suggestion, preliminary reviews, and help ensure that wide array of stakeholders provide their feedback through publicly available channel. Initially, over 70 individuals from different stakeholder groups were offered to participate as CF member. Eventually, 55 of them agreed to become CF members.

5. References

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.

FSC-POL-01-004	Policy for the Association of Organizations with FSC
FSC-POL-20-003	The Excision of Areas from the Scope of Certification
FSC-POL-30-001	FSC Pesticides Policy
FSC-POL-30-401	FSC Certification and the ILO Conventions
FSC-POL-30-602	FSC Interpretation on GMOs (Genetically Modified Organisms)
FSC-STD-01-002	Glossary of Terms
FSC-STD-01-003	SLIMF Eligibility Criteria
FSC-STD-20-007	Forest Management Evaluations
FSC-STD-30-005	FSC Standard for Group Entities in Forest Management Groups
FSC-STD-60-002	Structure and Content of National Forest Stewardship Standards
FSC-STD-60-006	Development of National Forest Stewardship Standards
FSC-PRO-01-001	The Development and Revision of FSC Normative Documents
FSC-PRO-01-005	Processing Appeals
FSC-PRO-01-008	Processing Complaints in the FSC Certification Scheme
FSC-PRO-01-009	Processing Policy for Association Complaints in the FSC Certification Scheme
FSC-DIR-20-007	FSC Directive on Forest Management Evaluations
FSC-GUI-60-005	Promoting Gender Equality in National Forest Stewardship Standards

6. Note on the use of indicators, notes and annexes

For each Criterion a number of indicators are listed. Where indicators are simply numbered, with no additional letter (e.g. Indicator 1.1.1), the indicator is intended to be applicable to **all sizes** and **types of forest and plantation**.

Responsibility for ensuring compliance with the FSC Forest Management standards lies with the person(s) or an entity that is/are the certificate applicant or holder. For the purpose of FSC certification these person(s) or entities are referred to in this document 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, comply with the requirements of the FSC Forest Management Standards. Accordingly, The organization is required to take corrective actions in the event of such persons or entities not being in compliance with the Forest Management Standards.

In many cases, additional requirements are specified that are applicable only to large (i.e. non-SLIMF) operations. In these cases, the indicator numbers are followed by the letter 'L'. In other number of cases, indicators are applicable only to SLIMFs. In these cases, the indicator is followed by the letter 'S'.

A management unit is classified as SLIMF if it is less than 100 ha in area (see also the definition of Small-Scale Forest Management in the glossary of this standard). No intensity thresholds are used in this standard for the determination of SLIMF.

There are also specific words and phrases used in the writing of indicators which have designated definitions for the purpose of this standard. Such words or phrases are written in *italic format* followed with (*) symbol whereas the definition, meaning and its context of interpretation for the purpose of this standard are available in the Glossary section.

The following elements of this standard are normative: scope, effective date, validity period, glossary of terms, principles, criteria and indicators, directives, tables and annexes. The following elements are provided for guidance only and are not normative: notes.

Verbal forms for the expression of provisions

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

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

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

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

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

7. Scale Intensity and Risk (SIR)

FSC has developed the 'Guideline for Standard Developers for addressing risk of unacceptable activities in regard to scale and intensity' (FSC-GUI-60-002 V1-0 D1-3 EN) to provide a generic framework for Standard Developers to:

- Address risk of unacceptable activities in regard to scale and intensity;
- Effectively and efficiently manage risk for unacceptable negative impact in the national context;
- Recognize that risk of negative activities is a function of scale, intensity and context. Other words: SIR stands for scale + intensity + context = risk
- Recognize that SIR is primarily related to the impact of management activities and is not directly related to the category of landowner, tenure type nor the size of the organization or the management unit;
- Recognize that risk is the likelihood or probability of an event with negative consequences on economic, environmental and social values, combined with the seriousness of those consequences; and
- Recognize, through the analysis and sample indicators in the SIR Matrix, of how SIR applies to each Criterion.

The P&C V5 introduced SIR as a new concept into the FSC system. It applies all through the standard but is explicitly mentioned in Principles 7 & 8 and in the following Criteria: 1.7, 2.3, 4.3, 4.4, 4.5, 5.1, 5.4, 5.5, 6.1, 6.2, 6.3, 6.4, 6.5, 7.1, 7.2, 7.6, 8.5, 9.1, 9.3, 9.4, and 10.9.

The three factors 'Scale, Intensity and Risk' determine the likelihood that a management activity might have a negative impact on social, environmental or economic values associated with the management unit or the organization.

SIR was considered during the development of all indicators in this standard. SIR requirements will also be addressed as a priority during the next review and revision of this standard.

8. Principles, criteria and national indicators

PRINCIPLE 1: COMPLIANCE WITH LAWS	
<i>The Organization* shall* comply with all applicable laws*, regulations and nationally-ratified* international treaties, conventions and agreements.</i>	
Criterion 1.1	<i>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.</i>
Indicator 1.1.1	<i>Legal registration* to carry out all activities within the scope of the certificate is documented and unchallenged.</i>
Indicator 1.1.2	<i>Legal registration* is granted by an authorized authority according to legally prescribed processes.</i>
Indicator 1.1.3(L)	<i>The Organization* ensures that the requirements of Criterion* 1.1 are also met by contractors with legal registration.</i>
Criterion 1.2	<i>The Organization* shall* demonstrate that the legal* status of the Management Unit*, including tenure* and use rights*, and its boundaries, are clearly defined.</i>
Indicator 1.2.1	<i>Legal* tenure* to manage and use resources within the scope of the certificate is documented.</i>
Indicator 1.2.2	<i>Legal* tenure* is granted by an authorized authority according to legally prescribed processes.</i>
Indicator 1.2.3	<i>The boundaries of all Management Units* within the scope of the certificate are clearly marked or documented and clearly shown on maps.</i>
Criterion 1.3	<i>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.</i>



Indicator 1.3.1	All activities undertaken in the <i>Management Unit</i>* are carried out in compliance with: 1) <i>Applicable laws</i>* and regulations and administrative requirements, 2) <i>Legal</i>* and <i>customary rights</i>*; and 3) <i>Obligatory codes of practice</i>*. <i>Note: The obligatory code of practice refers to national level.</i>
Indicator 1.3.2	Activities covered by the <i>management plan</i> * are designed to comply with all <i>applicable laws</i> *.
Indicator 1.3.3	If <i>The Organization</i> * or third parties have identified any non-compliances with legal or regulatory requirements, these non-compliances are documented, promptly corrected and effective actions are taken to prevent the recurrence.
Indicator 1.3.4	Payment is made in a <i>timely manner</i> * of all applicable legally prescribed charges connected with <i>forest</i> * management.
Indicator 1.3.5	Where <i>The Organization</i> * is not up-to-date on payments, a plan for completing all payments has been agreed with relevant institutions.
Indicator 1.3.6(L)	<i>The Organization</i> * ensures that the requirements of 1.3.3 - 1.3.4 are also met by contractors with legal registration.
Indicator 1.3.7	When <i>non-timber forest products</i> * are aimed to human or animal consumption, all applicable legal and administrative requirements for hygiene and food safety are complied with.
Criterion 1.4	<i>The Organization</i> ** <i>shall</i> * develop and implement measures, and/or <i>shall</i> * engage with regulatory agencies, to systematically protect the <i>Management Unit</i> * from unauthorized or illegal resource use, settlement and other illegal activities.
Indicator 1.4.1	Measures are implemented to provide <i>protection</i> * from unauthorized or <i>illegal</i> * harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.
Indicator 1.4.2	Where <i>protection</i> * is the <i>legal</i> * responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or <i>illegal</i> * activities.
Indicator 1.4.3	If <i>illegal</i> * or unauthorized activities are detected, measures are implemented to address them.



Criterion 1.5	<i>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.</i>
Indicator 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. <i>Note: The requirements of transport and trade of timber according to applicable laws should refer to applicable regulations such as SVLK and Timber Administration System (Tata Usaha Kayu).</i>
Indicator 1.5.2	Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species. <i>Note: The scope of this Indicator also includes NTFPs.</i>
Criterion 1.6	<i>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*.</i>
Indicator 1.6.1	<i>A publicly available* dispute* resolution process over issues of statutory or customary law* is in place, developed through culturally appropriate* engagement* with affected stakeholders*.</i>
Indicator 1.6.2	<i>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.</i>
Indicator 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.
Indicator 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.
Indicator 1.6.5	The boundaries of customary forest* area already designated by relevant authorities and overlapping with Management Unit*, are clearly marked or documented and shown on maps.

Indicator 1.6.6	The <i>customary forest</i> * area mentioned in Indicator 1.6.5 is excised from the <i>Management Unit</i> * or is in the process of excision.
Criterion 1.7	<i>The Organization* shall*</i> publicize a commitment not to offer or receive bribes in money or any other form of corruption and <i>shall*</i> comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, <i>The Organization* shall*</i> implement other anti-corruption measures proportionate to the <i>scale*</i> and <i>intensity*</i> of management activities and the <i>risk*</i> of corruption.
Indicator 1.7.1	A policy is implemented that includes a commitment not to offer or receive bribes of any description.
Indicator 1.7.2	The policy meets or exceeds related legislation.
Indicator 1.7.3	The policy is <i>publicly available*</i> at no cost.
Indicator 1.7.4	Bribery, coercion and other acts of corruption do not occur.
Indicator 1.7.5	Corrective measures are implemented if corruption does occur.
Criterion 1.8	<i>The Organization* shall*</i> demonstrate a <i>long-term*</i> commitment to adhere to the FSC <i>Principles*</i> and <i>Criteria*</i> in the <i>Management Unit*</i> , and to related FSC Policies and Standards. A statement of this commitment <i>shall*</i> be contained in a <i>publicly available*</i> document made freely available.
Indicator 1.8.1	A written policy, endorsed by an individual with authority to implement the policy, includes a <i>long-term*</i> commitment to <i>forest*</i> management practices consistent with FSC <i>Principles*</i> and <i>Criteria*</i> and related Policies and Standards.
Indicator 1.8.2	The policy is <i>publicly available*</i> at no cost.

PRINCIPLE 2: WORKERS' RIGHTS AND EMPLOYMENT CONDITIONS

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

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

Indicator 2.1.1 Employment practices and conditions for *workers** demonstrate conformity with or *uphold** the principles and rights of work addressed in the eight ILO Core Labour Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and in the applicable national laws and regulations.

Note: The eight ILO Core Labour Conventions have been ratified by Indonesia government:

- *ILO 29 & 105 through Act No.19 Year 1999, Act No.39 Year 1999 and Constitutional Rights with its amendements.*
- *ILO 87 & 98 through Act No.21 Year 2000, Act No.13 Year 2003 and President Decree No.83 Year 1998.*
- *ILO 100 through Act No.80 Year 1957.*
- *ILO 111 through Act No. 21 Year 1999 and Act No.13 Year 2003.*
- *ILO 138 & 182 through Act No. 20 Year 1999, Act No.1 Year 2000 and Act No.13 Year 2003.*

Indicator 2.1.2 *Workers** are able to establish or join labour organizations of their own choosing subject only to the rules of the labour organization concerned.

Indicator 2.1.3 If *workers** are selected as members of the labour organization committee, *The Organization** has a mutual agreement between the employer and employee, to allow the opportunity and freedom in performing their labour organization committee duties and functions.

Indicator 2.1.4 Agreements are implemented resulting from collective bargaining with *workers organizations**.

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

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

Indicator 2.2.2	Job opportunities under the same (work) conditions and requirements are open to men, women, and <i>persons with disabilities*</i> , all are encouraged to actively participate in all levels of employment.
Indicator 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.
Indicator 2.2.4	Women and men are paid the same wage when they perform the same work.
Indicator 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.
Indicator 2.2.6	Maternity leave is no less than three months period and can be selected before and/or after childbirth.
Indicator 2.2.7	Paternity leave is available for a male employee when his <i>legal*</i> wife/wives (registered at the relevant database of <i>The Organization*</i>) is/are having maternity; no reduction of his wage occurs and there is no penalty for taking this leave.
Indicator 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.
Indicator 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.
Criterion 2.3	<i>The Organization* shall*</i> implement health and safety practices to protect <i>workers*</i> from occupational safety and health hazards. These practices <i>shall*</i> , proportionate to scale, intensity and <i>risk*</i> of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.
Indicator 2.3.1	Health and safety practices are developed and implemented that meet or exceed national law and ILO Code of Practice on Safety and Health in Forestry Work. This includes planning, organization and operational control. <i>Note: National law on this indicator is Government Regulation No. 50 year 2012 on health & safety management system.</i> <i>Note: The scope of this Indicator also includes NTFPs.</i>

Indicator 2.3.2	<i>Workers*</i> are provided with personal protective equipment appropriate to their assigned tasks by <i>The Organization*</i> .
Indicator 2.3.3	Use of personal protective equipment is enforced.
Indicator 2.3.4	Records are kept on health and safety practices including accident rates and lost time to accidents.
Indicator 2.3.5(L)	<i>The Organization*</i> has a zero-accident policy and demonstrates that the measures are being effective.
Indicator 2.3.6(L)	The health and safety planning and its implementation are reviewed and revised on a regular basis and after major incidents or accidents.
Indicator 2.3.7	<i>The Organization*</i> has a system in place to establish, implement and maintain a procedure(s) to: 1) identify the potential for emergency situation; 2) respond to such emergency situation.
Indicator 2.3.8(L)	<i>The Organization*</i> establishes, implements and maintains a procedure(s) to record, investigate and analyse incidents in order to: 1) determine underlying deficiencies and other factors that might be causing or contributing to the occurrence of incidents; 2) identify the need for corrective action; 3) identify opportunities for preventive action; 4) identify opportunities for continual improvement; 5) communicate the results of such investigations; 6) document the investigation result.
Indicator 2.3.9(L)	If <i>workers*</i> stay in camp, <i>The Organization*</i> ensures the requirements on Annex B2 are met.
Criterion 2.4	<i>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*.</i> <i>Note: The indicators under this criterion* are not mandatory for a Management Unit* that qualifies as SLIMF and where the staff of The Organization* only consists of self-employed person(s) and, possibly, volunteers (including family members).</i>

Indicator 2.4.1(L)	<i>The Organization*</i> guarantees payment of the regional minimum wage to all forest <i>workers*</i> and implements pay scale and structure. <i>Note: Pay Scale and Structure is required to consider group, position, period of service, education, and competency (Ministry of Labour Regulation No 1, year 2017).</i>
Indicator 2.4.2	Wages paid meet or exceed: 1) Regional minimum wages; or 2) Living wages* that are higher than legal* regional minimum wages.
Indicator 2.4.3	When no minimum wage levels exist, wages are established through <i>culturally appropriate*</i> <i>engagement*</i> with <i>workers*</i> and / or <i>workers* organizations*</i>.
Indicator 2.4.4(S)	If <i>The Organization*</i> is not able to provide minimum wage due to local common practices, <i>The Organization*</i> fully compensates the difference in the form of cash and/or in-kind.
Indicator 2.4.5	Wages and salaries are paid on time.
Indicator 2.4.6	For any deduction such as tax, insurance and other benefit, these follow applicable <i>legal*</i> requirements and are understood by <i>workers*</i>.
Criterion 2.5	<i>The Organization* shall*</i> demonstrate that <i>workers*</i> have job-specific training and supervision to safely and effectively implement the <i>Management Plan*</i> and all management activities.
Indicator 2.5.1	<i>The organization*</i> has a policy for determining the qualification of staff and <i>workers*</i>; the respective requirements include education, skill and experience as the basis for recruitment and replacement. <i>Note: The scope of this Indicator also includes NTFPs.</i>
Indicator 2.5.2	<i>The Organization*</i> provides training for <i>workers*</i> consistent with Annex B1 (and B2 where applicable) to safely and effectively contribute to the implementation of the <i>management plan*</i> and all management activities.
Indicator 2.5.3	Up to date training records are kept for all relevant <i>workers*</i>.
Indicator 2.5.4	<i>The Organization*</i> demonstrates that its supervision system ensures all <i>workers*</i> implement their tasks effectively and safely and monitors the quality of their work.

Criterion 2.6	<i>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*.</i>
Indicator 2.6.1	<i>The Organization* has a mechanism and/or documented procedure to resolve grievances and all workers* are aware of it.</i>
Indicator 2.6.2(L)	<i>A dispute* resolution process is in place, developed through bipartite consultation* and culturally appropriate* engagement* with workers*.</i>
Indicator 2.6.3(S)	<i>A dispute* resolution process is in place, developed through culturally appropriate* engagement* with workers*.</i>
Indicator 2.6.4	<i>Workers* grievances are identified and responded to and are either resolved or are in the dispute* resolution process.</i>
Indicator 2.6.5	Up-to-date records of <i>workers*</i> grievances related to <i>workers*</i> loss or damage of property, <i>occupational diseases*</i> or injuries are maintained including: 1) Steps taken to resolve grievances; 2) Outcomes of all <i>dispute*</i> resolution processes including fair compensation*; and 3) Unresolved <i>disputes*</i>, the reasons they are not resolved, and how they will be resolved.
Indicator 2.6.6	<i>Fair compensation* is provided to workers* for work-related loss or damage of property and occupational disease* or injuries.</i>

PRINCIPLE 3: INDIGENOUS PEOPLES' RIGHTS

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

Criterion 3.1

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

Indicator 3.1.1

Indigenous peoples that may be affected by management activities are identified.*

Indicator 3.1.2

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**;
- 7) The aspirations and goals of *Indigenous Peoples** related to management activities, *Intact Forest Landscapes** and *Indigenous cultural landscapes**.

Criterion 3.2

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

Indicator 3.2.1

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

Indicator 3.2.2

The *Legal** and *customary rights** of *indigenous peoples** are not violated by *The Organization**.

Indicator 3.2.3	Where evidence exists that <i>Legal*</i> and <i>customary rights*</i> of <i>indigenous peoples*</i> related to management activities have been violated the situation is corrected, if necessary, through <i>culturally appropriate* engagement*</i> and/or through the <i>dispute*</i> resolution process as required in <i>Criteria*</i> 1.6 or 4.6.
Indicator 3.2.4	<i>Free, Prior and Informed Consent*</i> is granted by <i>Indigenous Peoples*</i> prior to management activities that affect their identified rights through a process that includes: 1) Ensuring <i>indigenous peoples*</i> know their rights and obligations regarding the resource; 2) Informing the <i>indigenous peoples*</i> of the value of the resource, in economic, social and environmental terms. 3) Informing the <i>indigenous peoples*</i> of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, lands and <i>territories*</i>; and; 4) Informing the <i>Indigenous Peoples*</i> of the current and future planned <i>forest*</i> management activities.
Indicator 3.2.5	Where the process of <i>Free Prior and Informed Consent*</i> has not yet resulted in an FPIC agreement, <i>The Organisation*</i> and the <i>affected Indigenous peoples*</i> are engaged in a mutually agreed FPIC process that is advancing, in <i>good faith*</i> and with which the community is satisfied.
Criterion 3.3	In the event of delegation of control over management activities, a <i>binding agreement*</i> between <i>The Organization*</i> and the <i>indigenous peoples*</i> shall* be concluded through <i>Free, Prior and Informed Consent*</i> . The agreement shall* define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall* make provision for <i>monitoring*</i> by <i>Indigenous Peoples*</i> of <i>The Organization*</i> 's compliance with its terms and conditions.
Indicator 3.3.1	Where control over management activities has been granted through <i>Free Prior and Informed Consent*</i> based on <i>culturally appropriate* engagement*</i> , the <i>binding agreement*</i> contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.
Indicator 3.3.2	Records of <i>binding agreements*</i> are maintained by all parties.
Indicator 3.3.3	The <i>binding agreement*</i> contains the provision for <i>monitoring*</i> by <i>Indigenous Peoples*</i> of <i>The Organization*</i> 's compliance with its terms and conditions.

Criterion 3.4	<i>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).</i>
Indicator 3.4.1	The rights, customs and culture of <i>indigenous peoples*</i> as defined in UNDRIP, and ILO Convention 169 are not violated by <i>The Organization*</i> .
Indicator 3.4.2	The Organization* complies with article 18B and paragraph 3 of Article 28i of the 1945 National Constitution (UUD 1945), as well as related national statutory <i>laws*</i> regarding the rights, customs and culture of Indigenous Peoples*.
Indicator 3.4.3	Where evidence that rights, customs and culture of <i>Indigenous Peoples*</i>, as defined in UNDRIP and ILO Convention 169 have been violated by <i>The Organization*</i>, the situation is documented including steps to <i>restore*</i> these rights, customs and culture of <i>Indigenous Peoples*</i>, to the satisfaction of the rights holders. <i>Note: the definition of indigenous peoples according to Indonesia Constitutional Court Decree No 35/PUU-X/2012 includes forest dependant and non-forest dependant peoples.</i>
Criterion 3.5	<i>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*.</i>
Indicator 3.5.1	Sites of special cultural, ecological, economic, religious or spiritual significance for which <i>Indigenous Peoples*</i> hold <i>Legal*</i> or <i>customary rights*</i> are identified through <i>culturally appropriate* engagement*</i> .
Indicator 3.5.2	Measures to protect such sites are agreed, documented and implemented through <i>culturally appropriate* engagement*</i> with <i>indigenous peoples*</i> . When <i>indigenous peoples*</i> determine that physical identification of sites in documentation or on maps would threaten the value or <i>protection*</i> of the sites, then other means will be used.
Indicator 3.5.3	Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the <i>Indigenous Peoples*</i> , and as directed by local and national <i>laws*</i> .



Criterion 3.6	<i>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.</i>
Indicator 3.6.1	<i>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*.</i>
Indicator 3.6.2	<i>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*.</i>

PRINCIPLE 4: COMMUNITY RELATIONS

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

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

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

Indicator 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.*

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

Indicator 4.2.1 *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.*

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

Indicator 4.2.3	Where evidence exists that <i>Legal*</i> and <i>customary rights*</i> of <i>local communities*</i> related to management activities have been violated the situation is corrected, if necessary, through <i>culturally appropriate* engagement*</i> and/or through the <i>dispute*</i> resolution process in <i>Criteria*</i> 1.6 or 4.6.
Indicator 4.2.4	<i>Free, Prior and Informed Consent*</i> is granted by <i>local communities*</i> prior to management activities that affect their identified rights through a process that includes: 1) Ensuring <i>local communities*</i> know their rights and obligations regarding the resource; 2) Informing the <i>local communities*</i> of the value of the resources, in economic, social and environmental terms; 3) Informing the <i>local communities*</i> 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 <i>local communities*</i> of the current and future planned <i>forest*</i> management activities.
Indicator 4.2.5	Where the process of <i>Free Prior and Informed Consent*</i> has not yet resulted in an FPIC agreement, the <i>Organisation*</i> and the affected <i>local communities*</i> are engaged in a mutually agreed FPIC process that is advancing, in <i>good faith*</i> and with which the community is satisfied.
Criterion 4.3	<i>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.</i>
Indicator 4.3.1	Local communities, contractors and suppliers are given equal or preferential opportunities in terms of: 1) Employment, 2) Training, and 3) Other services.
Indicator 4.3.2(L)	If the requirements of Indicator 4.3.1 have not been possible to meet despite maximum possible efforts, reasonable measures are implemented to increase the capacity of local community to enable meeting the requirements of Indicator 4.3.1. <i>Note: this indicator is applicable to the situations where the capacities of local communities are insufficient, which does not allow the fulfilment of the requirements of Indicator 4.3.1</i>

Criterion 4.4	<i>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.</i>
Indicator 4.4.1	Opportunities for local social and economic development are identified through <i>culturally appropriate* engagement* with local communities*</i> and other relevant organizations.
Indicator 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.
Criterion 4.5	<i>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.</i>
Indicator 4.5.1	Through <i>culturally appropriate* engagement* with local communities*</i> , measures are implemented to identify and avoid <i>significant*</i> negative social, environmental and economic impacts of management activities.
Indicator 4.5.2	Actions to mitigate the negative social, environmental and economic impacts as identified in 4.5.1 are implemented.
Criterion 4.6	<i>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*.</i>
Indicator 4.6.1	A <i>dispute*</i> resolution mechanism is publicly available and developed through a <i>culturally appropriate* engagement* with local communities*</i> in relation to avoiding damage to property, resources, rights, and livelihood.
Indicator 4.6.2	<i>The Organization*</i> implements <i>culturally appropriate* engagement*</i> in resolving any <i>dispute*</i> with <i>local communities*</i> .
Indicator 4.6.3	Grievances related to the impacts of management activities are responded to in a <i>timely manner*</i> and are either resolved or are in the <i>dispute*</i> resolution process.

Indicator 4.6.4	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 <i>dispute*</i> resolution processes including <i>fair compensation*</i> to local communities and individuals; and 3) Unresolved <i>disputes*</i>, the reasons they are not resolved, and how they will be resolved.
Indicator 4.6.5	Operations ceased in areas while <i>disputes*</i> exist of: 1) <i>Substantial magnitude*</i>; 2) <i>Substantial duration*</i>; or 3) Involving a <i>significant*</i> number of interests.
Criterion 4.7	<i>The Organization*</i>, through <i>engagement*</i> with <i>local communities*</i>, shall* identify sites which are of special cultural, ecological, economic, religious or spiritual significance, and for which these <i>local communities*</i> hold <i>Legal*</i> or <i>customary rights*</i>. These sites shall* be recognized by <i>The Organization*</i>, and their management and/or <i>protection*</i> shall* be agreed through <i>engagement*</i> with these <i>local communities*</i>.
Indicator 4.7.1	Sites of special cultural, ecological, economic, religious or spiritual significance for which <i>local communities*</i> hold <i>legal*</i> or <i>customary rights*</i> are identified through <i>culturally appropriate* engagement*</i> and are recognized by <i>The Organization*</i>.
Indicator 4.7.2	Measures to protect such sites are agreed, documented and implemented through <i>culturally appropriate* engagement*</i> with <i>local communities*</i>. When <i>local communities*</i> determine that physical identification of sites in documentation or on maps would threaten the value or <i>protection*</i> of the sites, then other means will be used.
Indicator 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 <i>local communities*</i>, and as directed by local and <i>national laws*</i>.
Criterion 4.8	<i>The Organization*</i> shall* uphold* the right of <i>local communities*</i> to protect* and utilize their <i>traditional knowledge*</i> and shall* compensate <i>local communities*</i> for the utilization of such knowledge and their <i>intellectual property*</i>. A <i>binding agreement*</i> as per <i>Criterion*</i> 3.3 shall* be concluded between <i>The Organization*</i> and the <i>local communities*</i> for such utilization through <i>Free, Prior and Informed Consent*</i> before utilization takes place, and shall* be consistent with the <i>protection*</i> of <i>intellectual property*</i> rights.



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

PRINCIPLE 5: BENEFITS FROM THE FOREST*

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

Criterion 5.1

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

Indicator 5.1.1

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

Indicator 5.1.2(L)

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

Indicator 5.1.3(S)

Management activities have contributed to strengthening and diversifying the local economy.

Indicator 5.1.4

When The Organization* uses FSC ecosystem services* claims, The Organization* complies with applicable requirements in FSC-PRO-30-006.

Criterion 5.2

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

Indicator 5.2.1

Timber harvesting levels are based on an analysis of current Best Available Information* and not jeopardize the forest's productive potential and/or the potential to maintain its ecosystem functions. Such information includes but is not limited to:*

- 1) Production data/records
- 2) forest inventory data/records
- 3) growth and yield from own permanent sample plot of The Organization*
- 4) growth and yield from published scientific literature at local/regional level.

Indicator 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 that can be permanently sustained including by ensuring that harvest rates do not exceed growth.



Indicator 5.2.3	Actual annual harvest levels for timber are recorded and the harvest over the management plan period does not exceed the allowable cut determined in 5.2.2 for the same period. <i>Note: The time period of a management plan for natural and plantation forest concessions in the state forests is 10 years (based on the requirements of the Ministry of Environment and Forestry of Indonesia). In private forests, this time period can be shorter in the absence of a regulation on management plan duration for private forests.</i>
Indicator 5.2.4	For extraction of commercially harvested services and <i>non-timber forest products*</i> under <i>The Organization's*</i> control, a sustainable harvest level is calculated and adhered to. Sustainable harvest levels are based on <i>Best Available Information*</i>. Such information includes but is not limited to: 1) production data/records 2) inventory data/records 3) growth and yield from its own permanent sample plot 4) growth and yield from published scientific literature at local/regional level.
Criterion 5.3	<i>The Organization* shall* demonstrate that the positive and negative externalities* of operations are included in the Management Plan*.</i>
Indicator 5.3.1	Costs related to preventing, mitigating or compensating for negative social and environment impacts of management activities are included in the <i>Management Plan*</i> and/or other relevant documents.
Indicator 5.3.2	Benefits related to positive social and environment impacts of management activities are identified and included in the <i>Management Plan*</i> and/or other relevant documents.
Criterion 5.4	<i>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.</i>
Indicator 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.
Indicator 5.4.2	<i>Reasonable*</i> attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.
Criterion 5.5	<i>The Organization* shall* demonstrate through its planning and expenditures proportionate to scale, intensity and risk*, its commitment to long-term* economic viability*.</i>



Indicator 5.5.1	Sufficient funds are allocated to implement the <i>Management Plan*</i> in order to meet this standard and to ensure <i>long-term* economic viability*</i> .
Indicator 5.5.2	Expenditures and investments are made to implement the <i>Management Plan*</i> in order to meet this standard and to ensure <i>long-term* economic viability*</i> .

PRINCIPLE 6: ENVIRONMENTAL VALUES* AND IMPACTS

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

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

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

Indicator 6.1.2(L) Assessments of *environmental values** are conducted and documented 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*.

Indicator 6.1.3(S) 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*.

Directive: The Organization provides evidence to prove that the assessment was conducted (written records, photo materials, etc.).*

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

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



Indicator 6.2.2(L)	The <i>environmental impact assessment</i> * identifies and assesses the potential impacts at site-specific level of the management activities prior to the start of site-disturbing activities.
Indicator 6.2.3(S)	<i>The Organization</i> * demonstrates knowledge of possible negative environmental impacts of forest management activities (<i>based on the requirements of Indicators 6.1.1 and 6.1.3 (S)</i>) and, where necessary, mitigates or tries to eliminate them within the limits of its capacities.
Criterion 6.3	<i>The Organization</i> * shall* identify and implement effective actions to prevent negative impacts of management activities on the <i>environmental values</i> *, and to mitigate and repair those that occur, proportionate to the <i>scale, intensity and risk</i> * of these impacts.
Indicator 6.3.1	Management activities are planned and implemented to prevent negative impacts and to protect <i>environmental values</i> *.
Indicator 6.3.2	Management activities prevent negative impacts to <i>environmental values</i> *.
Indicator 6.3.3	Where negative impacts to <i>environmental values</i> * occur, measures are adopted to prevent further damage, and negative impacts are <i>mitigated</i> * and/or <i>repaired</i> *.
Criterion 6.4	<i>The Organization</i> * shall* protect <i>rare species</i> * and <i>threatened species</i> * and their <i>habitats</i> * in the <i>Management Unit</i> * through <i>conservation zones</i> *, <i>protection areas</i> *, <i>connectivity</i> * and/or (where necessary) other direct measures for their survival and viability. These measures shall* be proportionate to the <i>scale, intensity and risk</i> * of management activities and to the <i>conservation</i> * status and ecological requirements of the rare and <i>threatened species</i> *. <i>The Organization</i> * shall* take into account the geographic range and ecological requirements of rare and <i>threatened species</i> * beyond the boundary of the <i>Management Unit</i> *, when determining the measures to be taken inside the <i>Management Unit</i> *.
Indicator 6.4.1	<i>Best Available Information</i> * is used to identify rare and <i>threatened species</i> *, and their <i>habitats</i> *, including CITES species (where applicable) and those listed on national, regional and local lists of rare and <i>threatened species</i> * that are present or likely to be present within and adjacent to the <i>Management Unit</i> *.
Indicator 6.4.2	Potential impacts of management activities on rare and <i>threatened species</i> * and their <i>conservation</i> * status and <i>habitats</i> * are identified and management activities are modified to avoid negative impacts.

Indicator 6.4.3(L)	The rare and <i>threatened species</i> * and their <i>habitats</i> * are protected, including through the provision of <i>conservation zones</i> *, <i>protection areas</i> *, <i>connectivity</i> *, and other direct means for their survival and viability, such as species' recovery programs.
Indicator 6.4.4(S)	If rare or threatened species or habitats are identified in <i>The Organization</i> *'s forest as per 6.1.1, the management plan includes measures to protect such species or habitats.
Indicator 6.4.5	<i>The Organization</i>* prevents or mitigates hunting, fishing, trapping and collection of rare or <i>threatened species</i>* within the control of the <i>Management Unit</i>*. <i>Note: Mitigation is included to specifically accommodate for the needs of some of the indigenous people in Indonesia, who are still practicing respective cultural ceremonies.</i>
Criterion 6.5	<i>The Organization</i> * shall* identify and protect representative sample areas of <i>native ecosystems</i> * and/or <i>restore</i> * them to more <i>natural conditions</i> *. Where <i>representative sample areas</i> * do not exist or are insufficient, <i>The Organization</i> * shall* <i>restore</i> * a proportion of the <i>Management Unit</i> * to more <i>natural conditions</i> *. The size of the areas and the measures taken for their protection or restoration, including within plantations, shall* be proportionate to the <i>conservation</i> * status and value of the <i>ecosystems</i> * at the <i>landscape</i> * level, and the <i>scale, intensity and risk</i> * of management activities.
Indicator 6.5.1	<i>Best Available Information</i> * is used to identify <i>native ecosystems</i> * that exist, or would exist under <i>natural conditions</i> * within the <i>Management Unit</i> *.
Indicator 6.5.2	<i>Representative sample areas</i> * of <i>native ecosystems</i> * are protected, where they exist.
Indicator 6.5.3	Where <i>Representative sample areas</i> * do not exist, or where existing sample areas inadequately represent <i>native ecosystems</i> *, or are otherwise insufficient, a proportion of the <i>Management Unit</i> * is <i>restored</i> * to more <i>natural conditions</i> *.
Indicator 6.5.4	The size of the <i>Representative Sample Areas</i> * and/or <i>restoration</i> * areas is proportionate to the <i>conservation</i> * status and value of the <i>ecosystems</i> * at the <i>landscape</i> * level, the size of the <i>Management Unit</i> * and the <i>intensity</i> * of <i>forest</i> * management.
Indicator 6.5.5	<i>Representative sample areas</i> * in combination with other components of the <i>conservation areas network</i> * comprise a minimum 10% area of the <i>Management Unit</i> *.

Criterion 6.6	<i>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.</i>
Indicator 6.6.1	Management activities maintain the plant communities and <i>habitat features*</i> found within <i>native ecosystems*</i> in which the <i>Management Unit*</i> is located.
Indicator 6.6.2	Where past management has eliminated plant communities or <i>habitat features*</i> , management activities aimed at restoring such <i>habitats*</i> are implemented.
Indicator 6.6.3	Management maintains, enhances, or <i>restores* habitat features*</i> associated with <i>native ecosystems*</i> , to support the diversity of naturally occurring species and their genetic diversity.
Indicator 6.6.4	Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring <i>native species*</i> , their diversity within species and their natural distribution are maintained.
Indicator 6.6.5	Mechanisms for wildlife <i>protection*</i> are in place and are implemented in accordance with applicable national and/or international regulations on <i>protection*</i> , hunting and trade in animal species or parts (trophies).
Indicator 6.6.6	An internal regulation is in place banning and punishing illegal transportation of and trade in wildlife and firearms in the facilities and vehicles of <i>The Organization*</i> .
Indicator 6.6.7	A system of regular and punctual controls is in place to ensure hunting policies are respected.
Indicator 6.6.8	Effective mitigation measures are in place to ensure that <i>workers*</i> conduct hunting, trapping or collecting of wildlife or wild fish for personal consumption only (where needed) and without violation of relevant regulation. <i>Note: the relevant legislation is Minister of Environment and Forestry Regulation No. P.106/MENLHK/SETJEN/KUM.1/12/2018 about The Second Change of The MoEF Regulation No. P.20/MENLHK/SETJEN/KUM.1/6/2018 about Protected Flora and Fauna.</i>
Criterion 6.7	<i>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.</i>



Indicator 6.7.1	<i>Protection*</i> measures are implemented to protect <i>natural watercourses*</i> , <i>water bodies*</i> , <i>riparian zones*</i> and their <i>connectivity*</i> , including water quantity and water quality.
Indicator 6.7.2(L)	<i>The Organization*</i> maps <i>natural watercourses*</i> , <i>water bodies*</i> , <i>riparian zones*</i> that enhance the value of forest services and resources, such as watershed and fisheries.
Indicator 6.7.3(L)	Where natural watercourses, <i>water bodies*</i> , <i>riparian zones*</i> and their <i>connectivity*</i> , water quantity or water quality have been damaged by uncontrolled activities of <i>The Organization*</i> or past manager on land and water, <i>restoration activities*</i> are implemented.
Indicator 6.7.4(L)	Where continued degradation exists to <i>watercourses*</i> , <i>water bodies*</i> , water quantity and water quality caused by previous managers and the activities of third parties, measures are implemented that prevent or mitigate this degradation.
Indicator 6.7.5(S)	<i>The Organization*</i> demonstrates awareness and understanding of the ecological functions of <i>natural watercourses*</i> , <i>water bodies*</i> , <i>riparian zones*</i> and their <i>connectivity*</i> .
Indicator 6.7.6(S)	<i>The Organization*</i> maintains the main ecological functions of <i>natural watercourses*</i> , <i>water bodies*</i> , <i>riparian zones*</i> including water quality and water quantity within the <i>Management Unit*</i> .
Indicator 6.7.7(S)	The Organization* repairs damage of natural watercourses*, water bodies*, or the vegetation, that the forestry or related activities have caused.
Criterion 6.8	<i>The Organization* shall*</i> manage the <i>landscape*</i> in the <i>Management Unit*</i> to maintain and/or <i>restore*</i> a varying mosaic of species, sizes, ages, spatial <i>scales*</i> and regeneration cycles appropriate for the <i>landscape values*</i> in that region, and for enhancing environmental and <i>economic resilience*</i> .
Indicator 6.8.1	A varying mosaic of species, sizes, ages, spatial <i>scales*</i> , and regeneration cycles is maintained appropriate to the <i>landscape*</i> .
Indicator 6.8.2	The mosaic of species, sizes, ages, spatial <i>scales*</i> , and regeneration cycles is <i>restored*</i> where it has not been maintained appropriate to the <i>landscape*</i> .

Criterion 6.9	<i>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:</i> <i>Affects a very limited portion* of the area of the Management Unit*, and</i> <i>Will produce clear, substantial, additional, secure long-term conservation* benefits in the Management Unit*, and</i> <i>Does not damage or threaten High Conservation Values*, nor any sites or resources necessary to maintain or enhance those High Conservation Values*.</i>
Indicator 6.9.1	There is no conversion of <i>natural forest*</i> to <i>plantations*</i>, nor conversion of <i>natural forests*</i> to <i>non-forest*</i> land use, nor conversion of <i>plantations*</i> on sites directly converted from <i>natural forest*</i> to <i>non-forest*</i> land use, except when the conversion: 1) Affects no more than 0.5% of the total area of the <i>Management Unit*</i> in the current or any future year and does not result in a cumulative total area converted in excess of 5% of the Management Unit since November 1994; and 2) The conversion will produce clear, substantial, additional, secure, long-term <i>conservation*</i> benefits in the <i>Management Unit*</i>; and 3) Does not damage or threaten <i>High Conservation Values*</i>, nor any sites or resources necessary to maintain or enhance those <i>High Conservation Values*</i>.
Indicator 6.9.2	Conversion does not occur on ecologically classified wetlands such as protected <i>peatlands*</i> based on <i>Best Available Information*</i>.
Criterion 6.10	<i>Management Units* containing plantations* that were established on areas converted from natural forest* after November 1994 shall* not qualify for certification, except where:</i> <i>Clear and sufficient evidence is provided that The Organization* was not directly or indirectly responsible for the conversion, or</i> <i>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*.</i>
Indicator 6.10.1	Based on <i>Best Available Information*</i> and not limited to: historical background of the past and current management activities, satellite imagery data and/or other relevant data or document, accurate data is compiled on all conversions since 1994.



Indicator 6.10.2	Areas converted from <i>natural forest*</i> to <i>plantation*</i> since November 1994 are not certified, except where: 1) <i>The Organization*</i> 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 <i>conservation*</i> benefits in the <i>Management Unit*</i>; and 3) The total area of <i>plantation*</i> on sites converted from <i>natural forest*</i> since November 1994 is less than 5% of the total area of the <i>Management Unit*</i>.
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PRINCIPLE 7: MANAGEMENT PLANNING

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

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

Indicator 7.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined in the *Management Plan** and/or other supporting documents.

Indicator 7.1.2 Specific, operational *management objectives** that address the requirements of this standard are defined in the *Management Plan** and/or other supporting documents.

Indicator 7.1.3(L) Summaries of the defined policies and *management objectives** are included in the *Management Plan** and/or other supporting documents and publicized.

Indicator 7.1.4(S) The *Management Plan** and/or other supporting documents, including summaries of the defined policies and *management objectives**, are publicly available on request.

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

Indicator 7.2.1 The *Management Plan** and/or other supporting documents includes management actions, procedures, strategies and measures to achieve the *management objectives**.

Indicator 7.2.2 The *Management Plan** addresses the elements listed in Annex D and is implemented.



Indicator 7.2.3(L)	<i>The Organization*</i> has a sufficient infrastructure and human resources to ensure the implementation of the elements of the management plan listed in Annex D.
Criterion 7.3	<i>The Management Plan* shall* include verifiable targets* by which progress towards each of the prescribed management objectives* can be assessed.</i>
Indicator 7.3.1	<i>Verifiable targets*</i> , and the frequency that they are assessed, are established for <i>monitoring*</i> the progress towards each management objective*.
Indicator 7.3.2	Monitoring results are documented.
Criterion 7.4	<i>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.</i>
Indicator 7.4.1(L)	The <i>Management Plan*</i> and/or other supporting documents is revised and/or updated periodically consistent with Annex D to incorporate: 1) <i>Monitoring*</i> results,- including results of certification audits; 2) Evaluation results 3) Stakeholder <i>engagement*</i> results; 4) New scientific and technical information, and 5) Changing environmental, social, or economic circumstances.
Indicator 7.4.2(S)	<i>The Organization*</i> reviews the <i>Management Plan*</i> and/or other supporting documents at least every five (5) years, and updates it based on the results of monitoring and recent changes of environmental, social and economic circumstances.
Criterion 7.5	<i>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.</i>
Indicator 7.5.1(L)	A summary of the <i>Management Plan*</i> in a format comprehensible to stakeholders including maps and excluding <i>confidential information*</i> is made <i>publicly available*</i> at no cost. (See Annex D)
Indicator 7.5.2(L)	Relevant components of the <i>Management Plan*</i> , excluding <i>confidential information*</i> , are available to <i>affected stakeholders*</i> on request at the actual costs of reproduction and handling.

Indicator 7.5.3(S)	A summary of the <i>Management Plan</i> * including maps and excluding <i>confidential information</i> * is available for stakeholders upon request.
Criterion 7.6	<i>The Organization</i> * shall*, proportionate to <i>scale, intensity and risk</i> * of management activities, proactively and transparently engage <i>affected stakeholders</i> * in its management planning and <i>monitoring</i> * processes, and shall* engage <i>interested stakeholders</i> * on request.
Indicator 7.6.1	<i>Culturally appropriate</i>* <i>engagement</i>* is used to ensure that <i>affected stakeholders</i>* are proactively and transparently engaged in the following processes: 1) <i>Dispute</i>* resolution processes (<i>Criterion</i>* 1.6, <i>Criterion</i>* 2.6, <i>Criterion</i>* 4.6); 2) Definition of <i>Living wages</i>* (<i>Criterion</i>* 2.4); 3) Identification of rights (<i>Criterion</i>* 3.1, <i>Criterion</i>* 4.1), <i>Indigenous cultural landscapes</i>* (<i>Criterion</i>* 3.1), sites (<i>Criterion</i>* 3.5, <i>Criterion</i>* 4.7) and impacts (<i>Criterion</i>* 4.5); 4) <i>Local communities</i>* socio-economic development activities (<i>Criterion</i>* 4.4); and 5) <i>High Conservation Value</i>* assessment, management and monitoring (<i>Criterion</i>* 9.1, <i>Criterion</i>* 9.2, <i>Criterion</i>* 9.4).
Indicator 7.6.2	<i>Culturally appropriate</i>* <i>engagement</i>* is used to: 1) Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities); 2) Determine mutually agreed communication channels allowing for information to flow in both directions; 3) Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably; 4) Ensure all meetings, all points discussed and all agreements reached are recorded; 5) Ensure the content of meeting records is approved; and 6) Ensure the results of all <i>culturally appropriate</i>* <i>engagement</i>* activities are shared with those involved.
Indicator 7.6.3	<i>Affected rights holders</i> * and <i>affected stakeholders</i> * are provided with an opportunity for <i>culturally appropriate</i> * <i>engagement</i> * in <i>monitoring</i> * and planning processes of management activities that affect their interests.
Indicator 7.6.4	On request, <i>interested stakeholders</i> * are provided with an opportunity for <i>engagement</i> * in <i>monitoring</i> * and planning processes of management activities that affect their interests.

PRINCIPLE 8: MONITORING AND ASSESSMENT

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

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

Indicator 8.1.1 Procedures are documented for *monitoring** the implementation of the *Management Plan** including its policies and *management objectives** and achievement of *verifiable targets**.

Indicator 8.1.2 Procedures are executed for *monitoring** the implementation of the *Management Plan** including its policies and *management objectives** and achievement of *verifiable targets**.

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

Indicator 8.2.1(L) The social and environmental impacts of management activities are *monitored** consistent with Annex E Part A.

Indicator 8.2.2(S) The social and environmental impacts of management activities are *monitored** consistent with Annex E Part B.

Indicator 8.2.3 Changes in environmental conditions are *monitored** consistent with Annex E.

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

Indicator 8.3.1 Monitoring records are available, complete and up to date to be used for further analysis.

Indicator 8.3.2 *Adaptive management** procedures are implemented so that *monitoring** results feed into periodic updates to the planning process and the resulting *Management Plan**.

Indicator 8.3.3 If *monitoring** results show non-conformities with the FSC Standard then *management objectives**, *verifiable targets** and / or management activities are revised.

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

Indicator 8.4.1(L)	A summary of the <i>monitoring*</i> results consistent with part A of Annex E, in a format comprehensible to stakeholders including maps and excluding <i>confidential information*</i> is made <i>publicly available*</i> at no cost.
Indicator 8.4.2(S)	Upon request, <i>The Organization*</i> is able to provide a summary of the <i>monitoring*</i> results, consistent with Annex E (part B), in a format comprehensible to stakeholders, including maps and excluding confidential information, to stakeholders who are directly affected by the forest management activities (e.g. neighbouring landowners).
Criterion 8.5	<i>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.</i>
Indicator 8.5.1	A system is implemented to track and trace all products that are marketed as FSC certified, to the smallest unit. <i>Note: The smallest unit means that a product from:</i> <i>Natural forest* is traced back to a stump</i> <i>Plantation and mangrove natural forest* is traced back to a sub-compartment</i> <i>SLIMF/community forest is traced back to a land ID.</i> <i>Tracking and tracing of a NTFP are based on the nature of a product and Best Available Information*.</i>
Indicator 8.5.2	As part of implementation of Indicator 8.5.1: 1) <i>Transaction verification*</i> is supported by providing sample of <i>FSC transaction*</i> data, as requested by the certification body; 2) <i>Fibre testing*</i> is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body. <i>Note: Surrendering samples and specimens for fiber testing are subject to following:</i> <i>CB (and/or ASI or FSC) provide clear information on the purpose of the fiber testing and/or the specific traceability case.</i> <i>CB (and/or ASI or FSC) request the sample and specimen that is relevant/limited to the purpose and/or specific traceability case</i> <i>CB (and/or ASI or FSC) could show compliance with the legal requirement of the relevant authority according to Law No. 18/2002 on Material Transfer Agreement.</i> <i>CB (and/or ASI or FSC) are responsible for all relevant cost and follow-up process of the fiber testing.</i>



Indicator 8.5.3	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 smallest unit; 5) Harvesting/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.
Indicator 8.5.4	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.

PRINCIPLE 9: HIGH CONSERVATION VALUES*

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

Criterion 9.1

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

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

Indicator 9.1.1

An assessment is completed using the *Best Available Information**, (including Culturally appropriate engagement of stakeholders) that records the location and status of *High Conservation Value** Categories 1-6, as defined in *Criterion** 9.1; the *High Conservation Value Areas** they rely upon (Annex F), and their condition.

Indicator 9.1.2(L)	<i>The Organization*</i>: 1) Has produced written <i>High Conservation Value*</i> assessment(s) that identify(ies) <i>High Conservation Values*</i> and <i>High Conservation Value Areas*</i> and proposes strategies to ensure their protection; 2) Has consulted the results of the assessment with <i>affected rights holders*</i> and <i>affected*</i> and/or <i>interested stakeholders*</i> that clearly outline identified conservation attributes; 3) Has conducted independent, technically qualified review of the <i>High Conservation Value*</i> assessment and related recommendations to address <i>High Conservation Value*</i> threats and protection.
Indicator 9.1.3	<i>The Organization*</i> clearly maps all areas within the <i>Management Unit*</i> that contain <i>High Conservation Values*</i> or <i>High Conservation Value*</i> attributes.
Indicator 9.1.4	<i>The Organization*</i> assesses and identifies <i>Intact Forest Landscape*</i> area within the <i>Management Unit*</i> by using the best available map of <i>Intact Forest Landscape*</i> and including records of historic use, present use, and impacts of local communities, government land use planning and ground sampling to determine the existence of previous forest operations and consider the following: 1) Any logged over area of the past 70 years is not qualified as <i>Intact Forest Landscape*</i> 2) The vast majority of each <i>Intact Forest Landscape*</i> is designated as <i>core area*</i>. <i>Note: Vast majority is 80% of Intact Forest Landscape* within the Management Unit*.</i> <i>Directive: The portions of Intact Forest Landscapes* not designated as Core Areas* are managed as High Conservation Values* Category 2.</i>

Indicator 9.1.5	When <i>Intact Forest Landscape*</i> is identified within the <i>Management Unit*</i>, <i>The Organization*</i> has and implements policy to protect <i>Intact Forest Landscape*</i> with: 1) Respect the rights to <i>Free Prior and Informed Consent*</i> of <i>affected rights holders*</i> 2) Respect the <i>Legal*</i> and <i>customary rights*</i> of <i>Indigenous peoples*</i> to use the <i>Intact Forest Landscape* core areas*</i>; 3) <i>Protect*</i> the integrity and other ecological attributes of <i>Intact Forest Landscape* core areas*</i> from activities that impact the <i>Intact Forest Landscape*</i> intactness including commercial logging, illegal activities, and the construction of roads; 4) Minimize road construction and the <i>intensity*</i> of other activities adjacent to <i>Intact Forest Landscape* core areas*</i> to prevent illegal logging, windthrow, depredation, and other edge effect impacts within <i>core areas*</i>; 5) Minimize road density and impacts to <i>forest*</i> cover in areas that provide <i>connectivity*</i> between <i>Intact Forest Landscapes*</i>; 6) Identify appropriate buffer zone widths adjacent to <i>Intact Forest Landscape* core areas*</i> where road construction and other activities are minimized to prevent edge effect impacts within the <i>core areas*</i>; 7) Secure long-term <i>protection*</i> for <i>Intact Forest Landscape* core areas*</i>; and 8) Ensure <i>Indigenous peoples*</i> are given priority for participation in alternative forest management projects and other low impact activities that are compatible with <i>protection*</i> of <i>Intact Forest Landscape* core areas*</i>.
Indicator 9.2	<i>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.</i>
Indicator 9.2.1	Threats to <i>High Conservation Values*</i> are identified using <i>Best Available Information*</i>. Such best available information includes but is not limited to: 1) Current and future forest operations 2) Updated and applicable <i>HCV Toolkit*</i> 3) Spatial and land use planning from the authorized authority.
Indicator 9.2.2	Management strategies and actions are developed to maintain and/or enhance the identified <i>High Conservation Values*</i> and to maintain associated <i>High Conservation Value Areas*</i> (Annex F) prior to implementing potentially harmful management activities.
Indicator 9.2.3	Development within <i>Intact Forest Landscape* core area*</i> is allowed only if such development and all of its effects: 1) Are restricted to a <i>very limited portion of the core area*</i>; 2) Don't reduce <i>core area*</i> below 50,000 ha, and 3) Will produce clear, substantial, additional, long-term conservation and social benefits.

Indicator 9.2.4	Management strategies and actions within any <i>Intact Forest Landscape*</i> area around <i>Intact Forest Landscape* core areas*</i> are subjected to the following: 1) A maximum of 50% road density as allowed by government regulations; 2) A maximum of 50% of annual allowable cut (AAC) as allowed by growth data or government established AAC, whichever is the lower amount; and 3) Periodic monitoring is conducted to monitor the intactness of the <i>Intact Forest Landscape*</i> within the <i>Management Unit*</i>.
Indicator 9.2.5(L)	<i>Affected rights holders*</i>, <i>affected*</i> and <i>interested stakeholders*</i> and experts are provided with opportunities (by <i>The Organization*</i> directly reaching out to them or to their representatives) to participate in the development of management strategies and actions to maintain and/or enhance the identified <i>High Conservation Values*</i>. <i>Note: There are at least three measures to engage the above mentioned parties:</i> 1. <i>Providing an open access to The Organization*.</i> 2. <i>Providing sufficient information.</i> 3. <i>Responding to the feedback by The Organization*.</i>
Indicator 9.2.6(S)	If High Conservation Values are identified in <i>The Management Unit*</i> as result from the assessment in accordance with requirements of Indicator 9.1.1, <i>The Organization*</i> consults with <i>affected and interested stakeholders*</i> and experts in the development of management strategies and actions to maintain and/or enhance the identified <i>High Conservation Values*</i>.
Indicator 9.2.7	The strategies developed to maintain and/or enhance <i>High Conservation Values*</i> are based on scientifically valid system and/or applicable best management practices.
Criterion 9.3	<i>The Organization* shall*</i> implement strategies and actions that maintain and/or enhance the identified <i>High Conservation Values*</i>. These strategies and actions <i>shall*</i> implement the <i>precautionary approach*</i> and be proportionate to the <i>scale, intensity and risk*</i> of management activities.
Indicator 9.3.1	The <i>High Conservation Values*</i> and the <i>High Conservation Value Areas*</i> on which they depend are maintained and/or enhanced, including by implementing the strategies developed (Annex F).
Indicator 9.3.2	When the vulnerability and/or sensitivity of an identified attribute of a <i>High Conservation Value*</i> is uncertain and the respective scientific information is incomplete and/or inconclusive, <i>The Organization*</i> ensures the implementation of the respective strategies to prevent damage and avoid risks to <i>High Conservation Values*</i>.

Indicator 9.3.3	Activities that harm <i>High Conservation Values</i> * cease immediately and actions are taken to <i>restore</i> * and protect the <i>High Conservation Values</i> *.
Criterion 9.4	<i>The Organization</i>* shall* demonstrate that periodic <i>monitoring</i>* is carried out to assess changes in the status of <i>High Conservation Values</i>* and shall* adapt its management strategies to ensure their effective <i>protection</i>*. The <i>monitoring</i>* shall* be proportionate to the <i>scale, intensity and risk</i>* of management activities, and shall* include <i>engagement</i>* with <i>affected stakeholders</i>*, <i>interested stakeholders</i>* and experts. <i>Note: Periodic monitoring* of High Conservation Values* must refer to recent High Conservation Value* guidance and/or toolkit.</i>
Indicator 9.4.1	A program of periodic <i>monitoring</i>* assesses: 1) Implementation of strategies; 2) The status of <i>High Conservation Values</i>* including <i>High Conservation Value Areas</i>* on which they depend; and 3) The effectiveness of the management strategies and actions for the <i>protection</i>* of <i>High Conservation Values</i>* to fully maintain and/or enhance the <i>High Conservation Values</i>*.
Indicator 9.4.2	The <i>monitoring</i> * program includes <i>engagement</i> * with <i>affected* rights holders</i> *, affected and <i>interested stakeholders</i> * and experts.
Indicator 9.4.3	The <i>monitoring</i> * program has sufficient scope, detail and frequency to detect changes in <i>High Conservation Values</i> *, relative to the initial assessment and status identified for each <i>High Conservation Value</i> *.
Indicator 9.4.4	Management strategies and actions are adapted when <i>monitoring</i> * or other new information shows that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of <i>High Conservation Values</i> *.

PRINCIPLE 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

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

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

Indicator 10.1.1 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.

Indicator 10.1.2 For *natural forest** managed for production, the silvicultural and/or other management systems of the *Management Unit** are designed to encourage and take advantage of natural regeneration with the following measures:

- 1) Identification of seed trees (commercial and non-commercial);
- 2) Retention and mapping the seed trees;
- 3) Timing of harvesting;
- 4) Design and size of harvesting areas;
- 5) Short and long term post-harvest treatment of the site;

unless data show that enrichment planting will enhance or restore genetic, species or ecosystem diversity.

Indicator 10.1.3 *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**.

Indicator 10.1.4 *The Organization** implements soil erosion control, including by planting or site preparation in accordance with topography of the site and by following the specifications of buffer zones of water courses.

Note: The buffer zones for water courses are specified in Presidential Decree No. 32/1990 about Management of Protected Area; Government Regulation No.26/2008 about National Spatial Planning and Government Regulation No. 38/2011 on River (watercourse).

Criterion 10.2	<i>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.</i>
Indicator 10.2.1	<i>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*.</i>
Indicator 10.2.2	Species chosen for regeneration are consistent with the regeneration objectives* and with the management objectives*.
Criterion 10.3	<i>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.</i>
Indicator 10.3.1	<i>Alien species* are used only when direct experience and / or the results of scientific research demonstrate that invasive impacts can be controlled.</i>
Indicator 10.3.2	<i>Alien species* are used only when effective mitigation measures are in place to control their spread outside the area in which they are established.</i>
Indicator 10.3.3	Management activities are implemented by <i>The Organization*</i> , preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of <i>alien species*</i> .
Indicator 10.3.4	The spread of <i>invasive species*</i> is controlled by <i>The Organization*</i> .
Criterion 10.4	<i>The Organization* shall* not use genetically modified organisms* in the Management Unit*.</i>
Indicator 10.4.1	<i>The Organization*</i> has written policy that <i>genetically modified organisms*</i> are not used.
Indicator 10.4.2	<i>Genetically modified organisms*</i> are not used.
Criterion 10.5	<i>The Organization* shall* use silvicultural practices that are ecologically appropriate for the vegetation, species, sites and management objectives*.</i>
Indicator 10.5.1	Silvicultural practices are implemented that are ecologically appropriate for the vegetation, species, sites and <i>management objectives*</i> .



Criterion 10.6	<i>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.</i>
Indicator 10.6.1	The use of <i>fertilizers*</i> is minimized or avoided.
Indicator 10.6.2	When <i>fertilizers*</i> are used, their ecological and economic benefits are equal to or higher than those of silvicultural systems that do not require <i>fertilizers*</i> .
Indicator 10.6.3	When <i>fertilizers*</i> are used, their types, rates, frequencies and site of application are documented.
Indicator 10.6.4	When <i>fertilizers*</i> are used, <i>environmental values*</i> are protected, including through implementation of measures to mitigate and prevent damage.
Indicator 10.6.5	Damage to <i>environmental values*</i> resulting from <i>fertilizer*</i> use is mitigated or repaired.
Indicator 10.7	<i>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.</i>
Indicator 10.7.1	Integrated pest management, including selection of <i>silviculture*</i> systems, is used to avoid, or aim to eliminate, the frequency, extent and amount of <i>chemical pesticide*</i> applications, and result in non-use or overall reductions in applications. <i>Note: The scope of this Indicator also includes NTFPs.</i>
Indicator 10.7.2	<i>Chemical pesticides*</i> prohibited by FSC's Pesticide Policy are not used or stored in the <i>Management Unit*</i> unless FSC has granted derogation.
Indicator 10.7.3	Records of <i>pesticide*</i> usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location and area of use and reason for use.

Indicator 10.7.4	The use of <i>pesticides*</i> complies with the applicable laws and ILO document “Safety in the use of chemicals at work” regarding requirements for the transport, storage, handling, application and emergency procedures for cleanup following accidental spillages. <i>Note: regulation on safety in the use of chemicals at work is stipulated within: Ministry of Labour Regulation No 187 year 1999 regarding Control of Hazardous Chemicals in the Workplace, and Ministry of Health Regulation No 48 year 2016 about Office Occupational Health and Safety Standards.</i>
Indicator 10.7.5	If <i>pesticides*</i> are used, application methods minimize quantities used, while achieving effective results, and provide effective <i>protection*</i> to surrounding <i>landscapes*</i>.
Indicator 10.7.6	Damage to <i>environmental values*</i> and human health from <i>pesticide*</i> use is prevented and mitigated or repaired where damage occurs.
Indicator 10.7.7	When <i>pesticides*</i> are used: 1) The selected <i>pesticide*</i>, application method, timing and pattern of use offers the least risk to humans and non-target species; and 2) Objective evidence demonstrates that the <i>pesticide*</i> is the only effective, practical and cost- effective way to control the pest.
Criterion 10.8	<i>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*.</i>
Indicator 10.8.1	The use of <i>biological control agents*</i> is minimized, <i>monitored*</i> and controlled.
Indicator 10.8.2	Use of <i>biological control agents*</i> complies with national laws and internationally accepted <i>scientific protocols*</i>. <i>Note: legislation referred to in this indicator, includes; Law No 16, year 1992 about Animal, Fish and Quarantine, Government Regulation No. 6 year 1995 about Plants Protection and No 14, year 2000 about Plants Quarantine.</i>
Indicator 10.8.3	The use of <i>biological control agents*</i> is recorded including type, quantity, period, location and reason for use.
Indicator 10.8.4	Damage to <i>environmental values*</i> caused by the use of <i>biological control agents*</i> is prevented and mitigated or repaired where damage occurs.



Criterion 10.9	<i>The Organization* shall* assess risks* and implement activities that reduce potential negative impacts from natural hazards* proportionate to scale, intensity, and risk*.</i>
Indicator 10.9.1	Potential negative impacts of <i>natural hazards*</i> on <i>infrastructure*</i> , <i>forest*</i> resources and communities in the <i>Management Unit*</i> are assessed. <i>Note: Examples of natural hazards* include but are not limited to; fire, flooding, hurricane, landslide, insect/pest outbreak, etc.</i>
Indicator 10.9.2	Management activities mitigate these impacts.
Indicator 10.9.3	The <i>risk*</i> for management activities to increase the frequency, distribution or severity of <i>natural hazards*</i> is identified for those <i>hazards*</i> that may be influenced by management.
Indicator 10.9.4	Management activities are modified and/or measures are developed and implemented that reduce the identified <i>risks*</i> .
Criterion 10.10	<i>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.</i>
Indicator 10.10.1	Forest operations with adverse environmental impact (including the development and use of <i>infrastructure*</i> and transport) have written procedures (available to forest managers and supervisors) defining acceptable practices and aiming to protect <i>environmental values*</i> identified in <i>Criterion* 6.1</i> .
Indicator 10.10.2	<i>The Organization*</i> implements written procedures developed in accordance with indicator 10.10.1 during planning and operations.
Indicator 10.10.3	Policies and procedures for the design and building of new roads include the following norms with respect to protection of water resources, which are implemented: 1) Stream crossings are planned before operations begin and shown on relevant maps 2) The number of stream crossings are kept to a minimum 3) Stream crossings are at right angles to the stream 4) Valley bottom roads and tracks are kept as far back from the stream as possible 5) Culverts are designed so they do not obstruct the migration of aquatic species, increase water velocities or render stream beds unsuitable for aquatic species. 6) Drainage structures do not drain into natural watercourses. Where this is unavoidable, regularly emptied silt traps are installed.



Indicator 10.10.4	Maps and/or work plans are produced at a scale that allows effective supervision of soil and water resource management and protection activities.
Indicator 10.10.5	<i>The Organization*</i> ensures that site preparation and harvesting techniques are designed to minimise soil compaction and maximise soil nutrients retention on site.
Indicator 10.10.6	Topographic and forest resources maps are prepared before harvesting and road construction occurs at the scale that allows effective supervision for implementation.
Indicator 10.10.7	Where negative impacts on soil or water resources are identified from actual or previous activities, <i>The Organization*</i> takes immediate action to reduce or eliminate them.
Indicator 10.10.8	Disturbance or damages to water courses*, <i>water bodies*</i> , soils, rare and <i>threatened species*</i> , <i>habitats*</i> , <i>ecosystems*</i> and <i>landscape values*</i> are prevented, mitigated and repaired in a <i>timely manner*</i> , and management activities modified to prevent further damage.
Criterion 10.11	<i>The Organization* shall*</i> manage activities associated with harvesting and extraction of timber and <i>non-timber forest products*</i> so that <i>environmental values*</i> are conserved, merchantable waste is reduced, and damage to other products and services is avoided.
Indicator 10.11.1	Harvesting and extraction practices for timber and <i>non-timber forest products*</i> are implemented in a manner that conserves <i>environmental values*</i> as identified in <i>Criterion*</i> 6.1. and <i>High Conservation Values*</i> identified in <i>Criteria*</i> 9.1 and 9.2.
Indicator 10.11.2	Harvesting practices optimize the use of <i>forest*</i> products and merchantable materials.
Indicator 10.11.3	Dead and decaying biomass and <i>forest*</i> structure are retained to conserve <i>environmental values*</i> .
Indicator 10.11.4	Harvesting and extraction practices are designed and implemented to avoid damage to standing residual trees and regeneration, and residual woody debris on the ground and other <i>environmental values*</i> .
Indicator 10.11.5	Harvesting techniques are designed and implemented, resulting in avoidance of log breakage, and damage to the forest stand and other resources.
Indicator 10.11.6	Waste generated through harvesting operations including bucking and trimming, on-site processing and extraction is minimized, e.g. by using it to protect soils or skid trails.

Indicator 10.11.7	Harvested and processed wood and/or other products processed on-site are transported from the forest before any deterioration occurs.
Criterion 10.12	<i>The Organization* shall* dispose of waste materials* in an environmentally appropriate manner.</i>
Indicator 10.12.1	Collection, clean up, transportation and disposal of all <i>waste materials*</i> is done in an environmentally appropriate way that conserves <i>environmental values*</i> as identified in <i>Criterion*</i> 6.1 and applicable laws listed in Section 3.4 of Annex A.
Indicator 10.12.2	The following measures are implemented and conditions provided within workshop areas: 1) Machine guarding; 2) Extraction of fumes; 3) Lighting; 4) Waste storage containers and facilities for off-site disposal or pits for fuel and other waste constructed above the water table with no run-off entering or exiting; 5) Safe area for solid waste disposal.
Indicator 10.12.3	All waste from fuel storage such as oil, oil filters, fuel drums and other such material are recollected for disposal.
Indicator 10.12.4	<i>The Organization*</i> has a documented system/record on all incoming and outgoing waste according to the applicable national regulations listed in Section 3.4 of Annex A.
Indicator 10.12.5	Any on-site burning of non-toxic non-organic or organic solid wastes: 1) complies with any provisions set by the competent authority; and, 2) occurs on sites where adverse impacts of fire, fumes, smoke and ash can be prevented or controlled.

9. Annexes to the Forest Stewardship Standard

Annex A - List of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements

The following is the minimum list of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements:

1. Legal* rights to harvest	
1.1 Land tenure* and management rights	Legislation covering land <i>tenure*</i> rights, including <i>customary rights*</i> as well as management rights, that includes the use of <i>Legal*</i> and appropriate methods to obtain <i>tenure*</i> rights and management rights. It also covers <i>Legal*</i> business registration and tax registration, including relevant legally required licenses.
	Law No. 40 Year 2007 concerning Limited Liability Company / <i>UU No 40 Tahun 2007 tentang Perseroan Terbatas (PT)</i>. Government Regulation No.29 Year 2016 concerning Amendment of Authorized Capital of Limited Liability Company / <i>Peraturan Pemerintah Nomor 29 Tahun 2016 tentang Perubahan Modal Dasar Perseroan Terbatas</i>. Law No. 25 Year 2007 concerning Investment/ <i>UU No. 25 Tahun 2007 tentang Investasi</i>. Government Regulation No. 15 Year 2010 concerning Development of Spatial Planning / <i>Peraturan Pemerintah No. 15 Tahun 2010 tentang Penyelenggaraan Penataan Ruang</i>. Government Regulation No. 105 Year 2015 concerning Second Amendment of Government Regulation No. 24 Year 2010 concerning Utilization of Forest Area / <i>Peraturan Pemerintah No. 105 Tahun 2015 tentang Perubahan Kedua atas Peraturan Pemerintah No, 24 Tahun 2010 tentang Penggunaan Kawasan Hutan</i>. Director General of Law Administration Decree No C-01.HT.01 01. Year 2003 concerning Procedure for application and Approval of Certificate of Establishment and Approval of Amendment of Limited Company Statute Act/ <i>Keputusan Dirjen Administrasi Hukum No C-01.HT.01 01. Tahun 2003 tentang Tata Cara Pengajuan Permohonan Dan Pengesahan Akta Pendirian Dan Persetujuan Akta Perubahan Anggaran Dasar Perseroan Terbatas</i>. Ministry of Trade Regulation No 14 Year 2016 concerning Revision of Ministry of Trade Regulation No 77 Year 2013 concerning Publishing Trading Business License and Company Registration Certificate Simultant for Trading Company / <i>Permen Perdagangan No. 14 Tahun 2016 tentang Perubahan Permen Perdagangan No. 77 Tahun 2013 tentang</i>

Penerbitan Surat Izin Usaha Perdagangan dan Tanda Daftar Perusahaan Secara Simultan Bagi Perusahaan Perdagangan.

Ministry of Finance Regulation No. 182 Year 2015 concerning Procedure for Registration of Tax Registration, VAT Letter, Abolition of Tax Registration, and Revocation of VAT Letter / *Peraturan Menteri Keuangan No. 182 Tahun 2015 tentang Tata Cara Pendaftaran Nomor Pokok Wajib Pajak, Pengukuhan Pengusaha Kena Pajak, Penghapusan Nomor Pokok Wajib Pajak, Dan Pencabutan Pengukuhan Pengusaha Kena Pajak.*

Ministry of Trade Regulation No. 07 Year 2017 concerning Third Revision of Ministry of Trade Regulation No 36 Year 2007 concerning Publishing License Trading Business/*Permen Perdagangan No. 07 Tahun 2017 Perubahan Permen Perdagangan No. 36 Tahun 2007 tentang Penerbitan Surat Izin Usaha Perdagangan.*

Law No 3 Year 1982 concerning Corporate Registry/ UU No. 3 Tahun 1982 tentang Wajib Daftar Perusahaan.

Ministry of Trade Regulation No. 37 Year 2007 concerning Company Registration/*Peraturan Menteri Perdagangan No. 37 Tahun 2007 tentang Pendaftaran Perusahaan.*

Head of Coordinator of Investment Decree No. 14 Year 2015 concerning Guidelines and Procedure for Investment/ *SK Kepala BKPM No. 14 Tahun 2015 tentang Pedoman dan Tata Cara Izin Prinsip Penanaman Modal.*

Ministry of Industry Regulation No. 81 Year 2014 concerning Revision of Ministry of Industry Regulation No. 41 Year 2008 concerning Provisions and Procedures for Provision of License Industrial Business and Industrial Registry /*Peraturan Menteri Perindustrian Nomor 81 Tahun 2014 Tentang Perubahan Peraturan Menteri Perindustrian Nomor 41 Tahun 2008 Tentang Ketentuan Dan Tata Cara Pemberian Izin Usaha Industri, Izin Perluasan Dan Tanda Daftar Industri.*

Ministry of Home Affair Regulation No. 19 Year 2017 concerning Revocation of Ministry of Home Affair No. 27 Year 2009 concerning Guideline for Provision of Nuisance/Disturbance License in Local Level as Revised through Ministry of Home Affair No. 22 Year 2016 concerning Revision of Ministry of Home Affair No, 27 Year 2009 concerning Guideline for Provision of Nuisance/Disturbance License in Local Level /*Peraturan Menteri Dalam Negeri Nomor 19 Tahun 2017 Tentang Pencabutan Peraturan Menteri Dalam Negeri Nomor 27 Tahun 2009 Tentang Pedoman Penetapan Izin Gangguan Di Daerah Sebagaimana Telah Diubah Dengan Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 22 Tahun 2016 Tentang Perubahan Atas Peraturan Menteri Dalam Negeri Nomor 27 Tahun 2009 Tentang Pedoman Penetapan Izin Gangguan Di Daerah.*

Ministry of Environment and Forestry Regulation No. P.83 Year 2016 concerning Social Forestry / *Peraturan Menteri Lingkungan Hidup Dan*

Kehutanan No. P.83 Tahun 2016 Tentang Perhutanan Sosial.

UU no. 26 Year 2007 Concerning Land Use Planning/*UU No. 26 Tahun 2007 tentang Penataan Ruang.*

Ministry of Forestry Decree No 57 Year 1994 concerning Guideline on Forest Function Delineation/*SK Menhut No 57 Tahun 1994 tentang Pedoman Penataan Batas Fungsi Hutan.*

For Perum Perhutani areas, no wood may be taken from land which is former ERFACHT and/or partikulier land (UU 1, 1958) and/or conservation areas (SK Menhut 251, 1985).

Authorizing delineation committee specified in SK Menhut 32, 2001.

Community area physically located within the boundaries of the HPH area HTI or Perum Perhutani area is defined as an enclave and excluded from any production forestry activities (Juklak and Juknis Dirjen Intag No. 724/A/VII-2, 1945).

Forest zones demarcated between 1974 and 1990 should follow the provisions of SK DirJen Kehutanan 85/Kpts/DJ/1/1974.

Forest zones demarcated between 1990 and 1996 should follow the provision of SK Menhut 399, 1990, and SK Menhut 400, 1990.

Forest zones demarcated between 1997 and February, 2001 should follow the provisions of SK Menhut 399, 1990, SK Menhut 400, 1990, SK Menhut 634, 1996 and SK Menhut 635, 1996.

Ministry of Forestry Regulation No. P.43 Year 2013 concerning Boundary Demarcation of Work Area of Forest Utilization, Principle Approval of Forest Area Utilization, Principle Approval of Forest Area Release and Forest Area Management on Forest Management Unit and Forest Area with Special Purposes / *Peraturan Menteri Kehutanan Nomor P.43 Tahun 2013 tentang Penataan Batas Areal Kerja Izin Pemanfaatan Hutan, Persetujuan Prinsip Penggunaan Kawasan Hutan, Persetujuan Prinsip Pelepasan Kawasan Hutan dan Pengelolaan Kawasan Hutan pada Kesatuan Pengelolaan Hutan dan Kawasan Hutan Dengan Tujuan Khusus.*

Ministry of Forestry and Plantation Decree No. P.900 Year 1999 concerning Implementation Procedures for Potential Activity Survey, Measurement and Structuring Limits Concession rights work in Forestry Sector/ *SK Menteri Kehutanan dan Perkebunan No. P.900 Tahun 1999 tentang Tata Cara Pelaksanaan Kegiatan Survei Potensi, Pengukuran Dan Penataan Batas Areal Kerja Hak Pengusahaan Di Bidang Kehutanan.*

Ministry of Forestry Regulation No. 3803 Year 2012 concerning Determination of Indicative Map for Production Forest Area Reserve for Timber Forest Product Utilization Concession/ *Keputusan Menteri Kehutanan no 3803 tahun 2012 tentang Penetapan Peta Indikatif Pencadangan Kawasan Hutan Produksi Untuk Usaha Pemanfaatan Hasil Hutan Kayu.*

Ministry of Environment and Forestry Regulation No. P.38 Year 2016

concerning Approval of Development and/or Usage of Corridor / *Permen Lingkungan Hidup dan Kehutanan No. P.38 Tahun 2016 Tentang Persetujuan Pembuatan Dan/Atau Penggunaan Koridor.*

Ministry of Forestry Regulation No. P.64 Year 2011 concerning Revocation of Ministry of Forestry Regulation No. P.62 Year 2011 concerning Guideline for Plantation Forest Development of Various Species on Plantation Forest Concession / *Peraturan Menteri Kehutanan Nomor P.64 Tahun 2011 Tentang Pencabutan Peraturan Menteri Kehutanan Nomor P.62 Tahun 2011 Tentang Pedoman Pembangunan Hutan Tanaman Berbagai Jenis Pada Izin Usaha Pemanfaatan Hasil Hutan Kayu Pada Hutan Tanaman Industri.*

Ministry of Environment and Forestry No. P.51 Year 2016 concerning Procedure for the Release of Production Forest that can be Converted / *Peraturan Menteri Lingkungan Hidup dan Kehutanan RI Nomor: P.51 Tahun 2016 Tentang Tata Cara Pelepasan Kawasan Hutan Produksi Yang Dapat Dikonversi.*

Ministry of Forestry Regulation No. P.21 Year 2006 concerning Revision of Ministry of Forestry Regulation No. 246 Year 1996 concerning Revision of Ministry of Forestry Regulation No. 70 Year 1995 concerning Spatial Planning Arrangement of Plantation Forest / *Peraturan Menteri Kehutanan No. P.21 Tahun 2006 Tentang Perubahan Keputusan Menteri Kehutanan No. 246 Tahun 1996 Tentang Perubahan Keputusan Menteri Kehutanan No. 70 Tahun 1995 Tentang Pengaturan Tata Ruang Hutan Tanaman Industri.*

Ministry of Forestry Regulation No. P.03 Year 2008 concerning Delineation of Timber Forest Product Concession on Plantation Forest / *Peraturan Menteri Kehutanan Nomor P.03 Tahun 2008 tentang Deliniasi Areal Izin Usaha Pemanfaatan Hasil Hutan Kayu pada Hutan Tanaman Industri dalam Hutan Tanaman.*

Ministry of Environment and Forestry Regulation No. P.12 Year 2015 concerning Development of Plantation Forest / *Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.12 Tahun 2015 tentang Pembangunan Hutan Tanaman Industri.*

Ministry of Environment and Forestry Regulation No. P.77/2019 concerning The Utilization of Non-Timber Forest Products in Production Forests and Extracting Non-Timber Forest Products in State Forests / *Perturan Menteri Lingkungan Hidup dan Kehutanan No. P.77/2019 tentang Pemanfaatan Hasil Hutan Bukan Kayu Pada Hutan Produksi dan Pemungutan Hasil Hutan Bukan Kayu pada Hutan Negara.*

Government Regulation No. 72 Year 2010 concerning State Owned Forest Company (Perum Perhutani) / *Peraturan Pemerintah No. 72 Tahun 2010 tentang Perusahaan Umum Kehutanan Negara (Perum Perhutani).*

Ministry of Forestry Regulation No. P.93 Year 2016 concerning Boundary Delineation Committee for Forest Area/ *Permenhut No. P.93 Year 2016*

	<i>tentang Panitia Tata Batas Kawasan Hutan.</i> Ministry of Forestry Regulation No P.62 Year 2013 concerning Revision of Ministry of Forestry Regulation No P.44 Year 2012 concerning Forest Zone/<i>Permenhut No P.62 Tahun 2013 tentang Perubahan Permenhut No. P.44 Tahun 2012 tentang Pengukuhan Kawasan Hutan.</i> Law No. 5 Year 1960 concerning Basic Regulations on Agraria/<i>Undang-Undang nomor 5 Tahun 1960 tentang Pokok Agraria (UUPA).</i> Constitutional Court Verdict No. 45 Year 2011 concerning Article 1 Number 3 of Forestry Law published on 21 February 2012 / <i>Keputusan Mahkamah Konstitusi Nomor 45/2011 tentang uji Pasal 1 angka 3 UU kehutanan diterbitkan pada tanggal 21 Februari 2012.</i> Constitutional Court Verdict No. 35 Year 2012 concerning Review of Law No. 41 Year 1999 concerning Forestry against Republic of Indonesia Constitution 1945 published on 16 May 2013/<i>Keputusan Mahkamah Konstitusi No. 35 Tahun 2012 tentang Pengujian Undang-Undang Nomor 41 Tahun 1999 tentang Kehutanan terhadap Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 diterbitkan tanggal 16 Mei 2013.</i> Ministry of Forestry Circular Letter No. SE 1 Year 2013 regarding Constitutional Court Verdict No. 35 Year 2012 / <i>Surat Edaran Menhut no. SE 1/2013 tentang Putusan Mahkamah Konstitusi Nomor 35 Tahun 2012.</i> Ministry of Home Affair Regulation No. 52 Year 2014 concerning Guideline on Acknowledgement and Protection of Customary Community / <i>Permendagri nomor 52 Tahun 2014 tentang Pedoman Pengakuan dan Perlindungan Masyarakat Hukum Adat.</i> Regulation of the President of the Republic of Indonesia Number 88 Year 2017 on Land Tenure Resolution in Forest Areas / <i>Peraturan Presiden Republik Indonesia Nomor 88 Tahun 2017 Tentang Penyelesaian Pengusahaan Tanah Dalam Kawasan Hutan.</i>
1.2 Concession licenses	Legislation regulating procedures for issuing <i>forest*</i> concession licenses, including the use of <i>Legal*</i> methods to obtain concession licenses. Bribery, corruption and nepotism are particularly well-known issues that are connected with concession licenses. Ministry of Forestry Regulation P.31 Year 2014 concerning Procedures for the Provision and Expansion Natural Forest Concession (IUPHHK), IUPHHK Ecosystem Restoration, of IUPHHK Forest Plantation in Production Forest / <i>Permenhut No. P.31 Tahun 2014 Tentang Tata Cara Pemberian Dan Perluasan Areal Kerja Izin Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam, IUPHHK Restorasi Ekosistem, atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.4 Year 2016 concerning Limitation of Area of Concession in Natural Forest and Forest Plantation in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.4 Tahun 2016 Tentang Pembatasan Luasan Izin</i>

	<i>Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam Atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.4 Year 2016 concerning Limitation of Area of Concession in Natural Forest and Forest Plantation in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.4 Tahun 2016 Tentang Pembatasan Luasan Izin Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam Atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Environment and Forestry No. P.45 Year 2016 concerning Guidance on Modification of Area of Concession in Production Forest / <i>Permen Lingkungan Hidup dan Kehutanan No. P.45 Tahun 2016 Tentang Tata Cara Perubahan Luasan Areal Izin Usaha Pemanfaatan Hasil Hutan Pada Hutan Produksi.</i> Ministry of Forestry Regulation No. P.32 Year 2013 concerning Macro Planning for Forest Area Consolidation / <i>Permen Kehutanan No. P.32 Tahun 2013 tentang Rencana Makro Pemantapan Kawasan Hutan.</i>
1.3 Management and harvesting planning	Any national or sub-national <i>Legal*</i> requirements for Management Planning, including for conducting <i>forest*</i> inventories, having a <i>forest* Management Plan*</i> and related planning and <i>monitoring*</i>, impact assessments, consultation with other entities, as well as approval of these by <i>legally competent*</i> authorities. Government Regulation No. 44 Year 2004 concerning Forest Planning / <i>Peraturan Pemerintah No. 44 Tahun 2004 tentang Perencanaan Hutan.</i> Ministry of Forestry Regulation P.3 Year 2012 concerning 10 Years Forest Management Plan for Plantation Forest and Community Forest/ <i>Permen Kehutanan No. P.3 Tahun 2012 Tentang Rencana Kerja Usaha Pemanfaatan Hasil Hutan Kayu Hutan Tanaman Industri dan Hutan Tanaman Rakyat.</i> Ministry of Forestry Regulation P.56 Year 2009 concerning Forest Management Plan for forest Concession and ecosystem restoration/ <i>Permen Kehutanan No. P.56 Tahun 2009 Tentang Rencana Kerja Usaha Pemanfaatan Hasil Hutan Kayu Hutan Alam Dan Restorasi Ekosistem.</i> Ministry of Forestry Regulation No. 50 Year 2013 concerning Revision of Ministry of Forestry Regulation No. P.29 Year 2010 concerning 10 years Management Plan on Timber Forest Product Utilization in Sago Plantation Forest/ <i>Peraturan Menteri Kehutanan Nomor 50 tahun 2013 tentang Perubahan Peraturan Menteri Kehutanan P.29 Tahun 2010 tentang Rencana Kerja Usaha Pemanfaatan Hasil Hutan Bukan Kayu Dalam HTI Sagu.</i> Ministry of Forestry Regulation No. P.66 Year 2014 concerning Periodic Forest Inventory and Work Plan on Ecosystem Restoration Concession / <i>Peraturan Menteri Kehutanan No. P.66 Tahun 2014 Tentang Inventarisasi Hutan Berkala Dan Rencana Kerja Pada Izin Usaha Pemanfaatan</i>

Hasil Hutan Kayu Restorasi Ekosistem.

Government Regulation No. 3 Year 2008 concerning Revision of Government Regulation No. 6 Year 2007 concerning Forest Management and Development of Forest Management Plan and Forest Utilization/*Peraturan Pemerintah No. 3 Tahun 2008 tentang Perubahan Peraturan Pemerintah Nomor 6 Tahun 2007 tentang Tata Hutan Dan Penyusunan Rencana Pengelolaan Hutan, Serta Pemanfaatan Hutan.*

Ministry of Forestry Regulation No. P.65 Year 2014 concerning Revision of Ministry of Forestry No. P.11 Year 2009 concerning Silviculture System on Timber Forest Product Utilization License in Production Forest /*Peraturan Menteri Kehutanan Republik Indonesia Nomor : P.65 Tahun 2014 Tentang Perubahan Atas Peraturan Menteri Kehutanan NoP.11 Tahun 2009 Tentang Sistem Silvikultur Dalam Areal Izin Usaha Pemanfaatan Hasil Hutan Kayu Pada Hutan Produksi.*

Ministry of Forestry Regulation No. P.30 Year 2014 concerning Periodic Comprehensive Forest Inventory and work Plan on Plantation Forest / *Peraturan Menteri Kehutanan Republik Indonesia No. P.30 Tahun 2014 Tentang Inventarisasi Hutan Menyeluruh Berkala Dan Rencana Kerja Pada Usaha Pemanfaatan Hasil Hutan Kayu dalam Hutan Tanaman Industri.*

Ministry of Forestry Regulation No. P.33 Year 2014 concerning Periodic Comprehensive Forest Inventory and Work Plan on Natural Forest Concession/ *Peraturan Menteri Kehutanan Republik Indonesia No. P.33 Tahun 2014 Tentang Inventarisasi Hutan Menyeluruh Berkala Dan Rencana Kerja Pada Izin Usaha Pemanfaatan Hasil Hutan Kayu dalam Hutan Alam.*

UU No. 32 Year 2009 concerning Protecting and Managing Environmental / *UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan.*

Ministry of Forestry Regulation No. P.21 Year 2014 concerning Environment Management and Monitoring on Forestry Activities / *Peraturan Menteri Kehutanan Nomor P.21 Tahun 2014 tentang Pengelolaan dan Pemantauan Lingkungan Kegiatan Kehutanan.*

Ministry of Environment and Forestry Regulation No. P.83/MenLHK/Setjen/Kum.1/10/2016 concerning Sosial Forestry/*Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.83/MenLHK/Setjen/Kum.1/10/2016 tentang Perhutanan Sosial.*

Director General of Sustainable Production Forest Management Regulation No. P.5 Year 2016 concerning Guideline for Potential Mapping and Conflict Resolution on Timber Forest Product License Holder in Production Forest /*Peraturan Dirjen Pengelolaan Hutan Produksi Lestari No. P.5 Tahun 2016 tentang Pedoman Pemetaan Potensi dan Resolusi Konflik pada Pemegang IUPHHK pada Hutan Produksi.*

1.4 Harvesting permits	National and sub-national laws and regulations regulating procedures for issuing harvesting permits, licenses or other <i>Legal</i>* documents required for specific harvesting operations. This includes the use of <i>Legal</i>* methods to obtain the permits. Corruption is a well-known issue that is connected with the issuing of harvesting permits. Ministry of Forestry Regulation P.31 Year 2014 concerning Procedures for the Provision and Expansion Natural Forest Concession (IUPHHK), IUPHHK Ecosystem Restoration, of IUPHHK Forest Plantation in Production Forest / <i>Permenhut No. P.31 Tahun 2014 Tentang Tata Cara Pemberian Dan Perluasan Areal Kerja Izin Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam, IUPHHK Restorasi Ekosistem, atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.4 Year 2016 concerning Limitation of Area of Concession in Natural Forest and Forest Plantation in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.4 Tahun 2016 Tentang Pembatasan Luasan Izin Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam Atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Forestry Regulation P.12 Year 2010 concerning Procedure for Imposition, Billing, and Payment Dues Forest Utilization License in Production Forest / <i>Permenhut No. P.12 Tahun 2010 tentang Tata Cara Pengenaan, Penagihan, Dan Pembayaran Iuran Izin Usaha Pemanfaatan Hutan Pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.71 Year 2016 concerning Procedure for Imposition, Billing and Payment of Forest Resources Provision, Reboisation Fund, Tree Stand Compensation, Fine for Violation of Forest Exploitation and Dues Forest Utilization License / <i>Peraturan Menteri Lingkungan Hidup Dan Kehutanan Republik Indonesia Nomor P.71 Tahun 2016 Tentang Tata Cara Pengenaan, Pemungutan Dan Penyetoran Provisi Sumber Daya Hutan, Dana Reboisasi, Ganti Rugi Tegakan, Denda Pelanggaran Eksploitasi Hutan Dan Iuran Izin Usaha Pemanfaatan Hutan.</i> Ministry of Environment and Forestry Regulation No. P.4 Year 2016 concerning Limitation of Area of Concession in Natural Forest and Forest Plantation in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.4 Tahun 2016 Tentang Pembatasan Luasan Izin Usaha Pemanfaatan Hasil Hutan Kayu (IUPHHK) Dalam Hutan Alam Atau IUPHHK Hutan Tanaman Industri Pada Hutan Produksi.</i> Ministry of Environment and Forestry No. P.45 Year 2016 concerning Guidance on Modification of Area of Concession in Production Forest / <i>Permen Lingkungan Hidup dan Kehutanan No. P.45 Tahun 2016 Tentang Tata Cara Perubahan Luasan Areal Izin Usaha Pemanfaatan Hasil Hutan Pada Hutan Produksi.</i> Ministry of Forestry Regulation No. P.32 Year 2013 concerning Macro
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	Planning for Forest Area Consolidation /Permen Kehutanan No. P.32 Tahun 2013 tentang Rencana Makro Pemantapan Kawasan Hutan.
2. Taxes and fees	
2.1 Payment of royalties and harvesting fees	Legislation covering payment of all legally required <i>forest*</i> harvesting specific fees such as royalties, stumpage fees and other volume-based fees. This includes payment of the fees based on the correct classification of quantities, qualities and species. Incorrect classification of <i>forest*</i> products is a well-known issue that is often combined with bribery of officials in charge of controlling the classification. Government Regulation No. 12 Year 2014 concerning Species and Tariff on Species and State Income Non-Tax for Ministry of Forestry / <i>Peraturan Pemerintah Nomor 12 Tahun 2014 tentang Jenis dan Tarif atas Jenis Penerimaan Negara Bukan Pajak yang Berlaku pada Kementerian Kehutanan.</i> Ministry of Forestry Regulation P.12 Year 2010 concerning Procedure for Imposition, Billing, and Payment Dues Forest Utilization License in Production Forest/Permenhut No. P.12 Tahun 2010 tentang Tata Cara Pengenaan, Penagihan, Dan Pembayaran Iuran Izin Usaha Pemanfaatan Hutan Pada Hutan Produksi. Ministry of Environment and Forestry Regulation No. P.71 Year 2016 concerning Procedure for Imposition, Billing and Payment of Forest Resources Provision, Reboisation Fund, Tree Stand Compensation, Fine for Violation of Forest Exploitation and Dues Forest Utilization License /Peraturan Menteri Lingkungan Hidup Dan Kehutanan Republik Indonesia Nomor P.71 Tahun 2016 Tentang Tata Cara Pengenaan, Pemungutan Dan Penyetoran Provisi Sumber Daya Hutan, Dana Reboisasi, Ganti Rugi Tegakan, Denda Pelanggaran Eksploitasi Hutan Dan Iuran Izin Usaha Pemamanfaatan Hutan.
2.2 Value added taxes and other sales taxes	Legislation covering different types of sales taxes which apply to the material being sold, including the sale of material as growing <i>forest*</i> (standing stock sales). Law No. 42 Year 2009 regarding Third Revision of Law No. 8 Year 1983 concerning Value Added Taxes of Goods and Services and Sales Tax for Luxury Goods / <i>Undang-Undang No. 42 Tahun 2009 tentang Perubahan Ketiga atas Undang-undang No. 8 Tahun 1983 tentang Pajak Pertambahan Nilai Barang dan Jasa dan Pajak Penjualan atas Barang Mewah.</i> Government Regulation No. 1 Year 2012 concerning Implementation of Law No 8 Year 1983 concerning Value Added Taxes on Goods and Services and Sales Tax of Luxury Goods as revised several times with previous revision on Law No. 42 Year 2009 regarding Third Revision of Law No. 8 Year 1983 concerning Value Added Taxes of Goods and Services and Sales Tax for Luxury Goods /Peraturan Pemerintah No. 1 Tahun

	2012 tentang Pelaksanaan UU No. 8 Tahun 1983 tentang Pajak Pertambahan Nilai Barang dan Jasa dan Pajak Penjualan atas Barang Mewah Sebagaimana telah Beberapa Kali diubah Terakhir dengan UU No. 42 Tahun 2009 tentang Perubahan Ketiga atas UU No. 8 Tahun 1983 tentang Pajak Pertambahan Nilai Barang dan Jasa dan Pajak Penjualan atas Barang Mewah. Director General of Tax Regulation No. 36 Year 2011 concerning Land Building Tax for Forestry/Peraturan Dirjen Pajak 36 Tahun 2011 tentang Pengenaan Pajak Bumi Dan Bangunan Sektor Perhutanan
2.3 Income and profit taxes	Legislation covering income and profit taxes related to profit derived from the sale of forest* products and harvesting activities. This category is also related to income from the sale of timber and does not include other taxes generally applicable for companies and is not related to salary payments. Law No. 36 Year 2008 concerning Fourth Revision of Law No. 7 Year 1983 concerning Income Tax/ Undang-Undang No. 36 Tahun 2008 Tentang Perubahan Keempat Atas Undang-undang No. 7 Tahun 1983 Tentang Pajak Penghasilan. Ministry of Finance Regulation No. 82 Year 2009 concerning Ministry of Finance Regulation concerning Income Tax Cut Paragraph 26 on Income from Sales or Transfer of Property in Indonesia, excluding those Regulated in Article 4 Paragraph (2) of Law on Income Taxes Accepted or Gained by Foreign Tax Payer Excluding Permanent Business Form in Indonesia /Peraturan Menteri Keuangan Republik Indonesia No. 82 Tahun 2009 Tentang Peraturan Menteri Keuangan Tentang Pemotongan Pajak Penghasilan Pasal 26 Atas Penghasilan Dari Penjualan Atau Pengalihan Harta Di Indonesia, Kecuali Yang Diatur Dalam Pasal 4 Ayat (2) Undang-Undang Pajak Penghasilan Yang Diterima Atau Diperoleh Wajib Pajak Luar Negeri Selain Bentuk Usaha Tetap Di Indonesia.
3. Timber harvesting activities	
3.1 Timber harvesting regulations	Any Legal* requirements for harvesting techniques and technology including selective cutting, shelter wood regenerations, clear felling, transport of timber from the felling site, seasonal limitations, etc. Typically this includes regulations on the size of felling areas, minimum age and/or diameter for felling activities, and elements that shall* be preserved during felling, etc. Establishment of skidding or hauling trails, road construction, drainage systems and bridges, etc., shall* also be considered as well as the planning and monitoring* of harvesting activities. Any legally binding codes for harvesting practices shall* be considered. Law No. 18 Year 2013 concerning Prevention and Eradication of Forest Destruction / Undang-Undang Republik Indonesia Nomor 18 Tahun 2013 Tentang Pencegahan Dan Pemberantasan Perusakan Hutan. Director General of Forest Production Development Decree No. SK.432 Year 2008 dated 17 December 2008 concerning Determination of Na-

	tional Logs Allowable Production for the Period of 2009 from Natural Forest Concession for every Provinces in Indonesia / <i>Keputusan Direktur Jenderal Bina Produksi Kehutanan Nomor: SK.432 Tahun 2008 tanggal 17 Desember 2008 tentang Penetapan Jatah Produksi Kayu Bulat Nasional Periode Tahun 2009 yang berasal dari IUPHHK-HA/HPH di setiap provinsi se-Indonesia.</i>
3.2 Protected sites and species	International, national, and sub national treaties, laws, and regulations related to protected areas, allowable <i>forest*</i> uses and activities, and/or rare, threatened, or endangered species, including their <i>habitats*</i> and potential <i>habitats*</i>. President Decree No. 32 Year 1990 concerning Protected Area Management /<i>Keputusan Presiden Nomor 32 Tahun 1990 tentang Pengelolaan Kawasan Lindung.</i> Law No. 18 Year 2013 concerning Prevention and Eradication of Forest Destruction / <i>Undang-Undang Republik Indonesia Nomor 18 Tahun 2013 Tentang Pencegahan Dan Pemberantasan Perusakan Hutan.</i> Government Regulation No. 38 Year 2011 concerning River/<i>Peraturan Pemerintah No. 38 Tahun 2011 tentang Sungai.</i> Government Regulation No. 45 Year 2004 concerning Forest Protection /<i>Peraturan Pemerintah Nomor 45 Tahun 2004 Tentang Perlindungan Hutan.</i> Law No. 5 Year 1990 concerning Living Resources and Its Ecosystem Conservation /<i>Undang-Undang Nomor 5 Tahun 1990 tentang Konservasi Sumber Daya Alam Hayati dan Ekosistemnya.</i> Government Regulation No. 7 Year 1999 concerning Preservation of Plant and Wildlife Species /<i>Peraturan Pemerintah Nomor 7 Tahun 1999 Tentang Pengawetan Jenis Tumbuhan Dan Satwa.</i> President Decree No. 43 Year 1978 concerning: Convention On International Trade In Endangered Species Of Wild Fauna And Flora /<i>Keputusan Presiden No. 43 Tahun 1978 Tentang: Convention On International Trade In Endangered Species Of Wild Fauna And Flora.</i> Ministry of Forestry Regulation No. 1613 Year 2001 concerning Utilization and Distribution of Ramin Species /<i>Peraturan Menteri Kehutanan No. 1613 Tahun 2001 tentang Pemanfaatan dan Peredaran Kayu Ramin.</i> Government Regulation No. 57 Year 2016 concerning Changes on Government Regulation No. 71 Year 2014 concerning Protection and Management of Peat Ecosystem / <i>Peraturan Pemerintah No. 57 Tahun 2016 tentang Perubahan atas Peraturan Pemerintah No. 71 Tahun 2014 tentang Perlindungan dan Pengelolaan Ekosistem Gambut.</i> Ministry of Environment and Forestry Regulation No P.20 Year 2018 concerning on Protected Flora and Fauna, and its two amendments regulation No. P.92 Year 2018 and No. P.106 Year 2018/<i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No P.20 Tahun 2018 tentang Jenis</i>

	<i>Tumbuhan dan Satwa Yang Dilindungi; dan dua perubahan peraturannya yaitu Permenhut No. P.92 Tahun 2018 dan No. P.106 tahun 2018.</i> Law No. 11/2013 concerning Ratification on Nagoya Protocol on Access to Genetic Resources and The Fair and Equitable Sharing of Benefits Arising from Their Utilization To The Convention on Biological Diversity / <i>UU No.11/2013 tentang Pengesahan Protokol Nagoya tentang Akses Pada Sumberdaya Genetic dan Pembagian Keuntungan yang Adil dan Seimbang yang Timbul dari Pemanfaatannya Atas Konvensi Keanekaragaman Hayati.</i> Government Regulation No. 41/2006 concerning Permit for Research and Development Activities for Foreign University, Foreign Research Agency, Foreign Business Entity, and Foreigner / <i>Peraturan Pemerintah No. 41/2016 tentang Perizinan Melakukan Kegiatan Penelitian dan Pengembangan bagi Perguruan Tinggi Asing, Lembaga Litbang Asing, Badan Usaha Asing dan Orang Asing.</i> National Science Agency Regulation No. 9/2014 concerning Guidance on Material Transfer Agreement in Scope of National Science Agency / <i>Peraturan Kepala LIPI No. 9/2014 tentang Pedoman Perjanjian Pengalihan Material di Lingkungan Lembaga Ilmiah Pengetahuan Indonesia.</i> Ministry of Environment and Forestry Regulation No. P2/2018 concerning Access to Genetic Resources of Wildlife Species and Benefits Sharing of its Utilization / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No P2/2018 tentang Akses Pada Sumberdaya Genetic Species Liar dan Pembagian Keuntungan atas Pemanfaatannya.</i>
3.3. Environmental requirements	National and sub national laws and regulations related to the identification and/or <i>protection*</i> of <i>environmental values*</i> including but not limited to those relating to or affected by harvesting, acceptable levels for soil damage, establishment of buffer zones (e.g., along water courses, open areas and breeding sites), maintenance of retention trees on the felling site, seasonal limitations of harvesting time, environmental requirements for <i>forest*</i> machineries, use of <i>pesticides*</i> and other chemicals, biodiversity <i>conservation*</i>, air quality, <i>protection*</i> and restoration* of water quality, operation of recreational equipment, development of non-forestry infrastructure*, mineral exploration and extraction, etc. UU No. 32 Year 2009 concerning Protecting and Managing Environmental / <i>UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan.</i> Ministry of Forestry Regulation No. P.21 Year 2014 concerning Environment Management and Monitoring on Forestry Activities / <i>Peraturan Menteri Kehutanan Nomor P.21 Tahun 2014 tentang Pengelolaan dan Pemantauan Lingkungan Kegiatan Kehutanan.</i> Government Regulation No. 27 Year 2012 concerning Environment Li-

	cense / Peraturan Pemerintah No. 27 Tahun 2012 tentang Izin Lingkungan. Ministry of Environment and Forestry No. 102 Year 2016 concerning Guideline for Development of Environment Document for Business and/or Activities that Have Obtained Business and/or Activity Licenses but not yet have Environment Document / <i>Permen Lingkungan Hidup Dan Kehutanan Nomor: P.102 Tahun 2016 Tentang Pedoman Penyusunan Dokumen Lingkungan Hidup Bagi Usaha dan/atau Kegiatan Yang Telah Memiliki Izin Usaha dan/atau Kegiatan Tetapi Belum Mempunyai Dokumen Lingkungan Hidup.</i>
3.4 Health and safety	Legally required personal <i>protection*</i> equipment for persons involved in harvesting activities, implementation of safe felling and transport practices, establishment of <i>protection*</i> zones around harvesting sites, safety requirements for machinery used, and legally required safety requirements in relation to chemical usage. The health and safety requirements that <i>shall*</i> be considered relevant to operations in the <i>forest*</i> (not office work, or other activities less related to actual <i>forest*</i> operations). Law No. 1 Year 1970 concerning Work Safety /Undang-Undang No. 1 Tahun 1970 Tentang Keselamatan Kerja. Law No. 23 Year 1992 concerning Health /Undang-Undang No. 23 Tahun 1992 tentang Kesehatan. Law No. 13 Year 2013 concerning Manpower /Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan. Ministry of Manpower, Transmigration and Cooperative Regulation No. Per.01 Year 1978 concerning Occupational Health and Safety on Timber Harvesting and Transportation /<i>Peraturan Menteri Tenaga Kerja, Transmigrasi Dan Koperasi No. Per.01 Tahun 1978 Tentang Keselamatan Dan Kesehatan Kerja Dalam Penebangan Dan Pengangkutan Kayu.</i> Ministry of Man-power Regulation No. Per.03 Year 1998 concerning Guideline for Accident Reporting and Investigation /<i>Peraturan Menteri Tenaga Kerja No. Per.03 Tahun 1998 Tentang Tata Cara Pelaporan Dan Pemeriksaan Kecelakaan.</i> Ministry of Manpower and Transmigration Regulation No. Per.15 Year 2008 concerning First Aid for Accident at Workplace/Peraturan Menteri Tenaga Kerja Dan Transmigrasi No. Per.15 Tahun 2008 Tentang Pertolongan Pertama Pada Kecelakaan Di Tempat Kerja. President Regulation No. 21 Year 2010 concerning Man-power Supervision /Peraturan Presiden Nomor 21 Tahun 2010 tentang Pengawasan Ketenagakerjaan. Ministry of Manpower and Transmigration Regulation No. Per.09 Year 2010 concerning Lifting and Moving Operator and Officer /Peraturan Menteri Tenaga Kerja Dan Transmigrasi No. Per.09 Tahun 2010 Tentang Operator Dan Petugas Pesawat Angkat Dan Angkut.

Ministry of Manpower and Transmigration Regulation No. Per.02 Year 1980 concerning Checking of Man-power Health on Occupational Safety Implementation /Peraturan Menteri Tenaga Kerja dan Transmigrasi Nomor PER.02 Tahun 1980 tentang Pemeriksaan Kesehatan Tenaga Kerja Dalam Penyelenggaraan Keselamatan Kerja.

Ministry of Manpower and Transmigration Regulation No. Per.01 Year 1981 concerning Obligation to Report on Disease due to Work /Peraturan Menteri Tenaga Kerja dan Transmigrasi No. PER.01 Tahun 1981 tentang Kewajiban Melapor Penyakit Akibat Kerja.

Ministry of Manpower and Transmigration Regulation No. Per.03 Year 1982 concerning Occupational Health Service /Peraturan Menteri Tenaga Kerja dan Transmigrasi Nomor PER.03 Tahun 1982 tentang Pelayanan Kesehatan Kerja.

Ministry of Manpower and Transmigration Regulation No. Per.08 Year 2010 concerning Personal Protection Equipment /Peraturan Menteri Tenaga Kerja Dan Transmigrasi No. Per.08 Tahun 2010 Tentang Alat Pelindung Diri.

Government Regulation No. 50 Year 2012 concerning Implementation of Occupational Health and Safety Management System /PP No. 50 Tahun 2012 tentang Penerapan SMK3.

Ministry of Man-power Regulation No. 26 Year 2016 concerning Implementation of Assessment of Implementation of Occupational Health and Safety Management System /Peraturan Menteri Ketenagakerjaan No. 26 Tahun 2014 Tentang Penyelenggaraan Penilaian Penerapan Sistem Manajemen Keselamatan Dan Kesehatan Kerja.

Ministry of Manpower Regulation No. 26 Year 2015 concerning Procedure for Impelementation of Accident Insurance, Death Insurance, and Retirement Insurance Program for Employee /Peraturan Menteri Ketenagakerjaan No. 26 Tahun 2015 Tentang Tata Cara Penyelenggaraan Program Jaminan Kecelakaan Kerja, Jaminan Kematian, Dan Jaminan Hari Tua Bagi Peserta Penerima Upah.

Ministry of Civil Works Regulation No 19/PRT/M/2012 concerning Guidelines for Spatial Planning in the Area Around the Final Waste Processing Site/Peraturan Menteri Pekerjaan Umum Nomor 19/PRT/M/2012 Tahun 2012 Tentang Pedoman Penataan Ruang Kawasan Sekitar Tempat Pemrosesan Akhir Sampah.

Government Regulation No. 74 year 2001 concerning Management of Hazardous and Toxic Materials/Peraturan Pemerintah Republik Indonesia Nomor 74 Tahun 2001 Tentang Pengelolaan Bahan Berbahaya Dan Beracun.

Ministry of Evironment and Forestry Regulation No P.102/Menlhk/Setjen/Kum.1/11/2018 concerning Procedure for Licensing for Wastewater Discharge through Online Single Submission System/Peraturan Menteri

	<i>Lingkungan Hidup Dan Kehutanan Nomor P.102/Menlhk/Setjen/Kum.1/11/2018 Tahun 2018 Tentang Tata Cara Perizinan Pembuangan Air Limbah Melalui Pelayanan Perizinan Berusaha Terintegrasi Secara Elektronik.</i> Law No. 18 year 2008 concerning Waste Management/<i>Undang Undang No 18 tahun 2008 tentang Pengelolaan Sampah.</i> Ministry of Internal Affairs Regulation No. 33 year 2010 concerning Waste Management Guidelines/<i>Peraturan Menteri Dalam Negeri Nomor 33 Tahun 2010 Tentang Pedoman Pengelolaan Sampah.</i> Ministry of Labor No. 5 Year 2018 concerning Occupational Health and Safety and Occupational Environment / <i>Peraturan Menteri Ketenagakerjaan No. 5 Tahun 2018 tentang Keselamatan dan Kesehatan Kerja Lingkungan Kerja.</i>
3.5 Legal* employment	<i>Legal*</i> requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and minimum age for personnel involved in hazardous work, legislation against forced and compulsory man power, and discrimination and freedom of association. Law No. 13 Year 2013 concerning Manpower /<i>Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan.</i> Law No. 39 concerning Human Rights /<i>UU No. 39 Tahun 1999 tentang Hak Asasi Manusia.</i> Law No. 23 Year 1992 concerning Health /<i>Undang-Undang No. 23 Tahun 1992 tentang Kesehatan.</i> Law No. 21 Year 2007 concerning Eradication of Crime on Human Trafficking /<i>Undang-Undang No.21 Tahun 2007 Tentang Pemberantasan Tindak Pidana Perdagangan Orang.</i> Law No. 19 Year 1999 concerning the approval of the International labour Organization Convention No: 105 on Abolition of Forced labour /<i>Undang – Undang no. 19 tahun 1999 mengenai pengesahan konvensi ILO No. 105 tentang penghapusan kerja paksa.</i> Ministry of ManPower and Transmigration No. 51 Year 2004 concerning Long Rest on Specific Company /<i>Keputusan Menteri Tenaga Kerja dan Transmigrasi No. 51 Tahun 2004 tentang Istirahat Panjang Pada Perusahaan Tertentu.</i> Ministry of ManPower and Transmigration Regulation No. 100 Year 2004 concerning Implementation Work Agreement with Specific Period of Time /<i>Keputusan Menteri Tenaga Kerja dan Transmigrasi No.100 Tahun 2004 tentang Pelaksanaan Perjanjian Kerja Waktu Tertentu.</i>

Ministry of ManPower Regulation No. Per.02 Year 1993 concerning Normal Retirement Age and Maximum Retirement Age Limit for Retirement Fund Regulation Participant /*Peraturan Menteri Tenaga Kerja No. Per.02 Tahun 1993 Tentang Usia Pensiun Normal Dan Batas Usia Pensiun Maksimum Bagi Peserta Peraturan Dana Pensiun.*

Government Regulation No. 21 Year 1954 concerning Determination of Regulation of Labor Rest /*Peraturan Pemerintah No. 21 Tahun 1954 tentang Penetapan Peraturan Istirahat Buruh.*

Ministry of ManPower Regulation No. PER.03 Year 1996 concerning Settlement of Severance of Work Relation and Determination of Severance Money, Service Money and Compensation in Private Company /*Peraturan Menteri Tenaga Kerja R.I. Nomor: PER -03 Tahun 1996 tentang Penyelesaian Pemutusan Hubungan Kerja Dan Penetapan Uang Pesangon, Uang Jasa Dan Ganti Kerugian Di Perusahaan Swasta.*

Ministry of ManPower and Transmigration Regulation No. 51 Year 2004 concerning Long Holiday on Specific Company /*Keputusan Menteri Tenaga Kerja dan Transmigrasi No. 51 Tahun 2004 tentang Istirahat Panjang Pada Perusahaan Tertentu.*

Ministry of ManPower and Transmigration No. 102 Year 2004 concerning Time and Wage for Overtime /*Keputusan Menteri Tenaga Kerja dan Transmigrasi No. 102 Tahun 2004 mengenai Waktu dan Upah Kerja Lembur.*

Law No. 40 Year 2004 concerning National Social Security System /*Undang-Undang no 40 tahun 2004 tentang Sistem Jaminan Sosial Nasional.*

Government Regulation No. 44 Year 2015 concerning Implementation of Occupational Accident Insurance and Death Insurance Program /*Peraturan Pemerintah No. 44 Tahun 2015 tentang Penyelenggaraan Program Jaminan Kecelakaan Kerja Dan Jaminan Kematian.*

Ministry of ManPower and Transportation No. 224 Year 2003 concerning Obligation of Business Owner that Employ Female Worker/Labor between 23.00 – 07.00 hour /*Keputusan Menteri Tenaga Kerja dan Transportasi No. 224 Tahun 2003 tentang Kewajiban Pengusaha yang Mempekerjakan Pekerja/Buruh Perempuan antara Pukul 23.00 sampai dengan 07.00*

Government Regulation No. 44 Year 2015 concerning Accident Insurance /*Peraturan Pemerintah No. 44 Tahun 2015 tentang Jaminan Kecelakaan Kerja.*

Ministry of Manpower No. 6 Year 2016 concerning Holiday Bonus /*Permenaker No.6 Tahun 2016 tentang Tunjangan Hari Raya.*

Ministry of Manpower Circular Letter No. SE-07 Year 1990 concerning Grouping of Wage and Non-Wage Income Components /*Surat Edaran*

Menteri Tenaga Kerja Republik Indonesia No. SE-07 Tahun 1990 tentang Pengelompokan Komponen Upah Dan Pendapatan Non Upah.

Law No. 21 Year 2000 concerning Labor Union/Worker Union /UU No. 21 tahun 2000 tentang Serikat Buruh/Serikat Pekerja.

Ministry of Manpower and Transmigration Decree No. Kep.48 Year 2004 concerning Procedure for Development and Endorsement of Company Regulation and Development and Registration of Joint Work Agreement /Keputusan Menteri Tenaga Kerja Dan Transmigrasi No. Kep.48 Tahun 2004 Tentang Tata Cara Pembuatan Dan Pengesahan Peraturan Perusahaan Serta Pembuatan Dan Pendaftaran Perjanjian Kerja Bersama.

Law No. 21 Year 1999 concerning Ratification ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation /Undang-Undang Nomor 21 Tahun 1999 Tentang Pengesahan ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation.

Law No. 23 Year 2002 on Child Protection /UU No. 23 Tahun 2002 Perlindungan Anak.

Ministry of Manpower and Transmigration Decree No. KEP.235 Year 2003 concerning The Types of Work That Endanger the Health, Safety or Morals of Children /Keputusan Menteri Tenaga Kerja dan Transmigrasi KEP. 235 Tahun 2003 Tentang Jenis-Jenis Pekerjaan Yang Membahayakan Kesehatan, Keselamatan Dan Moral Anak.

Law No. 20 Year 1999 Concerning Ratification of ILO Convention No. 138 Year 1973 concerning Minimum Age / Undang-undang No. 20 Tahun 1999 tentang Ratifikasi Konvensi ILO No. 138 Tahun 1973 mengenai Batas Usia Minimum Diperbolehkan Bekerja.

Law No. 1 Year 2000 concerning Ratification of ILO Convention No. 182 Year 1999 concerning Worst Form of Child Labor / Undang-Undang No. 1 tahun 2000 tentang Ratifikasi Konvensi ILO No. 182 Tahun 1999 mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-bentuk Pekerjaan Terburuk untuk Anak.

Law No. 19 Year 1999 concerning Ratification of ILO Convention No. 105 Concerning the Abolition of Forced Labour / UU No. 19 Tahun 1999 Tentang Pengesahan ILO Convention No. 105 Concerning the Abolition of Forced Labour (Konvensi Ilo Mengenai Penghapusan Kerja Paksa).

Law No. 1 Year 2000 concerning Ratification ILO Convention No. 182 Concerning the Prohibition and Immediate Action for The Elimination of The Worst Forms of Child Labour /Undang-Undang Nomor 1 Tahun 2000 Tentang Pengesahan ILO Convention No. 182 Concerning the Prohibition and Immediate Action for The Elimination of The Worst Forms of Child Labour (Konvensi ILO No. 182 Mengenai Pelarangan Dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk Untuk Anak).

	Presidential Decree No. 83 Year 1998 concerning Ratification of ILO Convention 87 concerning Right to Organise and Collective Bargaining Convention / <i>Keputusan Presiden No. 83 Tahun 1998 Tentang Pengesahan Konvensi ILO No. 87 Mengenai Kebebasan Berserikat Dan Perlindungan Hak Untuk Berorganisasi.</i> Law No. 8 Year 2016 concerning Person with Disabilities / <i>Undang-undang No. 8 Tahun 2016 tentang Penyandang Disabilitas.</i>
4. Third parties' rights	
4.1 Customary rights*	Legislation covering <i>customary rights</i>* relevant to <i>forest</i>* harvesting activities, including requirements covering the sharing of benefits and indigenous people's rights. People Representative Assembly Decree No. IX Year 2001 concerning Renewal of Agraria and Management of Natural Resources / <i>TAP MPR. No. IX/MPR/2001 tentang Pembaruan Agraria dan Pengelolaan Sumber Daya Alam.</i> Law No. 5 Year 1960 concerning Basic Regulations on Agraria / <i>Undang-Undang nomor 5 Tahun 1960 tentang Pokok Agraria (UUPA).</i> Law No. 39 Year 1999 concerning Human Rights / <i>UU No. 39 Tahun 1999 tentang Hak Asasi Manusia.</i> Law No. 41 Year 1999 concerning Forestry / <i>UU No. 41 Tahun 1999 tentang kehutanan.</i> Law No. 26 Year 2007 concerning Spatial Planning / <i>UU No. 26 Tahun 2007 tentang Penataan Ruang.</i> Law No. 32 Year 2009 concerning Environmental Protection and Management / <i>UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup.</i> Law No. 18 Year 2013 concerning Prevention and Eradication of Forest Destruction / <i>UU No. 18 Tahun 2013 tentang Pencegahan dan Pemberantasan Perusakan Hutan.</i> Law No. 6 Year 2014 concerning Village / <i>UU No. 6 Tahun 2014 tentang Desa.</i> Law No. 12 Year 2001 concerning Special Autonomy for Papua Province / <i>UU No. 21 Tahun 2001 tentang Otonomi Khusus Bagi Provinsi Papua.</i> Law No. 11 Year 2006 concerning Government of Aceh / <i>UU No. 11 Tahun 2006 tentang Pemerintahan Aceh.</i> Law No. 13 Year 2012 concerning Special Region of Yogyakarta / <i>UU No. 13 Tahun 2012 tentang Keistimewaan Daerah Istimewah Yogyakarta.</i> Constitutional Court Verdict No. 45 Year 2011 concerning Article 1 Number 3 of Forestry Law published on 21 February 2012 / <i>Keputusan Mahkamah Konstitusi Nomor 45/2011 tentang uji Pasal 1 angka 3 UU</i>

	kehutanan diterbitkan pada tanggal 21 Februari 2012. Constitutional Court Verdict No. 35 Year 2012 concerning Review of Law No. 41 Year 1999 concerning Forestry against Republic of Indonesia Constitution 1945 published on 16 May 2013 /<i>Keputusan Mahkamah Konstitusi No. 35 Tahun 2012 tentang Pengujian Undang-Undang Nomor 41 Tahun 1999 tentang Kehutanan terhadap Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 diterbitkan tanggal 16 Mei 2013.</i> Presidential Decree No. 111 Year 1999 concerning Empowerment of Remote Customary Community /<i>Keputusan Presiden No. 111 Tahun 1999 tentang Pemberdayaan Komunitas Adat Terpencil.</i> Circular Letter No. S.75 Year 2004 concerning Circular Letter on Customary Law Issue and Compensation by Customary People /<i>Surat Edaran No. S.75 Tahun 2004 tentang Surat Edaran Masalah Hukum Adat dan Tuntutan Kompensasi/Ganti rugi oleh Masyarakat Hukum Adat.</i> Ministry of Forestry Circular Letter No. SE 1 Year 2013 regarding Constitutional Court Verdict No. 35 Year 2012 / <i>Surat Edaran Menhut no. SE 1/2013 tentang Putusan Mahkamah Konstitusi Nomor 35 Tahun 2012.</i> Ministry of Environment and Forestry Regulation No. P21/2019 concerning Customary Forest* and Private Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P21/2019 tentang Hutan Adat dan Hutan Hak.</i> Ministry of Home Affairs Regulation No. 52 Year 2014 concerning Guideline on Acknowledgement and Protection of Customary Community / <i>Permendagri nomor 52 Tahun 2014 tentang Pedoman Pengakuan dan Perlindungan Masyarakat Hukum Adat.</i>
4.2 Free prior and informed consent*	Legislation covering “free prior and informed consent” in connection with the transfer of forest* management rights and customary rights* to The Organization* in charge of the harvesting operation. People Representative Assembly Decree No. IX Year 2001 concerning Renewal of Agraria and Management of Natural Resources /<i>TAP MPR. No. IX/MPR/2001 tentang Pembaruan Agraria dan Pengelolaan Sumber Daya Alam.</i> Law No. 11 Year 2005 concerning Ratification of International Covenant on Economic and Cultural Rights / <i>UU No. 11 TAHUN 2005 tentang Pengesahan International Covenant on Economic and Cultural Rights.</i> Law No. 32 Year 2009 concerning Environmental Protection and Management / <i>UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup.</i> Law No. 14 Year 2008 concerning Public Information Transparency /<i>UU No. 14 tahun 2008 tentang Keterbukaan Informasi Publik.</i>
4.3 Indigenous peoples* rights	Legislation that regulates the rights of indigenous people* as far as it is related to forestry activities. Possible aspects to consider are land ten-

	ure*, and rights to use certain forest* related resources and practice traditional activities, which may involve forest* lands.
	People Representative Assembly Decree No. IX Year 2001 concerning Renewal of Agraria and Management of Natural Resources /TAP MPR. No. IX/MPR/2001 tentang Pembaruan Agraria dan Pengelolaan Sumber Daya Alam. Law No. 5 Year 1960 concerning Basic Regulations on Agraria / Undang-Undang nomor 5 Tahun 1960 tentang Pokok Agraria (UUPA). Law No. 39 Year 1999 concerning Human Rights / UU No. 39 Tahun 1999 tentang Hak Asasi Manusia. Law No. 41 Year 1999 concerning Forestry /UU No. 41 Tahun 1999 tentang kehutanan. Law No. 26 Year 2007 concerning Spatial Planning /UU No. 26 Tahun 2007 tentang Penataan Ruang. Law No. 32 Year 2009 concerning Environmental Protection and Management /UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup. Law No. 18 Year 2013 concerning Prevention and Eradication of Forest Destruction /UU No. 18 Tahun 2013 tentang Pencegahan dan Pemberantasan Perusakan Hutan. Law No. 6 Year 2014 concerning Village /UU No. 6 Tahun 2014 tentang Desa. Law No. 12 Year 2001 concerning Special Autonomy for Papua Province /UU No. 21 Tahun 2001 tentang Otonomi Khusus Bagi Provinsi Papua. Law No. 11 Year 2006 concerning Government of Aceh /UU No. 11 Tahun 2006 tentang Pemerintahan Aceh. Law No. 13 Year 2012 concerning Special Region of Yogyakarta / UU No. 13 Tahun 2012 tentang Keistimewaan Daerah Istimewah Yogyakarta. Constitutional Court Verdict No. 45 Year 2011 concerning Article 1 Number 3 of Forestry Law published on 21 February 2012 / Keputusan Mahkamah Konstitusi Nomor 45/2011 tentang uji Pasal 1 angka 3 UU kehutanan diterbitkan pada tanggal 21 Februari 2012. Constitutional Court Verdict No. 35 Year 2012 concerning Review of Law No. 41 Year 1999 concerning Forestry against Republic of Indonesia Constitution 1945 published on 16 May 2013 /Keputusan Mahkamah Konstitusi No. 35 Tahun 2012 tentang Pengujian Undang-Undang Nomor 41 Tahun 1999 tentang Kehutanan terhadap Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 diterbitkan tanggal 16 Mei 2013. Presidential Decree No. 111 Year 1999 concerning Empowerment of Remote Customary Community /Keputusan Presiden No. 111 Tahun 1999

	<i>tentang Pemberdayaan Komunitas Adat Terpencil.</i> Circular Letter No. S.75 Year 2004 concerning Circular Letter on Customary Law Issue and Compensation by Customary People / <i>Surat Edaran No. S.75 Tahun 2004 tentang Surat Edaran Masalah Hukum Adat dan Tuntutan Kompensasi/Ganti rugi oleh Masyarakat Hukum Adat.</i> Ministry of Forestry Circular Letter No. SE 1 Year 2013 regarding Constitutional Court Verdict No. 35 Year 2012 / <i>Surat Edaran Menhut no. SE 1/2013 tentang Putusan Mahkamah Konstitusi Nomor 35 Tahun 2012.</i> Ministry of Home Affair Regulation No. 52 Year 2014 concerning Guideline on Acknowledgement and Protection of Customary Community / <i>Permendagri nomor 52 Tahun 2014 tentang Pedoman Pengakuan dan Perlindungan Masyarakat Hukum Adat.</i>
5. Trade and transport NOTE: This section covers requirements for <i>forest*</i> management operations as well as processing and trade.	
5.1 Classification of species, quantities, qualities	Legislation regulating how harvested material is classified in terms of species, volumes and qualities in connection with trade and transport. Incorrect classification of harvested material is a well-known method to reduce or avoid payment of legally prescribed taxes and fees. Government Regulation No. 12 Year 2014 concerning Species and Tariff on Species and State Income Non-Tax for Ministry of Forestry / <i>Peraturan Pemerintah Nomor 12 Tahun 2014 tentang Jenis dan Tarif atas Jenis Penerimaan Negara Bukan Pajak yang Berlaku pada Kementerian Kehutanan.</i> Ministry of Forestry Decree No. 163 Year 2003 concerning Grouping of Timber Species as Basis for Forestry Fees / <i>Keputusan Menteri Kehutanan Nomor : 163 Tahun 2003 Tentang Pengelompokan Jenis Kayu Sebagai Dasar Pengenaan Iuran Kehutanan.</i> Ministry of Environment and Forestry No. P.58 Year 2016 concerning revision of Ministry of Environment and Forestry No. P.42 Year 2015 concerning Administration of Timber Forest Product from Plantation Forest in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan RI No. P.58 Tahun 2016 tentang Perubahan Atas Peraturan Menteri! Lingkungan Hidup dan Kehutanan No. P.42 Tahun 2015 tentang Penatausahaan Hasil Hutan Kayu yang Berasal dari Hutan Tanaman pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.60 Year 2016 concerning Revision of Ministry of Environment and Forestry No. P.43 Year 2015 concerning Administration of Timber Forest Product from Natural Forest / <i>Peraturan Menteri Lingkungan Hidup Dan Kehutanan Republik Indonesia Nomor P.60 Tahun 2016 Tentang Perubahan Atas Peraturan Menteri Lingkungan Hidup Dan Kehutanan Nomor P.43 Tahun</i>

	<i>2015 Tentang Penatausahaan Hasil Hutan Kayu Yang Berasal Dari Hutan Alam.</i> Ministry of Forestry Regulation No. P.91 Year 2014 concerning Administration of Non-Timber Forest Product from State Forest / <i>Permen Kehutanan No. P.91 Tahun 2014 tentang Penatausahaan Hasil Hutan Bukan Kayu yang Berasal dari Hutan Negara.</i>
5.2 Trade and transport	All required trading permits <i>shall*</i> exist as well as legally required transport documents which accompany the transport of wood from <i>forest*</i> operations. Ministry of Environment and Forestry Regulation No. P.85 Year 2016 concerning Transporting Timber Forest Product coming from Private Forest / <i>Peraturan Menteri Lingkungan Hidup Dan Kehutanan RI Nomor P.85 Tahun 2016 Tentang Pengangkutan Hasil Hutan Kayu Budidaya Yang Berasal Dari Hutan Hak.</i> Ministry of Environment and Forestry No. P.58 Year 2016 concerning revision of Ministry of Environment and Forestry No. P.42 Year 2015 concerning Administration of Timber Forest Product from Plantation Forest in Production Forest / <i>Peraturan Menteri Lingkungan Hidup dan Kehutanan RI No. P.58 Tahun 2016 tentang Perubahan Atas Peraturan Menteri! Lingkungan Hidup dan Kehutanan No. P.42 Tahun 2015 tentang Penatausahaan Hasil Hutan Kayu yang Berasal dari Hutan Tanaman pada Hutan Produksi.</i> Ministry of Environment and Forestry Regulation No. P.60 Year 2016 concerning Revision of Ministry of Environment and Forestry No. P.43 Year 2015 concernig Administration of Timber Forest Product from Natural Forest / <i>Peraturan Menteri Lingkungan Hidup Dan Kehutanan Republik Indonesia Nomor P.60 Tahun 2016 Tentang Perubahan Atas Peraturan Menteri Lingkungan Hidup Dan Kehutanan Nomor P.43 Tahun 2015 Tentang Penatausahaan Hasil Hutan Kayu Yang Berasal Dari Hutan Alam.</i> Ministry of Forestry Regulation No. P.91 Year 2014 concerning Administration of Non-Timber Forest Product from State Forest / <i>Permen Kehutanan No. P.91 Tahun 2014 tentang Penatausahaan Hasil Hutan Bukan Kayu yang Berasal dari Hutan Negara.</i> Ministry of Industry and Trade Decree No. 68 Year 2003 concerning Inter-Island Timber Trades / <i>Keputusan Menteri Perindustrian Dan Perdagangan No. 68 Tahun 2003 Tentang Perdagangan Kayu Antar Pulau.</i>
5.3 Offshore trading and transfer pricing	Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens, combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and is considered to be an important source of funds that can be used for payment of bribery and black money to the <i>forest*</i> operation and personnel involved in the harvesting operation.

	Many countries have established legislation covering transfer pricing and offshore trading. It should* be noted that only transfer pricing and offshore trading, as far as it is legally prohibited in the country, can be included here. Ministry of Trade Regulation No. 24 Year 2017 concerning Determination of Export Price Reference for Agricultural and Forestry Product Subject to Export Tax / <i>Permen Perdagangan No. 24 Tahun 2017 tentang Penetapan Harga Patokan Ekspor atas Produk Pertanian dan Kehutanan yang dikenakan Bea Keluar.</i> Minister of Finance Regulation number 213/PMK.03/2016 (PMK-213) titled the type of additional documents and/or information mandatory to be kept by taxpayers who conduct transactions with related parties and its procedures / <i>Permen Keuangan No. 213/PMK.03/2016 Tentang Jenis Dokumen Dan/ Atau Informasi Tambahan Yang Wajib Disimpan O Leh Wajib Pajak Yang Melakukan Transaksi Dengan Para Pihak Yang Mempunyai Hubungan Istimewa, Dan Tata Cara Pengelolaannya.</i> Ministry of Trade Regulation No. 12 Year 2017 concerning Revision of Ministry of Trade Regulation No. 84 Year 2016 concerning Provision of Export of Forestry Industry Products / <i>Peraturan Menteri Perdagangan Nomor 12 Tahun 2017 tentang Perubahan Atas Peraturan Menteri Perdagangan Nomor 84 Tahun 2016 Tentang Ketentuan Ekspor Produk Industri Kehutanan.</i> Director General of Tax Regulation No. Per-23 Year 2009 concerning Second Revision of Director General of Tax Decree No. Kep-523 Year 2001 concerning Tariff and Procedure for Collection, Payment, and Reporting of Tax Income Article 22 by Industry and Exporter on Forestry, Plantation, Agriculture and Fisheries on Purchase of Materials for Industry of Export Purposes from Collecting Traders / <i>Peraturan Dirjen Pajak Nomor Per-23 Tahun 2009 Tentang Perubahan Kedua Atas Keputusan Direktur Jenderal Pajak Nomor Kep-523 Tahun 2001 Tentang Tarif Dan Tata Cara Pemungutan, Penyetoran, Serta Pelaporan Pajak Penghasilan Pasal 22 Oleh Industri Dan Eksportir Yang Bergerak Dalam Sektor Perhutanan, Perkebunan, Pertanian, Dan Perikanan Atas Pembelian Bahan-Bahan Untuk Keperluan Industri Atau Ekspor Mereka Dari Pedagang Pengumpul.</i>
5.4 Custom regulations	Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species). Ministry of Trade Regulation No. 89 Year 2015 concerning Provision of Export of Forestry Industry Products / <i>Permen Perdagangan No. 89 Tahun 2015 Tentang Ketentuan Ekspor Produk Industri Kehutanan</i> Director General of Foreign Trades Regulation No. 02 Year 2007 concerning Stipulation and Procedure for Verification/Technical Tracing of Specific Forestry Industry Product Export by Surveyor / <i>Peraturan Dirjen Perdagangan Luar Negeri No. 02 Tahun 2007 Tentang Ketentuan Dan</i>

	<i>Tata Cara Verifikasi / Penelusuran Teknis Ekspor Produk Industri Kehutanan Tertentu Oleh Surveyor.</i>
5.5 CITES	CITES Certificates (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention). Ministry of Forestry Regulation No. 1613 Year 2001 concerning Utilization and Distribution of Ramin Species / <i>Peraturan Menteri Kehutanan No. 1613 Tahun 2001 tentang Pemanfaatan dan Peredaran Kayu Ramin.</i> Presidential Decree No. 43 Year 1978 concerning Convention on International Trade in Endangered Species of Wild Fauna and Flora / <i>Keputusan Presiden No. 43 Tahun 1978 Tentang Convention on International Trade in Endangered Species of Wild Fauna and Flora.</i> Ministry of Trade Regulation No. 50 Year 2013 concerning Stipulation on Export of Natural Plant and Wildlife Not Protected by Law and Included in CITES List / <i>Peraturan Menteri Perdagangan No. 50 Tahun 2013 tentang Ketentuan Ekspor Tumbuhan Alam dan Satwa Liar yang Tidak Dilindungi Undang-undang dan Termasuk dalam Daftar CITES.</i>
6. Due diligence / due care	
6.1 Due diligence / due care procedures	Legislation requiring due diligence/due care procedures, including, e.g., due diligence/due care systems, declaration obligations, and/or the keeping of trade related documents etc. Director General of Sustainable Production Forest Management Regulation No. 7 Year 2015 concerning Procedure for Implementation of Due Diligence, Provision of Import Declaration and Recommendation of Forestry Product Import / <i>Peraturan Direktur Jenderal Pengelolaan Hutan Produksi Lestari Nomor 7 Tahun 2015 Tentang Tata Cara Pelaksanaan Uji Tuntas (Due Diligence), Penerbitan Deklarasi Impor Dan Rekomendasi Impor Produk Kehutanan.</i> Director General of Sustainable Production Forest Management Regulation No. P.14 Year 2016 concerning Standard and Guideline on Implementation of Sustainable Production Forest Management and Timber Legality Verification Performance Assessment / <i>Peraturan Direktur Jenderal Pengelolaan Hutan Produksi Lestari No. P.14 Tahun 2016 Tentang Standar Dan Pedoman Pelaksanaan Penilaian Kinerja Pengelolaan Hutan Produksi Lestari (PHPL) Dan Verifikasi Legalitas Kayu (VLK).</i>
7. Ecosystem Services	
	Legislation covering ecosystem services* rights, including customary rights* as well as management rights that include the use of Legal* methods to make claims and obtain benefits and management rights related to ecosystem services*. National and subnational laws and regulations related to the identification, protection and payment for ecosystem services*. Also includes Legal* business registration and tax registration,

	including relevant <i>Legal</i>* required licenses for the exploitation, payment, and claims related to <i>ecosystem services</i>* (including tourism).
	Government Regulation No. 3 Year 2008 concerning Revision of Government Regulation No. 6 Year 2007 concerning Forest Management and Development of Forest Management Plan and Forest Utilization/ <i>Peraturan Pemerintah No. 3 Tahun 2008 tentang Perubahan Peraturan Pemerintah Nomor 6 Tahun 2007 tentang Tata Hutan Dan Penyusunan Rencana Pengelolaan Hutan, Serta Pemanfaatan Hutan.</i> Ministry of Forestry Regulation No. P.22 Year 2012 concerning Guideline on Natural Tourism Environmental Services Utilization Services in Protected Forest / <i>Peraturan Menteri Kehutanan No. P.22 Tahun 2012 Tentang Pedoman Kegiatan Usaha Pemanfaatan Jasa Lingkungan Wisata Alam Pada Hutan Lindung.</i> Ministry of Forestry Regulation No. P.11 Year 2013 concerning Revision of Ministry of Forestry Regulation No. P.36 Year 2009 concerning Procedure for Provision of License of Utilization Business of Carbon Capture and/or Storage in Production Forest and Protected Forest / <i>Peraturan Menteri Kehutanan No. P.11 Tahun 2013 Tentang Perubahan Atas Peraturan Menteri Kehutanan No. P.36 Tahun 2009 Tentang Tata Cara Perizinan Usaha Pemanfaatan Penyerapan Dan /Atau Penyimpanan Karbon Pada Hutan Produksi Dan Hutan Lindung.</i> Ministry of Environment and Forestry Regulation No. P.46 Year 2016 concerning Utilization of Earth Termal Environmental Services in National Park, Grand Forest Park and Nature Tourism Park Area /<i>Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P.46 Tahun 2016 tentang Pemanfaatan Jasa Lingkungan Panas Bumi pada Kawasan Taman Nasional, Taman Hutan Raya dan Taman Wisata Alam.</i> Government Regulation No. 28 Year 2011 concerning the Management of Nature Reserve Area and Nature conservation Area (including essential ecosystem area) / <i>Peraturan Pemerintah No. 28 Tahun 2011 tentang Pengelolaan Kawasan Suaka Alam dan Kawasan Pelestarian Alam (termasuk kawasan ekosistem esensial).</i>

Annex B1 - Training requirements for *workers**

*Workers** shall be able to:

- 1) Implement *forest** activities to comply with applicable *Legal** requirements (*Criterion** 1.5);
- 2) Understand the content, meaning and applicability of the eight ILO Core Labour Conventions and in the applicable national laws and regulations (*Criterion** 2.1);
- 3) Recognize and report on instances of sexual harassment and gender discrimination (*Criterion** 2.2);
- 4) Safely handle and dispose of hazardous substances to ensure that use does not pose health *risks** (*Criterion** 2.3);
- 5) Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (*Criterion** 2.5);
- 6) Identify where *indigenous peoples** have *Legal** and *customary rights** related to management activities (*Criterion** 3.2);
- 7) Identify and implement applicable elements of UNDRIP and ILO Convention 169 (*Criterion** 3.4);
- 8) Identify sites of special cultural, ecological, economic, religious or spiritual significance to *indigenous peoples** and implement the necessary measures to protect them before the start of *forest** management activities to avoid negative impacts (*Criterion** 3.5 and *Criterion** 4.7);
- 9) Identify where *local communities** have *Legal** and *customary rights** related to management activities (*Criterion** 4.2);
- 10) Carry out social, economic and environmental impact assessments* and develop appropriate mitigation measures (*Criterion** 4.5);
- 11) Implement activities related to the maintenance and/or enhancement of declared *ecosystem services** (*Criterion** 5.1); when FSC Ecosystem Services Claims are used
- 12) Handle, apply and store *pesticides** (*Criterion** 10.7); and
- 13) Implement procedures for cleaning up spills of *waste materials** (*Criterion** 10.12).

Annex B2 - Camp requirements for *workers**

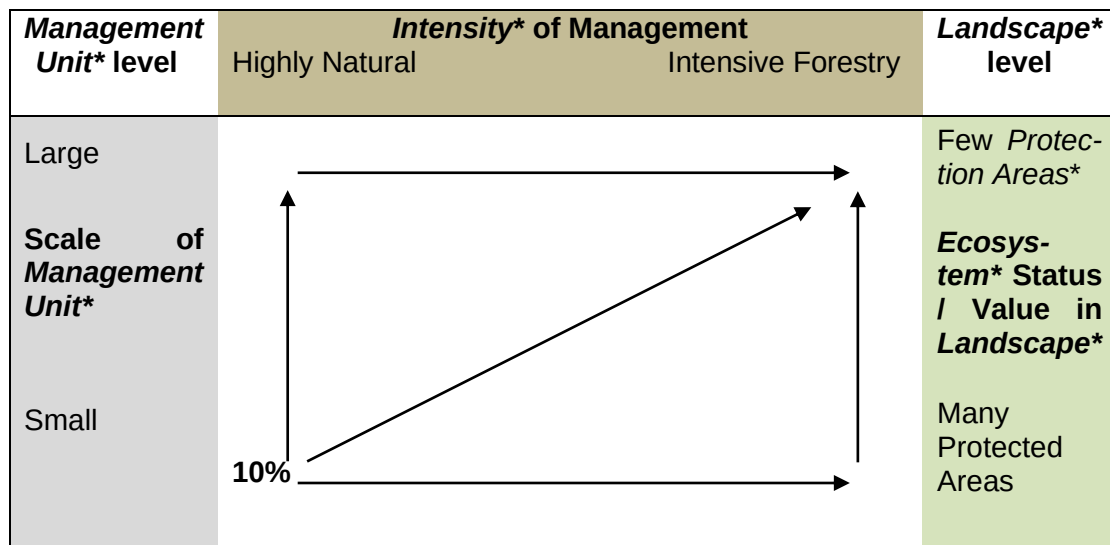
- 1) The general campsite area and specific locations of all related facilities are located so that good natural drainage is provided.
- 2) Drainage from the camp does not contaminate any water supply.
- 3) Equipment and miscellaneous items are stored and/or covered to prevent the breeding of mosquitoes and other nuisance pests.
- 4) Living quarters and common areas are designed so that:
 - a. furnishings, equipment, bedding, personal property and other items remain dry; and
 - b. surfaces can be maintained clean and sanitized.
- 5) An adequate supply of potable water is provided for drinking and food preparation purposes.
- 6) Drinking water is free of pathogenic (disease-causing) organisms through being:
 - a. boiled for a sufficient time;
 - b. supplied from a municipal water system; or
 - c. treated by a method which has been authorized in writing by the competent authorities.
- 7) A kitchen or food preparation area are provided and constructed so as to deter the

- entry of insects and vermin, and easily cleaned and sanitized.
- 8) Hand basins with water, soap and clean towels are provided in a location convenient to the kitchen area for the use of food handlers.
 - 9) Eating or drinking utensils are thoroughly cleaned and sanitized after each consecutive use. Personal water bottles shall be cleaned daily.
 - 10) A dining area of sufficient size to effectively accommodate the serving and eating of meals are provided. This area is kept in a clean and sanitary condition.
 - 11) All food supplies are stored off the floor and protected from dirt and contaminants.
 - 12) Wholesome meals of sufficient quantity are provided for personnel and camp residents.
 - 13) The camp has a designated first aid station used solely for the purpose of administering first aid and/or healthcare.
 - 14) The camp has at least one qualified first aid personnel onsite at all times when forest operations are in progress.
 - 15) Access to medicine and medical supplies are controlled.
 - 16) Communication channels (effectively functioning) are available between at least one personnel stationed at the camp and each active job site.
 - 17) *The Organization** provides enclosed showers which are screened from view to ensure that personnel and camp residents can conveniently maintain personal hygiene.
 - 18) Toilets (privies) are conveniently located, constructed and maintained so that they are kept in a clean and sanitary condition:

Summary Table for Camp Standards:

No. of persons in camp for whom accommodations are available at camp. (from/up to and including)	No. of privies	No. of showers
1 – 7	1	1
8 – 15	2	2
16 – 30	3	3
31 – 45	4	4
46 – 60	6	5
61 – 75	7	6
76 – 90	9	7
91 – 120	12	8
for each additional group of 20 over 120 add 1 privy and 1 shower		
<i>Adapted from: British Columbia Ministry of Forests. "Silviculture Contract Camp Standards."</i>		

Annex C - Conservation Area Network* Conceptual Diagram.



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

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

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



Annex D - Elements of the *Management Plan**

1. The results of assessments, including:
 - a. Natural resources and *environmental values**, as identified in *Principle** 6 and *Principle** 9;
 - b. Social, economic and cultural resources and condition, as identified in *Principle** 6, *Principle** 2 to *Principle** 5 and *Principle** 9;
 - c. Major social and environmental risks in the area, as identified in *Principle** 6, *Principle** 2 to *Principle** 5 and *Principle** 9; and
 - d. The maintenance and/or enhancement of *ecosystem services** for which promotional claims are made as identified in *Criterion** 5.1.
2. Programs and activities regarding:
 - a. *Workers*’ rights, occupational health and safety, *gender equality**, as identified in *Principle** 2;
 - b. *Indigenous Peoples**, community relations, local economic and social development, as identified in *Principle** 3, *Principle** 4 and *Principle** 5;
 - c. *Stakeholder engagement** and the resolution of *disputes** and grievances, as identified in *Principle** 1, *Principle** 2 and *Principle** 7;
 - d. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in *Principle** 10;
 - e. The rationale for harvesting rates of timber and other natural resources, as identified in *Principle** 5.
3. Measures to *conserve** and/or *restore**:
 - a. *Rare and threatened species** and *habitats**;
 - b. *Water bodies** and *riparian zones**;
 - c. *Landscape** *connectivity**, including wildlife corridors;
 - d. Declared *ecosystem services** as identified in *Criterion** 5.1;
 - e. *Representative Sample Areas**, as identified in *Principle** 6; and
 - f. *High Conservation Values**, as identified in *Principle** 9.
4. Measures to assess, prevent, and mitigate negative impacts of management activities on:
 - a. *Environmental values**, as identified in *Principle** 6 and *Principle** 9;
 - b. Declared *ecosystem services** as identified in *Criterion** 5.1;
 - c. 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:
 - a. Growth and yield, as identified in *Principle** 5;
 - b. Declared *ecosystem services** as identified in *Criterion** 5.1;
 - c. *Environmental values**, as identified in *Principle** 6
 - d. Operational impacts, as identified in *Principle** 10;
 - e. *High Conservation Values**, as identified in *Principle** 9;
 - f. Monitoring systems based on *stakeholder engagement** planned or in place, as identified in *Principle** 2 to *Principle** 5 and *Principle** 7;
 - g. Maps describing the natural resources and land use zoning on the *Management Unit**.

Annex E - Monitoring* Requirements

PART A (only applicable for large (i.e. non-SLIMF) operation):

- 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. *Worker** Training (*Criterion** 2.5);
 - ix. Where *pesticides** are used, the health of *workers** exposed to *pesticides** (*Criterion** 2.5 and *Criterion** 10.7)
 - x. The identification of *indigenous peoples** and *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** 3.2 and *Criterion** 4.2);
 - xii. *Indigenous peoples** and community relations (*Criterion** 3.2, *Criterion** 3.3 and *Criterion** 4.2);
 - xiii. *Protection** of sites of special cultural, ecological, economic, religious or spiritual

- significance to *indigenous peoples** and *local communities** (Criterion* 3.5 and Criterion* 4.7);
- xiv. The persistence of *Indigenous cultural landscapes** and associated values of significance to *Indigenous peoples** (Criterion* 3.1, Criterion* 3.5);
 - xv. The use of *traditional knowledge** and *intellectual property** (Criterion* 3.6 and Criterion* 4.8);
 - xvi. Local economic and social development (Criterion* 4.2, Criterion* 4.3, Criterion* 4.4, Criterion* 4.5);
 - xvii. The production of diversified benefits and/or products (Criterion* 5.1);
 - xviii. The maintenance and/or enhancement of *ecosystem services** (Criterion* 5.1);
 - xix. Activities to maintain or enhance *ecosystem services** (Criterion* 5.1);
 - xx. Actual compared to projected annual harvests of timber and *non-timber forest products** (Criterion* 5.2);
 - xxi. The use of local processing, local services and local value-added manufacturing (Criterion* 5.4);
 - xxii. Long term *economic viability** (Criterion* 5.5); and
 - xxiii. *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** makes FSC promotional claims regarding the provision of *ecosystem services**, or receives payment for the provision of ecosystem services)
 - 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.

PART B (only applicable for SLIMF operation):

- 1) *Monitoring** in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - i. Invasiveness or other adverse impacts associated with any *alien species** within and outside the *Management Unit** (*Criterion** 10.3);
 - ii. The results of silvicultural activities (*Criterion** 10.5);
 - iii. Adverse impacts to *environmental values** from *fertilizers** (*Criterion** 10.6);
 - iv. Adverse impacts from the use of *pesticides** (*Criterion** 10.7);
 - v. The impacts from *natural hazards** (*Criterion** 10.9);
 - vi. 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);

- 2) *Monitoring** in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
 - i. Compliance with *Applicable laws**, *local laws**, *ratified** international conventions and *Obligatory codes of practice** (*Criterion** 1.5);
 - ii. Resolution of *disputes** and grievances (*Criterion** 1.6, *Criterion** 2.6, *Criterion** 4.6);
 - iii. Programs and activities regarding *workers'** rights (*Criterion** 2.1);
 - iv. *Gender equality**, Sexual harassment and gender discrimination (*Criterion** 2.2);
 - v. Programs and activities regarding occupational health and safety (*Criterion** 2.3);
 - vi. Payment of wages (*Criterion** 2.4);
 - vii. *Worker** Training (*Criterion** 2.5);
 - viii. Where *pesticides** are used, the health of *workers** exposed to *pesticides** (*Criterion** 2.5 and *Criterion** 10.7);
 - ix. Full implementation of the terms in *binding agreements** (*Criterion** 3.2 and *Criterion** 4.2);
 - x. *Indigenous peoples** and community relations (*Criterion** 3.2, *Criterion** 3.3 and *Criterion** 4.2);
 - xi. *Protection** of sites of special cultural, ecological, economic, religious or spiritual significance to *Indigenous peoples** and *local communities** (*Criterion** 3.5 and *Criterion** 4.7);
 - xii. Local economic and social development (*Criterion** 4.2, *Criterion** 4.3, *Criterion** 4.4, *Criterion** 4.5);
 - xiii. The production of diversified benefits and / or products (*Criterion** 5.1);
 - xiv. Actual compared to projected annual harvests of timber and *non-timber forest products** (*Criterion** 5.2);
 - xv. Long term* *economic viability** (*Criterion** 5.5); and
 - xvi. *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. *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);



- ii. Rare and *threatened species**, and the effectiveness of actions implemented to protect them and their *habitats**(*Criterion** 6.4)
- iii. Naturally occurring *native species** and *biological diversity** and the effectiveness of actions implemented to *conserve** and/or *restore** them (*Criterion** 6.6);
- iv. Water courses, *water bodies**, water quantity and water quality and the effectiveness of actions implemented to *conserve** and/or *restore** them (*Criterion** 6.7);
- v. *High Conservation Values** 1 to 4 identified in *Criterion** 9.1 and the effectiveness of actions implemented to maintain and/or enhance them

Annex F - Strategies for maintaining *High Conservation Values**

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

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

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

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

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

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

HCV 6 – Strategies to protect the cultural values developed in cooperation with representatives and members of *local communities** and *indigenous peoples**.

Note: As the revision process of the Indonesian National Interpretation of HCV Common Guidance is still underway, **HCV Resource Network Common Guidance 2013 and the 2008 version of the HCV Toolkit for Indonesia is referred for these strategies**. SLIMF identification of HCV refer to FSC step-by-step guide “Good practice guide to meeting FSC certification requirements for biodiversity and High Conservation Values Forest in Small and Low Intensity Managed Forest”.

In any case, ***The Organization** has to review its HCV status in conformance with the latest available guidance and/or toolkit**. Newly identified HCV attribute(s) are included within the established HCV planning and monitoring.

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.**

Referring to HCV Toolkit 2008, HCV 1 is divided into 4 sub-HCVs; details of the identification of each sub-HCVs are outlined below:

- HCV 1.1 Areas that Contain or Provide Biodiversity Support Function to Protection or Conservation Areas. HCV 1.1 focuses on the identification of presence of protected or conservation areas in Indonesia which contains special ecological function, biological diversity, protection of water source, and viable population of rare, threatened, and endangered species or their combination. If the *management unit** is located within proximity with the above areas, then the MU may provide support function to maintain integrity of the function of the areas.
- HCV 1.2 Critically Endangered Species. The aim of HCV 1.2 is to identify critically endangered species and sub-species that occur in or near the MU and that may be affected by operational activities. To the maximum extent possible, management action must be undertaken to ensure protection of each individual of these species. Only species listed as Critically Endangered (CR) in the IUCN Red List or species that meet these criteria are considered under HCV 1.2.
- HCV 1.3 Areas that Contain Habitat for Viable Populations of Endangered, Restricted Range or Protected Species. HCV 1.3 aims to identify habitat in or adjacent to the MU for viable populations of species that are threatened, show restricted ranges or protected. Species that must be considered for HCV 1.3 include all species listed on: IUCN Red List as endangered or vulnerable, restricted range species found on only one island or part thereof, protected by the Indonesian government under Law Number 5 (1990) and subsequent regulations derived from it, Taxa listed on CITES Appendix 1 and 2, and species listed on Annex 1 for HCV 1.2 in HCV Toolkit 2008.
- HCV 1.4 Areas that Contain Habitat of Temporary Use by Species or Congregations of Species. The aim of HCV 1.4 is to identify key habitats in a landscape where species or groups of species gather for limited periods.

- a. Description of Best Available Information in the country for identifying HCV1:

Refer to HCV Toolkit 2008 - data availability for the identification of each of these HCVs are:

- 1) HCV 1.1 data: all protected area stipulated by the government (SK Dirjen PHPA No 129/1996, PP No 68/1998, UU no 41/1999, PP No 34/2002, PP 57/2016, Peat Restoration Agency Peat Map, Provincial spatial planning map (RTRWP), RTRWK and TGHK map
- 2) HCV 1.2 data: all species under Critically Endangered status of IUCN Red List;
- 3) HCV 1.3: habitat of all species under critically endangered, endangered, and vulnerable status of IUCN Red List; restricted range species found only on one island or part thereof, species protected by Law Number 5 (1990); PP No 7/1999, PP No 8/1999; Species listed on CITES Appendix 1 and 2
- 4) HCV 1.4: IBA and EBA maps from wetland or Birdlife Indonesia, habitat of temporary use by species (such as grassland, cves, lake, saltlick, ficus habitat, and hollow tree for bird nest)
- 5) Peat protection specifically refers to the final KHG map authorized by DG-Baplan-KLHK

b. Description of interested and *affected stakeholders**:

Referring to the HCV Toolkit 2008, the involvement of stakeholders includes: government (policy and legality), *Management Unit**, Indigenous People, local community, NGO, HCV assessment team, University and research institution (relevant specific expertise). Stakeholder involvement is to advice in general on the result of HCV identification report (including its Management Plan), and does not specifically refer to certain HCV.

c. Description of culturally appropriate engagement for identifying HCVs:

Referring to the HCV Toolkit 2008, there is no specific explanation on this. Nevertheless, each data collection or information gathering on the presence of HCV always consider the involvement of local community as the main source of information (local and/or cultural).

d. Examples of HCV1 in the country:

Protected area and or buffer zone of protected area located within the work area of the *Management Unit** (National Park), Karst, Peat, grassland, and lake.

e. Geographic areas where HCV1 is likely present:

Geographically, almost each island in Indonesia has HCV 1 present especially the main islands (Sumatera, Kalimantan, Jawa, Sulawesi, and Papua).

- 1) HCV 1.1: Protected area and or its buffer zone located within the work area of the *Management Unit** (National Park), Karst, Peat, grassland, and lake.
- 2) HCV 1.2 Tiger, orangutan, Rhinos, elephant

- 3) HCV 1.3 Primary forest area within or outside protected area
- 4) HCV 1.4 Cave for bats or swallows, lake for migratory birds, grassland along the river for crocodiles to lay eggs, saltlick for various fauna, specific areas where food sources are available for fruit eater such as Ficus trees, and hollow tree for hornbill

f. Maps of HCV1 areas in the country:

Referring to HCV Toolkit 2008: All attributes of HCV 1.1 to 1.4 has to be mapped including the presence of each HCVA (if present).

HCVA map has to be provided with high resolution, informative, and at a sufficient scale to make it easier for user or stakeholders interested or affected by the activities of *The Organization**.

g. Threats to HCV1 areas in the country:

General threats towards HCV 1 include encroachment for agricultural practices, illegal logging; forest fire, and illegal hunting.

Strategies for maintaining HCV1

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.

Referring to HCV Toolkit 2008, recommended management strategy includes:

- 1) HCV 1.1: *The Organization** must consider direct or indirect off-site impact from the MU activities. E.g. designated protection buffer zone for the area.
- 2) HCV 1.2: *The Organization** must identify species in accordance to the description of HCV 1.2. For sedentary species like plants, or wildlife species with limited mobility, the following are required (i) sufficient extent of habitat to guarantee its survival (ii) ecological attributes of this habitat must be protected. For long-ranging wildlife species, several management options exist, including in-situ conservation through habitat protection, preserving migration across habitats inside and adjacent to the *Management Unit**, and potential translocation if only a few individuals are present and there is no chance of growing the population or re-establishing connectivity with other population in the landscape.

- 3) HCV 1.3: *The Organization** must strive to protect or improve the quality and extent of these habitats, and or involve in-situ species protection if the species are to be harvested (e.g. protected or IUCN listed species in the genera *Shorea* or *Dipterocarpus* that are felled in logging operations). Populations must be managed through the estimation of variables in a precautionary way, including variability of their natural carrying capacity and the likelihood of natural disaster. If operational activities of *The Organization** require the direct management or in-situ protection of species to maintain population viability, then these measures must be sustainable.
- 4) HCV 1.4: *The Organization** must strictly protect and maintain the whole HCV 1.4 area to ensure its continued function and to preserve access. Habitats that are important for breeding, nesting, and migration and that set far apart from one another or that occur across ecotones, must be protected, along with buffer zones sufficient to maintain functions and (if required) connectivity among them (e.g. buffers around nesting trees, caves, and lakes).
- 5) Obligation to enclave peat with a minimum depth of 3m in accordance with the final KHG map authorized by DG-Baplan-KLHK (stipulated under P 57/2016, since P 17/2017 is no longer valid) but this still need to be clarified with the government.
- 6) Obligation to implement RIL in accordance with the new MoEF regulation (PERATURAN DIREKTUR JENDERAL BINA USAHA KEHUTANAN Nomor: P.5/VI-BPPHH/2014 TENTANG STANDAR DAN PEDOMAN PELAKSANAAN PENILAIAN KINERJA PENGELOLAAN HUTAN PRODUKSI LESTARI (PHPL) DAN VERIFIKASI LEGALITAS KAYU (VLK).
- 7) Set up Management Plan (RKU) zonation in accordance with the recommended HCVA map (need to also consider the newest MoEF's Directorate General of Conservation Regulation (Perdirjen KSDAE) on HCVA).
- 8) Management strategy shall also include activities to prevent or eliminate unauthorized hunting of rare, threatened and endangered species which is part of *The Organization** effort to protect RTE species presence in the working area. If HCV is vulnerable, precautionary approach shall be in place to prevent damage and risk to HCV.

Where enhancement is identified as the objective*, measures to develop, expand, and/or *restore* habitats** for such species are in place.

Priority species and habitat type must be determined. The determination of targeted species has to include consultation with expert and if the habitat is degraded/destroyed, restoration activities need to be implemented. Objective has to be designated e.g. restoration of habitat along the buffer area of river as the main habitat for *Nasalis larvatus*. Definition of restoration in this case is to conduct an activity to restore the condition of the habitat where the target species live or stay.

Monitoring HCV1

When developing and implementing a monitoring program, *Indigenous peoples**, *local communities**, *affected stakeholders**, *interested stakeholders** and experts shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

- 1) Obligation to *The Organization** to periodically implement monitoring on the status of biodiversity within the management area of *The Organization**.
- 2) Obligation to *The Organization** to implement surveillance on the presence of threats to HCV.
- 3) Obligation to *The Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV1.

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.**

Referring to the HCV Toolkit 2008, HCV 2 comprises of 3 sub-HCVs. Further sub-type - *Intact Forest Landscape** (IFL), has been added within HCV 2 category in this standard. Therefore, the details for the identification of each HCV are as follows:

- HCV 2.1 Large Natural Landscapes with Capacity to Maintain Natural Ecological Processes and Dynamics. HCV 2.1 aims to identify and protect areas of a natural landscape where natural ecosystem processes occur and have the potential to persist for the long-term. The key to achieving this is the identification and protection of *core zone(s)** within a landscape, which are essential for guaranteeing the continuation of ecological processes unperturbed by edge effects and fragmentation. The *core zone** is defined based on the size (>20,000 ha within the landscape) surrounded by a natural vegetation buffer of at least 3 km from the forest edge.
- HCV 2.2 Natural Areas that contain two or more contiguous ecosystems. Areas that include a diversity of ecosystems, supporting great numbers of species and having high capacity to sustain them for the long term. The maintenance of ecosystem types, especially those co-occurring within a single landscape, is a fundamental goal of local conservation, because it guarantees the movement of species among ecosystems and the flow of materials and energy in the face of environmental changes like fluctuating food availability, extreme weather and changing climate. This HCV aims to identify landscapes that contain multiple ecosystem types, to protect their *core zone** (delimited in the same way as in HCV2.1) and to maintain connectivity among these types.
- HCV 2.3 Areas that Contain Representative Populations of Most Naturally Occurring Species. HCV 2.3 aims to identify landscapes with potential to sustain representative populations of naturally occurring species and ensuring that management activities maintain or enhance this potential. The assessment of HCV 2.3 employs several proxies, e.g. minimum areas required for the viability of higher predators (e.g. tiger, leopards, or eagles) or low density far ranging species (e.g. orangutan or elephant). The assessment of HCV 2.3 requires the assessor to consider areas outside *Management Unit** to understand potential interactions among populations of species and the ecosystems they depend upon inside and outside *Management Unit**.
- *Intact Forest Landscape**: An important source of information on large, undisturbed landscape-level forests comes from the World Resources Institute (WRI), which has mapped Frontier Forests and *Intact Forest Landscapes** (IFL) at a global and regional level since the 1990's. WRI defines an IFL as "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 km² (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).

Areas with evidence of certain types of human influence are considered disturbed and consequently not eligible for inclusion in an IFL, including:

- Timber production areas, agricultural lands and human settlements with a buffer zone of 1 km;
- Primary and secondary forest roads and skid trails, with a buffer zone of 1 km on either side;
- Areas, where industrial activities occurred during the last 30-70 years, such as logging, mining, oil and gas exploration and extraction, peat extraction, etc.

Areas with evidence of low-intensity and old disturbances are treated as subject to "background" influence and are eligible for inclusion in an IFL. Sources of background influence include local shifting cultivation activities, diffuse grazing by domestic animals, low-intensity selective logging for non-commercial purposes, and hunting. (For further information related to the identification of IFL, please see Indicator 9.1.4).

All forests formally designated as IFLs, and other forests which reasonably match the above descriptions, shall be considered as HCV 2. However, HCV 2 is not solely restricted to areas that show no signs of significant human activity, and "intactness" per se is not explicitly included in the HCV 2 definition. The latter rests on the global, regional or national significance of large, landscape level ecosystems, and specifically the presence of viable populations of the great majority of the naturally occurring species.

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

Referring to HCV Toolkit 2008, data availability in the identification of each HCVs are as follows:

- 1) HCV 2.1 and HCV 2.2: land cover data based on the latest satellite imagery, map of RTRWP (national, provincial, and district level), Land Mapping System (RePPRoT), DEM map, forest ecosystem map, map of watershed, field survey data.
- 2) HCV 2.3: data used for the analysis of HCV 1,1; HCV 2.1, Topography map, map of predator habitat (e.g. tiger, eagle), map of low density far ranging populations (e.g. orangutan, elephant).
- 3) *Intact Forest Landscape** (IFL) using the latest global IFL map (as of 2017 available through Global Forest Watch (www.globalforestwatch.org) or maps based on more recent and accurate data or IFL inventory using refined methodology.

b. Description of interested and *affected stakeholders**:

Referring to the HCV Toolkit 2008, the involvement of stakeholders includes: government (policy and legality), *Management Unit**, Indigenous People, local community, NGO, HCV assessment team, University and research institution (relevant specific expertise). Stakeholder involvement is to advice in general on the result of HCV identification report (including its Management Plan), and does not specifically refer to certain HCV.

c. Examples of HCV2 areas in the country:

Primary forest within or surrounding the *Management Unit**; habitat of elephant, tiger, orangutan, rhinos; freshwater swamp and mountain; *Intact Forest Landscapes**

- d. Geographic areas where IFLs or other types of HCV2 is likely present:

HCV2 (including IFL) are mostly found in Kalimantan and Papua and possibly in Sumatera, Sulawesi, and Maluku. There is no IFL in Java. IFL has to be clearly defined. Almost all forested area in Indonesia is inhabited by communities. Further, if tribes have a swidden fallow activities, there will be fragmentation especially in areas within close proximity to rivers.

- e. Maps of HCV2 areas in the country:

Referring to HCV Toolkit 2008:

- 1) HCV 2.1. map must present the *core zone** and its buffer zone.
- 2) Ecosystem area and ecotone zone must be presented as clearly as possible on HCV 2.2 map
- 3) All habitats within or surrounding (landscape scale) the *Management Unit** considered as populations of most naturally occurring species must be mapped as HCV 2.3

HCV Map requires high resolution, informativeness, and availability at a scale that is easier to be used by user or interested stakeholders and those affected by *The Organization**s operation.

- f. Threats to HCV2 areas in the country:

General threats to HCV 2 include encroachment for agricultural practices; conversion for plantations and settlement; illegal logging; forest fire, and overhunting.

Strategies for maintaining HCV2

- 1) Strategies that fully maintain the extent and intactness of the *forest* ecosystems** and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact *natural forest* ecosystems**.

*The Organization** must avoid all direct or indirect intrusion on *core zone** or its bufferzone. Example of direct intrusion includes logging, forest conversion to plantation, and infrastructure development such as road, channel, or settlement on *core zone** and its buffer zone.

*The Organization ** shall use *Best Available Information** and solicit input from experts when developing management strategies and actions. Management strategies shall be developed with appropriate measures for protecting *core zone**, and addressing identified threats.

This means that strategies shall 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.

- 2) 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.

With regards to the development of communities and infrastructures by the government, *The Organization** has to be proactive to engage the local government and law enforcement in anticipating the impact of infrastructure development on HCV 2.1 and design strategies to mitigate the risks

If HCV 2.3 is present within *Management Unit** or in the landscape, the company has to cooperate to maintain the value within the landscape. *The Organization** is advised to be proactive in working with other stakeholders to maintain the HCV 2.3 area

- 3) 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.

Restoration of degraded habitat to ensure functioning of support for biological diversity. This may include action to: 1) restore habitat or ecosystem that are damaged, 2) rehabilitation through planting of local fast growing species, 3) reclamation or replanting of open ex-mining area, 4) restoration through natural succession, and 5) maintain the size and presence of natural corridor to allow movement of flora and fauna between patches (See *Perdirjen Konservasi Sumberdaya Alam dan Ekosistem, P8/KSDAE/BPE2/KSA.4/9/2016 tentang Pedoman Penentuan Koridor Hidupan Liar sebagai Ekosistem Esensial*).

- If HCV 2.2 is identified inside *Management Unit**, then HCVA 2.2 must be protected and conditions maintained to sustain natural ecological processes, especially interactions among different ecosystem types. If HCV 2.2 is present, and either one or more of the ecosystems is considered rare or endangered under HCV 3, or the area has already been identified as important for management of another HCV in the area like HCV 1.2 or 1.3, then sufficient areas of each ecosystem and transitional zone(s) between them must be maintained to co-manage these values.
- If HCVA 2.2 occurs in a landscape that also meets criteria of HCV 2.1 – i.e., a large landscape with capacity to maintain natural ecological processes and dynamics – then at least 10,000 ha of each ecosystem, and the transitional zone(s) between them, must be maintained in the *core zone** delimited under HCVA 2.1.

- If the above-mentioned minimum of 10,000 ha of each ecosystem cannot be identified for preservation in the *core zone**, because ecosystem extent is insufficient, then the largest possible area of each ecosystem and their transitional zone(s) must be preserved within the *core zone**. These areas, in turn, define the *High Conservation Value** Management Area (HCVMA) for HCV 2.2.
- If portion of *Intact Forest Landscapes** is within the *Management Unit**, then at least 80% of this IFL shall be protected as a *core area**.
- If, the vulnerability of a HCV2 is uncertain, *The Organization** implements respective measures to prevent damage and avoid risks to HCV2.

Monitoring HCV2

When developing and implementing a monitoring program, *Indigenous peoples**, *local communities**, *affected stakeholders**, *interested stakeholders** and experts shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

- 1) Obligation to *The Organization** to periodically implement monitoring on the status of biodiversity within the management area of *The Organization**.
- 2) Obligation to *The Organization** to implement surveillance on the presence of threats to HCV.
- 3) Obligation to *the Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV2.

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

HCV 3. Areas with Rare or Endangered Ecosystems. The objective of HCV 3 is to identify and delineate ecosystems within a landscape that are naturally rare or endangered. Ecosystem may be rare or endangered due to natural factor that restrict its range (e.g. karst only exists on limestone) or due to changes in land cover and degradation caused by human. Management actions have to ensure that natural ecological processes throughout a rare or endangered ecosystem – especially distinctive features of it – are maintained. To determine if an ecosystem is rare or endangered, an evaluation is made comparing the historical, current and expected future extent of the ecosystem within the bio-physiographic region where it occurs. The result of an analysis for the assessment of rare or endangered ecosystem can be read on the annex of HCV Toolkit 2008.

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

Land cover data based on the latest satellite imagery, map of RTRWP (national, provincial, and district level), Land Mapping System (RePPRoT), DEM map, forest ecosystem map, map of watershed, field survey data. Considering the following:

- 1) An ecosystem is considered endangered if it has lost 50% or more of its original extent in the biophysiographical region where it occurs, or 75% or more based on the assumption that all areas currently allocated for conversion in existing spatial plans will be converted.
- 2) An ecosystem is considered rare if it covers less than 5% of the remaining natural vegetation cover in the biophysiographical region where it occurs.

b. Description of Interested and *affected stakeholders**:

Referring to the HCV Toolkit 2008, the involvement of stakeholders includes: government (policy and legality), *Management Unit**, *Indigenous People**, *local community**, NGO, HCV assessment team, University and research institution (relevant specific expertise). Stakeholder involvement is to advice in general on the result of HCV identification report (including its Management Plan), and does not specifically refer to certain HCV.

c. Examples of HCV3 ecosystems and habitats in the country:

Within HCV Toolkit 2008, the location of rare ecosystem in Kalimantan and Sumatera is shown in detail on Table 8.3.1. This includes ecosystem of mangrove forest, swamp forest, coastal forest, riparian, lowland forest on alluvium soil, heat, peat swamp, etc.

d. Geographic areas where HCV3 is likely present:

Within HCV Toolkit 2008, the location of rare ecosystem in Kalimantan and Sumatera is shown in detail on Table 8.3.1. This includes ecosystem of mangrove forest, swamp forest, coastal forest, riparian, lowland forest on alluvium soil, heat, peat swamp, etc.

e. Maps of HCV3 areas in the country:

Map of presence of HCV 3 has to be systematically presented. HCV Toolkit 2008 shows map that identifies the location of HCV 3 for Kalimantan and Sumatera.

f. Threats to HCV3 areas in the country:

General threats towards HCV 3 include encroachment for agricultural practices; conversion for plantations and settlement; illegal logging; forest fire, and overhunting

Strategies for maintaining HCV3

Strategies that fully maintain the extent and integrity of rare or threatened *ecosystems**, *habitats**, or *refugia**.

- 1) Management prescriptions for HCV 3 must be sufficient to maintain the current condition and any unique attributes of rare or endangered ecosystems within the *Management Unit** or nearby and likely to be affected by off-site impacts of *Management Unit** operations. The prevention of off-site impacts can be done partly by ensuring there are no changes to water courses and water quality/quantity from *Management Unit**, as well as by maintaining buffer zones.
- 2) If the *Management Unit** is part of a large natural landscape following criteria defined under HCV 2.1, rare ecosystem must be managed by: Ensuring that at least 10,000 ha area (if physically existing) of the HCV 3 ecosystem is inside the *core zone**. And if a *core zone** of 20,000 ha does not exist, as much of the HCV 3 ecosystem as possible must be in the *core zone**.
- 3) If there is no *core zone** as defined under HCV 2.1, then whenever possible a buffer zone around the HCV 3 ecosystem of at least 1 km must be delineated within which no commercial logging.
- 4) For endangered ecosystems, if *Management Unit** is part of a large natural landscape following criteria under HCV 2.1, it can be managed like the rare ecosystem above. If the landscape where *Management Unit** exist does not have a *core zone** as defined under HCV 2.1, then sufficient area to maintain ecological processes especially its unique attributes must be maintained by adding at least 1 km buffer.
- 5) Habitats of rare and threatened species are protected, including (where needed) by implementing conservation zones, protection areas, wildlife corridors, and other related systems.
- 6) If, the vulnerability of a HCV is uncertain, *The Organization** implements measures to prevent damage and avoid risks to HCV.

Where enhancement is identified as the *objective**, measures to *restore** and/or develop rare or threatened *ecosystems**, *habitats**, or *refugia** are in place.

Restoration of the degraded habitat condition to ensure support for biological diversity.
This may include action to:

- 1) restore habitats or ecosystems that are damaged,
- 2) rehabilitation through planting of local fast growing species,
- 3) reclamation or replanting of open ex-mining area.

Monitoring HCV 3

When developing and implementing a monitoring program, *Indigenous peoples**, *local communities**, *affected stakeholders**, *interested stakeholders** and experts shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

- 1) Obligation to *The Organization** to implement periodic monitoring on the biodiversity development within *The Organization*'s* management unit**.
- 2) Obligation to *The Organization** to implement surveillance on the presence of threats to HCV.
- 3) Obligation to *The Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV3.

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

Referring to HCV Toolkit 2008, HCV 4 comprises of 4 sub-HCVs. Therefore, the details of each HCVs are as follows:

- HCV 4.1 Areas or Ecosystems Important for the Provision of Water and Prevention of Floods for Downstream Communities. If a forest area (within a watershed) is found to play a role in the production of clean water or to control flooding in downstream communities, then it possesses HCV 4.1. In addition to watersheds and their downstream communities, there are several land and forest ecosystems that have extremely important hydrological function and require special attention. Such ecosystems referred to by HCV 4.1 include cloud forest, ridge line forest, riparian ecosystems, karst forest, and a variety of wetland swamp, mangrove forest, lakes, and grass swamp.
 - HCV 4.2 Areas Important for the Prevention of Erosion and Sedimentation. In this context, HCV 4.2 is located in the areas where forest or other vegetation grows in good condition on areas with high potential Erosion (*Tingkat Bahaya Erosi*). Areas with high potential erosion is defined as areas estimated to have erosion level of 180 t/ha/y or more if the vegetation cover is cleared. The methodology for erosion level calculation is explained in detail in HCV Toolkit 2008.
 - HCV 4.3 Areas that Function as Natural Barriers to the Spread of Forest or Ground Fire. An area with properties capable of deterring the spread of large scale forest or ground fires is considered an area with high conservation value. Several *natural forest** types in good condition have these physical characteristics during dry or long dry season related to El-Nino as occurred in 1982/1983 and 1997. Other areas with capability as fire break during fire need to be maintained, e.g. intact peat swamp forest, swamp forest, other wetlands and greenbelt with various fire-resistant plants.
- a. Description of *Best Available Information** in the country for identifying HCV4:
- 1) Type of data for HCV 4.1 analysis: Spatial planning map (TGHK, RTRWP, RTRWPK); Topographic Map (e.g., SRTM), Map of River and Watershed, Map of Settlement, Soil Map, Slope Map, Climate/rainfall map (Isohyet), Land system map (RePPProT), Land cover map, Map of existing ecosystem (see HCV 3)
 - 2) Type of data for HCV 4.2: DEM (e.g., SRTM), Map of River and watershed, Soil Map (1:250,000), soil depth, Climate/rainfall map (Isohyet), Land System Map (RePPProT), Map of disaster prone area (*Bakosurtanal*), other relevant information such as result of interview with local community, *The Organization** staff, or other stakeholders
 - 3) Data for HCV 3: Climate/rainfall map (Isohyet), Topographic Map, Forest cover map, Ecosystem Map (see HCV 3), Hot spot map, Settlement map, map of fire prone area from relevant institution
- b. Description of Interested and affected stakeholders:

Downstream community affected by the operation, FME surrounding the *Management Unit** (organization).

c. Examples of HCV4 critical ecosystem services in the country:

Cloud forest, ridge line forest, riparian ecosystem, karst, and various wetland ecosystem, including peatland (especially the one still forest), freshwater swamp forest, mangrove forest, lake, and grass swamp

d. Geographic areas where HCV4 is likely present:

HCV Toolkit 2008 provided information on the location of important ecosystem map relevant with HCV 4.1 in Sumatera, Kalimantan, Sulawesi and Papua (Table 8.4.3).

e. Maps of HCV4 areas in the country:

HCV Toolkit 2008 provides information on the location of respective important ecosystems in the map depicting HCV 4.1 in Sumatera, Kalimantan, Sulawesi and Papua (Table 8.4.3).

f. Threats to HCV4 areas in the country:

However, general threats towards HCV 4 include encroachment for agricultural practices; conversion for plantations and settlement; illegal logging; forest fire, and over-hunting

Strategies for maintaining HCV4

Strategies to protect any water catchments of importance to *local communities** located within or downstream of the *Management Unit**, and areas within the unit that are particularly unstable or susceptible to erosion.

- 1) Where a watershed area provides a continuous supply of water, the *The Organization** must implement management to ensure that upstream or downstream areas are not affected, and that watershed function is maintained. The main objective of the management of HCV 4.1 is to maintain the sustainability of all watershed functions related to provision of clean water for downstream communities.
- 2) HCV 4 must be managed with precautionary approach and consider best practice on soil conservation and sedimentation along extreme slopes, mountain ridges, and shallow top soil, soil with low surface permeability, and areas with insufficient vegetation cover.
- 3) Areas with proper vegetation cover, such as forest or other vegetation, have a significant role in preventing erosion and sedimentation. Thus, maintaining vegetation cover in high erosion potential areas must be a high priority. In HCV 4.2, maintaining the area as a natural ecosystem is the most effective and (at times) the most economical way to avoid erosion and sedimentation.

- 4) To avoid the spread of forest and ground fires, forest and land management must follow a zero burning principle and *The Organization** must maintain land with good, intact vegetation cover. Tools and forest and land fire control unit must be available.

Examples may include *protection** zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect water catchments and upstream and upslope areas.

Using silvicultural technique in accordance with (PermenLHK No.65/2014 on Silviculture System), protected area in accordance with the PP No 108 Tahun 2015 tentang Perubahan Atas PP No 28 Tahun 2011 tentang Pengelolaan Suaka Alam dan Kawasan Pelestarian Alam dan KePres no 32 Tahun 2990 tentang Pengelolaan Kawasan Lindung, usage of chemical compound (UU No 9 Tahun 2008 tentang Penggunaan Bahan Kimia dan Larangan Penggunaan Bahan Kimia sebagai Senjata Kimia dan PP No 74 tahun 2001 tentang Pengelolaan Bahan Berbahaya dan Beracun), protection of spring and watershed area PP No 37 Tahun 2012 tentang Pengelolaan Daerah Aliran Sungai dan PP No 38 tahun 2011 tentang Sungai Lembaran Negara Republik Indonesia Tahun 2011 No 74, Tambahan Lembaran Negara Republik Indonesia No 5230)

Where enhancement is identified as the *objective**, measures to *restore** water quality and quantity are in place.

Monitoring HCV4

When developing and implementing a monitoring program, *Indigenous peoples**, *local communities**, *affected stakeholders**, *interested stakeholders** and experts shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

- 1) Obligation to *The Organization** to implement periodic monitoring on the biodiversity development within *The Organization*'s* management unit**.
- 2) Obligation to *The Organization** to implement surveillance on the presence of threats to HCV.
- 3) Obligation to *The Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV

Where identified HCV 4 *ecosystem services** include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.

HCV5 – Community needs. Sites and resources fundamental for satisfying the basic necessities of *local communities or *Indigenous peoples** (for livelihoods, health, nutrition, water, etc.), identified through *engagement** with these communities or Indigenous Peoples.**

- HCV 5 Natural Areas Critical for Meeting the Basic Needs of Local People. HCV 5 aims to identify areas serving the important function of sustaining local communities, by helping to meet basic needs. Provision of such needs can be direct (e.g. animal protein obtained from locally caught fish), or indirect, through the commercial sale of forest products (or other natural products) for cash used to purchase one or more basic need. Basic needs in the Toolkit are defined as: Food, Water, Clothing, Materials for the house and tools, Firewood, Medicine, and Livestock. In principle, HCV 5 may be present at the spatial scale of a vast landscape or at the level of an ecosystem or sub-component thereof. Distinguishing between these spatial scales is of more than just academic interest because it helps to delimit the spatial extent over which management plans must be developed to maintain or enhance the value. There are two fundamental criteria for identifying HCV 5 areas important for meeting basic needs of local people. First: A forest area or other natural ecosystem that provides important natural resources to a local community where such resources can not be replaced with readily available alternatives, and Second: Natural resources that are used by local people in a sustainable manner, or that local people actively try to protect, use of which does not place undue pressure on the maintenance of other HCVs.

- a. Description of *Best Available Information** in the country for identifying HCV5: Toolkit 2008 stated that to obtain secondary data from local communities on the presence of HCV 5, assessor must gather information from the four series of mandatory questions. Source of information for each questions and guidance for the assessor is available on Table 8.5.1 of the Toolkit.

The full assessment of HCV 5 can be done in four steps:

- 1) Identify subgroups within the local community based on factors considered important,
 - 2) Identify the level of dependence of these subgroups on the forest,
 - 3) Identify the availability of alternative resources for meeting family needs,
 - 4) Assess whether the use of the forest or other ecosystems is being done sustainably and its use does not conflict with other HCVs.
- b. Description of Interested and affected stakeholders: Indigenous Peoples, Local communities, government institutions, NGO or academic research.
 - c. Examples of HCV 5 sites and resources fundamental for local communities in the country:
HCV 5 may be present at the landscape level, for example, defined by the distribution of sago palm throughout a forest concession, where sago is harvested following a spatio-temporal cycle that ensures landscape population viability. At the ecosystem level

or a sub-component thereof, HCV 5 may be present in caves throughout a karst ecosystem managed for edible swallow nests, or in a grove of *Koompassia excelsa* trees used by honey bees to build nests.

- d. Geographic areas where HCV5 is likely present:
Present in almost all regions in Indonesia where community livelihood is still dependent on forests.
- e. Maps of HCV5 areas in the country:
Refer to HCV Toolkit 2008: all HCV 5 attributes must be mapped including the presence of each HCVA (if present).
- f. Threats to HCV5 areas in the country:
General threats towards HCV 5 include encroachment for agricultural practices; conversion for plantations and settlement; illegal logging; forest fire, and overhunting.

Strategies for maintaining HCV5

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

*The Organization** may integrate the management of areas with high biodiversity – to ensure availability of food, medicinal, and cultural sources, without violating the requirements of this standard (including its HCV framework) as well as respective laws and regulations of Indonesia.

- 1) Precautionary approach in the management is required if the objective of the *organization** is to conserve forest areas critical for meeting the basic needs, where the community has no other alternatives.
- 2) *The Organization** must communicate and consult intensively with local communities as the main user of the area and other relevant stakeholders.

Monitoring HCV5

When developing and implementing a monitoring program, *Indigenous peoples** and *local communities** shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

The monitoring of HCV 5 shall ensure the protection of its function as critical for communities basic needs.



- 1) Obligation to *The Organization** to implement periodic monitoring on the important function of sustaining local communities to meet basic needs within *The Organization's* management unit**.
- 2) Obligation to *The Organization** to implement protection and surveillance of HCV present from the existing threat and disturbances.
- 3) Obligation to *The Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV5.

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.**

- HCV 6 Areas Critical for Maintaining the Cultural Identity of Local Communities. HCV 6 concerns areas that play an important role in the traditional cultural identity of local communities; where a particular area is needed to fulfill their cultural needs. The relationship between a community and an area can be rooted in ideas, concepts, norms, values, activities, and activity patterns, as well as features of the environment/natural resources/objects. Together, these features form the basis of a collective behavior of a community and that define the relationship between a community and an area. At smaller spatial scales of an ecosystem or sub-component, HCV 6 may be present as sacred forests, grave sites of ancestors or sites where traditional ceremonies are held.
- a. Description of *Best Available Information** in the country for identifying HCV6:
To ensure the objectivity of the assessment, data collection should utilize the triangulation concept comprising of at least three data source and collection methodology. Data source within HCV 6 assessment shall at least include: a) information from the local or indigenous community, including traditional leaders and community members, b) information from research reports; historical documents, and any other available documents, and c) information from an expert(s) or senior community member who knows the local culture. The key to the assessment of HCV 6 is intensive consultation with the local community in a manner that encourages active participation.
- b. Description of Interested and affected stakeholders:
Local or indigenous community, government institution, NGO or academic research.
- c. Examples of HCV6 significant cultural values in the country:
Examples of HCV 6 on a landscape level can be seen on Baduy community in West Java and Suku Anak Dalam in Riau where the community has its own rules and procedures governing relation between humans and their landscape.
- d. Geographic areas where HCV6 is likely present:
Baduy community in Banten, Suku Anak Dalam in Riau and Jambi, and other indigenous people within Indonesia
- e. Maps of HCV6 areas in the country:
Map of indigenous sites such as: MoEF, AMAN/Aliansi Masyarakat Adat Nusantara (www.aman.or.id), BRWA/ Badan Registrasi Wilayah adat (www.brwa.or.id)
- f. Threats to HCV6 areas in the country:
General threats towards pHCV 6 include encroachment for agricultural practices; conversion for plantations and settlement; illegal logging; forest fire, and overhunting

Strategies for maintaining HCV6

- 1) *The Organization** may integrate the management of areas with high biodiversity – to ensure availability of food, medicinal, and cultural sources, without violation of the requirements of this standard (including its HCV framework) as well as respective laws and regulations of Indonesia.
- 2) Precautionary approach in the management is required if the objective of the *organization** is to conserve forest areas critical for meeting the basic needs, where the community has no other alternatives.
- 3) Strategies to protect the cultural values are developed in cooperation with representatives and members of *local communities** and *Indigenous Peoples**.
- 4) *The Organization** must communicate and consult intensively with local communities as the main user of the area and other relevant stakeholders.

Monitoring HCV6

When developing and implementing a monitoring program, *Indigenous peoples** and *local communities** shall be given the opportunity to be involved, review monitoring results, conduct field inspections to check quality of the monitoring program, and suggest improvement to the monitoring system.

The monitoring of HCV 6 shall ensure the protection of its function as critical for cultural identity of local communities.

- 1) Obligation to *The Organization** to implement periodic monitoring on the important function of cultural identity of local communities within *The Organization*'s* management unit**.
- 2) Obligation to *The Organization** to implement surveillance on the presence of threats to HCV.
- 3) Obligation to *The Organization** to conduct revision or modification of respective strategies and actions, if results of monitoring show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of HCV6.

10. Glossary of terms

Normative definitions for terms 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 this National Forest Stewardship Standard, 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 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.

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, man power unions, etc.

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

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



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

Applicable law: Means applicable to *The Organization** as a legal person or business enterprise in or for the benefit of the *Management Unit** and those laws which affect the implementation of the FSC *Principles** and *Criteria**. This includes any combination of statutory law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes legal precedence over all other legal instruments (Source: FSC-STD-01-001 V5-2).

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

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

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).

Bipartite Consultation: Dialogue process between worker and employer at in-person meetings between the disputants. Bipartite Institution is a communication and consultation forum on matters pertaining to industrial relations in company whose members consist of company's management and employees representatives or labour unions representatives that have been registered at a government agency responsible for manpower affairs. The aim of Bipartite Institution is to create a harmonious, dynamic and justice-based relationship amongst actors in the company by providing negotiation forum (Source: adapted from *Indonesia Manpower Law: Act No.13 year 2003*).

Body of Water: An accumulation of water whose size depends on the earth's reliefs, temperature, rainfall, the porosity of the rocks encompassing it, etc. Examples of bodies of water include rivers, swamps, lakes, seas and oceans.

Bodies of water are characterized by three main components: hydrological, physical-chemical, and biological components. A quality assessment of a water body must include these three components. This also includes two types of water: surface water and underground water.

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

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

Confidential information: Private facts, data and content that, if made publicly available, might put at risk *The Organization**, its business interests or its relationships with stakeholders, clients and competitors (Source: FSC-STD-01-001 V5-2).

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 V5-2).

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

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

Conservation Areas Network: Those portions of the *Management Unit** for which conservation is the primary and, in some circumstances, exclusive objective; such areas include *representative sample areas**, *conservation zones**, *protection areas**, *connectivity** areas and *High Conservation Value Areas** (Source: FSC-STD-01-001 V5-2).

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 V5-2).



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**.

Core Zone: The portion of the area (in HCV 2) within a landscape which is essential for safeguarding the continuation of ecological processes unperturbed by edge effects and fragmentation.

Critical: The concept of criticality or fundamentality in Principal 9 and HCVs relates to irreplaceability and to cases where loss or major damage to this HCV would cause serious prejudice or suffering to affected stakeholders. An ecosystem service is considered to be critical (HCV 4) where a disruption of that service is likely to cause, or poses a threat of, severe negative impacts on the welfare, health or survival of local communities, on the environment, on HCVs, or on the functioning of significant infrastructure (roads, dams, buildings etc.). The notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values (Source: FSC-STD-01-001 V5-2).

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

Culturally appropriate [mechanisms]: Means/approaches for outreach to target groups that are in harmony with the customs, values, sensitivities, and ways of life of the target audience (Source: FSC-STD-01-001 V5-2).

Customary Court: A mechanism to address violation of customary laws operated by customary institutions.

Customary Forest: Forests which are located within the territory of customary law community, a group of people who have lived traditionally in certain geographical areas due to ties to ancestral origins, strong relationships with the environment, and a value system that determines its economic, political, social, and law institutions.

Customary Institutions: Organizations which grow and develop throughout the history of an indigenous community with the authority to regulate, handle and address local issues based on customary law.

Customary law: Interrelated sets of customary rights maybe 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). These rights include the right to land and natural resources, to culture, to self-determination and to Free, Prior and Informed Consent (FPIC) (Source: UNDRIP 2007).

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 (Source: adapted from ILO Convention 111, Article1). *'Sexual orientation' was added to the definition provided in Convention 111, as it has been identified as an additional type of discrimination which may occur.

Dispute: for the purpose of the IGIs, 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**.

Due consideration: To give such weight or significance to a particular factor as under the circumstances it seems to merit, and this involves discretion (Source: 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 (Source: ILO Convention 111, Article 1.3).

Engaging or engagement: The process by which *The Organization** communicates, consults and/or provides for the participation of interested and/or affected stakeholders ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and updating of the management plan (Source: FSC-STD-01-001 V5-2).

Environmental Impact Assessment (EIA): Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome, 2011).

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

- ecosystem functions (including carbon sequestration and storage);
- biological diversity;
- water resources;
- soils;



- atmosphere;
- landscape values (including cultural and spiritual values).

The actual worth attributed to these elements depends on human and societal perceptions (Source: FSC-STD-01-001 V5-2).

Equal remuneration* for men and women workers* for work of equal value: refers to rates of remuneration established without discrimination* based on sex (Source: ILO Convention 100, 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 V5-2).

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

Fertilizer: Mineral or organic substances, most commonly N, P₂O₅ and K₂O, which are applied to soil for the purpose of enhancing plant growth.

Fibre Testing: a suite of wood identification technologies used to identify the family, genus, species and origin of solid wood and fibre based products.

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

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.).

Forest: A tract of land dominated by trees (Source: FSC 2011. 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, ADVISE-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: A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval (Source: based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

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

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

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

Genotype: The genetic constitution of an organism (Source: FSC-STD-01-001 V52).

Good faith: A process of engagement where the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid delays in negotiations, respect agreements concluded and under development, and give sufficient time to discuss and settle disputes (Source: adapted from Motion 40:2017).

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 (Source: 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

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

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

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

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

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

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

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

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)

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

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

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

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

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

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.

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

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 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).

Within the context of Indonesia Law: Indigenous People is a group of people who have been living in a certain geographical area for generations in the territory of the Republic of Indonesia because of the ancestral connection and a special relationship with the land, territory and natural resource in their customary territory, who own a distinct value system that defines the economic, political, social and legal norms parts or all of which are different from those of the society in general (Source: adaptation from Indonesia's Bill on Recognition and Protection of Indigenous People -AMAN's version, 9 March 2012-).

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

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 km² (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). No Date).

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

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

- Conservation organizations, for example environmental NGOs.
- Man power (rights) organizations, for example man power unions.
- Human rights organizations, for example social NGOs.
- Local development projects.
- Local governments.
- National government departments functioning in the region.
- FSC National Offices.
- Experts on particular issues, for example High Conservation Values

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

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

Invasive species: Species that are rapidly expanding outside of their native range. Invasive species can alter ecological relationships among native species and can affect ecosystem function and human health (Source: based on 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 V5-2).

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

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

Legal status: The way in which the *Management Unit** is classified according to law. In terms of tenure, it means the category of tenure, such as communal land or leasehold or freehold or



State land or government land, etc. If the *Management Unit** is being converted from one category to another (for example, from State land to communal indigenous land) the status includes the current position in the transition process. In terms of administration, legal status could mean that the land is owned by the nation as a whole, is administered on behalf of the nation by a government department, and is leased by a government Ministry to a private sector operator through a concession (Source: FSC-STD-01-001 V5-2).

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 (Source: ILO Convention 138, Article 7).

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

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

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

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

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

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



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

Management Unit: A spatial area or areas submitted for FSC certification with clearly defined boundaries managed to a set of explicit long term management objectives which are expressed in a management plan. 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 V5-2).

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 V5-2).

Minimum age (of employment): is not less than the age of finishing compulsory education, and which in any case, should not be less than 15 years. However, a country, whose economy and educational facilities are insufficiently developed, may initially specify a minimum age of 14 years. National laws* 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 (Source: ILO Convention 138, Article 2).

National laws: The whole suite of primary and secondary laws (acts, ordinances, statutes, decrees), which is applicable to a national territory, as well as secondary regulations, and tertiary administrative procedures (rules / requirements) that derive their authority directly and explicitly from these primary and secondary laws (Source: FSC-STD-01-001 V5-2).

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

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

Natural forest: A forest area with many of the principal characteristics and key elements of

native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.

'Natural forest' includes the following categories:

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

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, clearfelling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground.
- Areas where deforestation and forest degradation have been so severe that they are

no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the *Management Unit**, should be restored towards more natural conditions, or may be converted to other land uses

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

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

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

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

Obligatory code of practice: A manual or handbook or other source of technical instruction which *The Organization** must implement by law (Source: FSC-STD-01001 V5-2).

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-01001 V5-2).

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, Fishwomen, Oceans and tides*. IUCN. San Jose (Costa Rica)).

Person with disability: anyone who has physical, intellectual, mental, and/or sensory limitations for a long period of time and these circumstances may have created obstacles and difficulties for that person to engage fully and effectively in work-related activities and relationships with other persons based on equal rights (Source; Law NO. 8/2016).

Pesticide: Any substance or preparation prepared or used in protecting plants or wood or other plant products from pests; in controlling pests; or in rendering such pests harmless. This definition includes insecticides, rodenticides, acaricides, molluscicides, larvacides, fungicides and herbicides (Source: FSC-POL-30-001 FSC Pesticides Policy (2005)).

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

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

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

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

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

Principle: An essential rule or element; in FSC's case, of forest stewardship (Source: FSC-STD-01-001 V5-2).

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: FSCSTD-01-001 V5-2).

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

Reduced impact harvesting: Harvesting (including 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 (Source: ILO Convention 100, Article 1a).

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

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

Restore / Restoration: These words are used in different senses according to the context and in everyday speech. In some cases 'restore' means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases 'restore' means



the formation of more natural conditions in sites which have been heavily degraded or converted to other land uses. In the *Principles** and *Criteria**, the word 'restore' is not used to imply the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing ecosystem (Source: FSC-STD-01-001 V5-2).

*The Organization** is not necessarily obliged to restore those environmental values that have been affected by factors beyond the control of *The Organization**, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public infrastructure, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate.

*The Organization** is also not obliged to restore environmental values that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations. However, *The Organization** is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the *Management Unit** as a result of such previous impacts.

Riparian Area: An area adjacent to a river or another water body which is at least periodically affected by floods. A riparian ecosystem is existent where a river at certain times overflows its banks. Riparian areas may include big alluvial valleys tens of kilometers in width in wetlands or narrow strips of riparian vegetation in drylands (Source: Mitsch dan Gosselink (1993)).

Riparian areas are referred to as river buffer width in Indonesia's Government Regulation No. 38 of 2011 on River.

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

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

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

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

Shall not: Indicates a prohibition.

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

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International.
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity.



- A voluntary recognition by the manager, owner or Organization, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-2).

Silviculture: The art and science of controlling the establishment, growth, composition, health and quality of forests and woodlands to meet the targeted diverse needs and values of land-owners 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).

Small-Scale Forest Management: A forest *management unit** is classified as a SLIMF unit if it is less than 100 hectares.

Traditional Knowledge: Knowledge originated from traditional teaching, experience and skills which can be accounted for and applied in accordance with the existing norms in an indigenous community (adapted for NFSS of Indonesia).

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).

Streams: Channels where water flows or moves to another.

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).

Transaction verification: Verification by certification bodies and/or Accreditation Services International (ASI) that FSC output claims made by certificate holders are accurate and match with the FSC input claims of their trading partners (Source: FSCSTD-40-004 V3-0).

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 V5-2).

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

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

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

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

Very limited portion of 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 man powerers, administrators, supervisors, executives, contractor employees as well as self employed contractors and sub-contractors (Source: ILO Convention C155 Occupational Safety and Health Convention, 1981).

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

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



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