



FSC INTERIM FOREST STEWARDSHIP STANDARD FOR NORTH MACEDONIA

FSC-STD-MKD-01-2026 EN



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Beech forest, Krusevo, North Macedonia ©Julija Gjorgjieska

NOTE ON THIS ENGLISH VERSION:

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¹ The transition period is the timeline in which there is a parallel phase-in of the new version and the phase-out of the old version of the standard. By the transition period's end date, certificate holders based on the previous version of this Forest Stewardship Standard are expected to have been evaluated against this revised version and any nonconformities that were identified against the revised set of requirements to be closed (this applies only to major non-conformities, if the certification body still operates under FSC-STD-20-007 V4-0). Certificates issued against the previous version of this Forest Stewardship Standard will automatically expire and be considered terminated at the transition period's end date.

Version control

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A FOREWORD

A.1 The Forest Stewardship Council (FSC)

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

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

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

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

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

A.2 The FSC Principles and Criteria

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

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

The FSC Principles and Criteria together with the International Generic Indicators (IGI) provide the basis for the development of locally adapted Forest Stewardship Standards (FSS).

B PREAMBLE

B.1 Objective

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

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

B.2 Scope

This standard shall be applied in the following scope:

Geographic region	Republic of North Macedonia
Forest types	All forest types
Ownership types	All types of ownership
Scale and intensity categories (According to section 6 of FSC-STD-60-002)	All categories of Management Units, including provisions for small or low intensity managed forests (SLIMFs)
Forest products (According to FSC-STD-40-004a)	Rough wood (W1); excluding NTFPs

B.3 Responsibility for Conformance

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

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

Forest Stewardship Standards are to be used in conjunction with international, national, and local laws and regulations.

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

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

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

The Organization is also responsible for demonstrating that other persons or entities that are permitted or contracted by The Organization to operate in, or for the benefit of the Management Unit, conform with the requirements in this standard.

The Organization is required to take corrective actions in the event of such persons or entities not being in conformance with the requirements in this standard.

B.4 NOTE on the use of normative and non-normative elements in the standard

Normative elements in the standard are:

Scope, effective date, validity period, glossary of terms, principles, criteria, indicators, tables and annexes, unless indicated otherwise.

NOTE: With regard to the auditing of Annexes, when an indicator refers to an Annex, the conformity assessment shall cover both the indicator and the corresponding requirements in the Annex, unless the Annex is explicitly categorised as 'informative'.

Sub-indicators in an Annex contribute to the conformity assessment at the level of criterion in the same way as sub-indicators listed in an indicator within the main body of the standard.

Non-normative elements in the standard that can be used for guidance only, are:

Verifiers, NOTES, guidelines and examples which are attached to some of the indicators (as well as other guidance/applicability NOTES which might be produced in association with this standard).

Auditors may use other means for verification where appropriate. The Organization may also use verifiers as a guide to what may be required to demonstrate conformity.

“SLIMF” (small or low-intensity managed forest(s)):

The Organizations managing Management Units which qualify as SLIMF shall conform with all indicators in the standard, except where specific SLIMF indicators exist (marked as e.g., “SLIMF 1.6.1”), The Organizations above shall conform with them instead.

“NTFP” (Non-Timber Forest Products)

In the current standard, NTFPs are out of scope; see B.2.

NOTE: NTFPs are excluded from the scope of certification under this standard and therefore cannot be included in FSC certification claims. Nevertheless, any NTFP collection or harvesting activities conducted within the Management Unit remain subject to applicable FSC requirements and shall be managed in a manner consistent with the objectives and requirements of this standard.

SLIMF eligibility criteria	National threshold
Small Management Units	Up to 100 hectares
Low intensity Management Units	The rate of harvesting is less than 20% of the mean annual increment (MAI) within the total production forest area of the unit, AND EITHER the annual harvest from the total production forest area is less than 5000 cubic meters, OR the <i>average</i> annual harvest from the total production forest is less than 5000 m³ / year during the period of validity of the certificate as verified by harvest reports and surveillance audits.

Verbal forms for the expression of provisions

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

“shall” : indicates requirements strictly to be followed in order to conform with the standard; ‘shall not’ indicates a prohibition.

“should” : indicates that among several possibilities one is recommended as particularly suitable, without mentioning or excluding others, or that a certain course of action is preferred but not necessarily 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 standard.

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

The text of the Principles and the Criteria under section F contains terms that are formatted in italics and marked with an *asterisk*^{*}. These terms are defined in the annex of Glossary of terms.

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

B.5 Interpretations and Disputes

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

Disputes between stakeholders concerning certification requirements are managed by FSC dispute resolution procedure (see <FSC-PRO-01-008-Processing Complaints in the FSC Certification Scheme Procedure>).

C CONTEXT

C.1 General description of the forestry sector

Forests as a National Resource

The forests of North Macedonia represent one of the country's most significant natural resources. Characterized by a high degree of naturalness and biodiversity, they are fundamental to the national economy, environmental stability, and the social fabric of rural communities. The country's unique geographical position at the crossroads of Mediterranean and moderate-continental climatic zones has promoted a rich diversity of flora and fauna, making its forests a key reservoir of European biodiversity.

Management of these forest resources is grounded in principles of sustainability, aiming to balance economic viability with social responsibility and environmental protection. However, the forestry sector faces notable challenges, including the need to address illegal logging, prevent forest fires, and overcome structural issues related to the fragmentation of private forest land.

Forest Composition and Key Species

The forests are predominantly composed of deciduous broad-leaved species, which cover 59% of the total forest area. Mixed forests account for 30%, while coniferous and degraded forests cover 7% and 4% respectively.

The main native tree species are Beech (*Fagus moesiaca*) and various species of Oak (*Quercus spp.*), which together constitute up to 85% of all native forest species. The forests are also home to other important broadleaves like maple, ash, and elm, as well as artificially established coniferous plantations, primarily featuring Black Pine (*Pinus nigra*), Scots Pine (*Pinus sylvestris*), Norway Spruce (*Picea abies*), Douglas Fir (*Pseudotsuga menziesii*), European Larch (*Larix decidua*), Arizona Cypress (*Cupressus arizonica*), etc.

Forest Resources: Extent, Types, and Growth

Official data from the State Statistical Office (2023) provides a clear picture of the national forestry landscape:

- **Total Forest Area:** Forests and forest lands cover 1,115,247 ha, with the area under productive forest being 1,008,541 ha. This means forests cover approximately 40.8% of the country's total territory.
- **Ownership Structure:** The ownership of the area under productive forest is dominated by the state, with a clear division:
 - **State-owned forests:** 834,736 ha (82.77%), managed by the Public Enterprise "National Forests" (PENF) for economic purposes, and by National Parks (and some other protected areas) authorities within protected areas.
 - **Privately-owned forests:** 173,805 ha (17.23%), characterized by extreme fragmentation. This area is divided among approximately 220,000 separate parcels owned by around 65,000 families, with an average property size of just 0.6 ha.
- **Forest Structure and Quality:** A defining characteristic of North Macedonian forests is the prevalence of low-quality coppice stands.
 - **Coppice Forests:** Approximately 71% of forests are managed as coppice, with an average wood mass of only 96.4 m³/ha.
 - **High Forests:** High, seed-originated forests make up the remaining 29% and exhibit healthier growth rates.
- **Timber Production and Use:** The planned annual allowable cut in recent years has been approximately 1,300,000 m³. A significant portion of the harvested timber, around 85%, is utilized as firewood for household heating, underscoring the vital social function of the nation's forests.

- **Protected Areas:** North Macedonia has a robust network of protected areas covering 357,778 ha, or 13.92% of its total territory. This network includes four National Parks (Mavrovo, Galichica, Pelister, and Shar Mountain), which alone encompass 6.91% of the country, followed by natural monuments with 3.0%, while all other categories of protected areas occupy about 4.01% of the country's territory. Significant areas, including Maleshevo, Osogovski Planini, Jasen, and Vodno, were also protected.

A Brief Historical Overview

The current state of North Macedonia's forests is the result of centuries of human and environmental interaction. The historical context is crucial for understanding the present-day structure and challenges.

- **Pre-20th Century & Ottoman Period:** Like much of the Balkans, the region's forests were shaped by a long history of human activity. Widespread livestock grazing, timber extraction for construction, and the use of wood for fuel and charcoal production were common. These practices favoured the regeneration of tree species that coppice well (like oak and hornbeam), leading to the prevalence of the coppice forest structure that dominates today.
- **The Yugoslav Period (1945-1991):** This era was marked by a centralized, state-driven approach to forestry. Large-scale industrial forestry was promoted, and significant afforestation programs were undertaken to combat erosion and increase forest cover, particularly with coniferous species like Black Pine. Management was consolidated under large public enterprises, and private ownership was limited.
- **Post-Independence & Transition (1991-Present):** The transition to a market economy brought profound changes. The process of denationalization and land restitution led to the creation of the current, highly fragmented private forest ownership structure. This period has been characterized by new socio-economic pressures, leading to challenges such as illegal logging and difficulties in organizing sustainable management for tens of thousands of small, disconnected private parcels. Simultaneously, there has been a growing recognition of the importance of biodiversity conservation, leading to the expansion of the protected areas network, culminating in the establishment of Shar Mountain National Park in 2021. The forest cover has continued to grow in recent decades, but the legacy of historical land use patterns remains a defining feature of the sector.

C.2 Background information on the standard development

FSC has been seeking ways to enhance the efficiency and effectiveness of its standard development and approval processes. One key strategy has been to explore the use of the International Generic Indicators (IGI) for Forest Management (FM) certification. To accelerate progress, the FSC Board of Directors (BoD) encouraged the development of Forest Stewardship Standards (FSS) through more streamlined approaches. Building on this direction, the FSC Policy and Performance Unit (P&P) decided, after extensive discussions, to pilot the use of the IGI as an Interim Forest Stewardship Standard (IFSS) with minimal adaptations in countries where a national FSS has not yet been developed. This approach aims to provide a practical and timely solution in contexts where the traditional standard development process may face challenges or require extended timelines.

This approach is supported by experience, with the IGI having been successfully integrated into approved IFSS and tested in various regional contexts. A review of 24 IFSS published between 2017 and 2024 showed that, on average, 90% of IGI were adopted without modifications, while only about 10% required some level of adaptation to local context. Further analysis indicated that up to 97% of indicators could remain unchanged, with only minor adaptations needed for eight IGI and three annexes. These findings demonstrate that using IGI with minimal adaptations is both feasible and effective, providing a strong basis for the development of the IFSS North Macedonia.

North Macedonia was selected to apply the minimal adaptation of the IGI approach due to the absence of an established FSC Forest Stewardship Standard aligned with any version of the FSC Principles and Criteria (P&C), combined with a strong and growing interest among national stakeholders in establishing

FSC forest management certification in the country. The development of an IFSS therefore provides an important opportunity to enable certification in North Macedonia.

The development process involved collaboration with local stakeholders to ensure that the standard reflects national legal, environmental, and social conditions where necessary. One stakeholder consultation meeting was conducted in person on 18 November 2025, led by AIM Local Consultants and FSC Adria-Balkan with the support of the Ministry of Agriculture, Forestry and Water Economy of North Macedonia (MAFWE). Participants included representatives from relevant stakeholder groups, with strong participation from potential certificate holders such as the state forest enterprise.

The standard was developed in line with the requirements of FSC-PRO-60-007 V1-2 between 21 July 2025 and 13 March 2026. A public consultation was conducted on the FSC Consultation Platform from 18 November 2025 to 18 December 2025. Feedback received during the stakeholder consultation meeting and the public consultation was carefully analyzed and incorporated into the final draft of the standard, which forms the structure and content of this IFSS.

NOTE: Further information is available from P&P upon request.

D 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-20-003	<i>FSC Policy on the Excision of Areas from the Scope of Certification</i>
FSC-POL-30-001	<i>FSC Pesticides Policy</i>
FSC-POL-30-602	<i>FSC Interpretation on GMOs: Genetically Modified Organisms</i>
FSC-STD-20-007	<i>Forest Management Evaluations</i>
FSC-STD-30-005	<i>FSC Standard for Group Entities in Forest Management Groups</i>
FSC-PRO-01-008	<i>Processing Complaints in the FSC Certification Scheme</i>
FSC-PRO-30-006	<i>Ecosystem Services Procedure: Impact Demonstration and Market Tools</i>
FSC-DIR-20-007	<i>FSC Directive on FSC Forest Management Evaluations</i>
FSC-GUI-30-003	<i>FSC Guidelines for the implementation of the right to Free, Prior and Informed Consent (FPIC)</i>

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

E LIST OF ABBREVIATIONS

No specific national abbreviations used in the standard.

F PRINCIPLES*, CRITERIA* AND INDICATORS*

PRINCIPLE* 1: COMPLIANCE WITH LAWS

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

- 1.1 *The Organization** shall be a legally defined entity with clear, documented and unchallenged *legal registration**, with written authorization from the *legally competent** authority for specific activities.**
 - 1.1.1 Legal registration to carry out all activities within the scope of the certificate is documented and unchallenged.
 - 1.1.2 Legal registration is granted by a legally competent authority according to legally prescribed processes.
- 1.2 *The Organization** shall demonstrate that the *legal** status of the *Management Unit**, including *tenure** and *use rights**, and its boundaries, are clearly defined.**
 - 1.2.1 Legal tenure to manage and use resources within the scope of the certificate is documented.
 - 1.2.2 Legal tenure is granted by a legally competent authority according to legally prescribed processes.
 - 1.2.3 The boundaries of all Management Units within the scope of the certificate are clearly marked or documented and clearly shown on maps.
- 1.3 *The Organization** shall have *legal** rights to operate in the *Management Unit**, which fit the *legal** status of *The Organization** and of the *Management Unit**, and shall comply with the associated *legal** obligations in *applicable national* and *local laws** and regulations and administrative requirements. The *legal** rights shall provide for harvest of products and/or supply of *ecosystem services** from within the *Management Unit**. *The Organization** shall pay the legally prescribed charges associated with such rights and obligations.**
 - 1.3.1 All activities undertaken in the Management Unit are carried out in compliance with:
 - 1) Applicable laws and regulations and administrative requirements,
 - 2) Legal and customary rights; and
 - 3) Obligatory codes of practice.
 - 1.3.2 Payment is made in a timely manner of all applicable legally prescribed charges connected with forest management.
 - 1.3.3 Activities covered by the management plan are designed to comply with all applicable laws.
- 1.4 *The Organization** shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the *Management Unit** from unauthorized or illegal resource use, settlement and other illegal activities.**
 - 1.4.1 Measures are implemented to provide protection from unauthorized or illegal harvesting, hunting, fishing, trapping, collecting, settlement and other unauthorized activities.
 - 1.4.2 Where protection is the legal responsibility of regulatory bodies, a system is implemented to work with these regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.
 - 1.4.3 If illegal or unauthorized activities are detected, measures are implemented to address them.

- 1.5** *The Organization** shall comply with the *applicable national laws**, local laws, *ratified** international conventions and *obligatory codes of practice**, relating to the transportation and trade of forest products within and from the *Management Unit**, and/or up to the point of first sale.
- 1.5.1 Compliance with applicable national laws, local laws, ratified international conventions and obligatory codes of practice relating to the transportation and trade of forest products up to the point of first sale is demonstrated.
 - 1.5.2 Compliance with CITES provisions is demonstrated, including through possession of certificates for harvest and trade in any CITES species.
- 1.6** *The Organization** shall identify, prevent and resolve *disputes** over issues of statutory or customary law*, which can be settled out of court in a *timely manner**, through *engagement** with *affected stakeholders**.
- 1.6.1 A publicly available dispute resolution process is in place; developed through culturally appropriate engagement with affected stakeholders.
 - 1.6.2 Disputes related to issues of applicable laws or customary law that can be settled out of court are responded to in a timely manner, and are either resolved or are in the dispute resolution process.
 - 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.
 - 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.
- 1.7** *The Organization** shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, *The Organization** shall implement other anti-corruption measures proportionate to the *scale** and *intensity** of management activities and the *risk** of corruption.
- 1.7.1 A policy is implemented that includes a commitment not to offer or receive bribes of any description.
- SLIMF 1.7.1 A written or verbal declaration not to give or receive bribes (money) or to engage in other forms of corruption is communicated to neighbours and customers.
- 1.7.2 The policy meets or exceeds related legislation.
 - 1.7.3 The policy is publicly available at no cost.
 - 1.7.4 Bribery, coercion and other acts of corruption do not occur.
 - 1.7.5 Corrective measures are implemented if corruption does occur.

- 1.8 *The Organization** shall demonstrate a *long-term** commitment to adhere to the FSC *Principles** and *Criteria** in the *Management Unit**, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a *publicly available** document made freely available.**
- 1.8.1 A written policy, endorsed by an individual with authority to implement the policy, includes a long-term commitment to forest management practices consistent with FSC Principles and Criteria and related Policies and Standards.
- 1.8.2 The policy is publicly available at no cost.

PRINCIPLE* 2: WORKERS* RIGHTS AND EMPLOYMENT CONDITIONS

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

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

2.1.1 The Organization shall not use child labour.

2.1.1.1 The Organization shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 2.1.1.2.

2.1.1.2 Where workers below 18 are engaged in permitted light work, The Organization shall ensure that:

- 1) schooling is not interfered with and work is performed only outside school hours during normal daytime;
- 2) all legal ceilings on daily/weekly hours, rest periods, and the prohibition of night work for persons under 18 are respected; and
- 3) tasks are age-appropriate, do not constitute hazardous work or heavy work, and permitted under the national Labour Law (Chapter XIII, Articles 172–176), safeguarding the health, safety, and development of workers below 18, and comply with any prior authorization or consent requirement prescribed by law.

2.1.1.3 No person under the age of 18 is employed in hazardous or heavy work* except for the purpose of training within approved national laws* and regulation.

2.1.1.4 The Organization shall prohibit worst forms of child labour.

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

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

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

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

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

2.1.3.1 Employment and occupation practices are non-discriminatory.

- 2.1.4 The Organization shall respect freedom of association and the right to collective bargaining.
 - 2.1.4.1 Workers are able to establish or join worker organizations of their own choosing.
 - 2.1.4.2 The Organization respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights.
 - 2.1.4.3 The Organization negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
 - 2.1.4.4 Collective bargaining agreements are implemented where they exist.

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

- 2.2.1 Systems are implemented that promote gender equality and prevent gender discrimination in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.
- 2.2.2 Job opportunities are open to both women and men under the same conditions, and women are encouraged to participate actively in all levels of employment.
- 2.2.3 Work typically carried out by women (nurseries, silviculture, non timber forest products harvesting, weighing, packing, etc.) is included in training and health & safety programs to the same extent as work typically carried out by men.
- 2.2.4 Women and men are paid the same wage when they do the same work.
- 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.
- 2.2.6 Maternity leave is no less than a six-week period after childbirth.
- 2.2.7 Paternity leave is available and there is no penalty for taking it.
- 2.2.8 Meetings, management committees and decision-making forums are organized to include women and men, and to facilitate the active participation of both.
- 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.

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

- 2.3.1 Health and safety practices are developed and implemented that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.
- SLIMF 2.3.1 Each worker is informed about the health and safety measures corresponding to his/her activity and these meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.
- 2.3.2 Workers have personal protective equipment appropriate to their assigned tasks.
- 2.3.3 Use of personal protective equipment is enforced.
- 2.3.4 Records are kept on health and safety practices including accident rates and lost time to accidents.
- SLIMF 2.3.4 The use of health and safety measures by workers is checked and known.

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

SLIMF 2.3.5 Accident level is low compared to national forest industry averages.

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

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

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

2.4.2 Wages paid meet or exceed:

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

2.4.3 When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.

2.4.4 Wages, salaries and contracts are paid on time.

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

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

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

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

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

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

- 2.6.3 Up-to-date records of workers grievances related to workers loss or damage of property, occupational diseases or injuries are maintained including:
- 1) Steps taken to resolve grievances;
 - 2) Outcomes of all dispute resolution processes including fair compensation; and
 - 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.
- 2.6.4 Fair compensation is provided to workers for work-related loss or damage of property and occupational disease or injuries.

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.

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

3.1.1 Indigenous Peoples that may be affected by management activities are identified.

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

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

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

3.2.2 The legal and customary rights of Indigenous Peoples are not violated by The Organization.

3.2.3 Where evidence exists that legal and customary rights of Indigenous Peoples related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process as required in Criteria 1.6 or 4.6.

- 3.2.4 Free, Prior and Informed Consent is granted by Indigenous Peoples prior to management activities that affect their identified rights through a process that includes:
- 1) Ensuring Indigenous Peoples know their rights and obligations regarding the resource;
 - 2) Informing the Indigenous Peoples of the value of the resource, in economic, social and environmental terms;
 - 3) Informing the Indigenous Peoples of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, lands and territories; and
 - 4) Informing the Indigenous Peoples of the current and future planned forest management activities.
- 3.2.5 Where the process of Free Prior and Informed Consent (FPIC) has not yet resulted in an FPIC agreement, the Organisation and the affected Indigenous Peoples are engaged in a mutually agreed FPIC process that is advancing, in good faith and with which the community is satisfied.

3.3 In the event of delegation of control over management activities, a *binding agreement between *The Organization** and the *Indigenous Peoples** shall be concluded through *Free, Prior and Informed Consent**. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by *Indigenous Peoples** of *The Organization**'s compliance with its terms and conditions.**

- 3.3.1 Where control over management activities has been granted through Free Prior and Informed Consent based on culturally appropriate engagement, the binding agreement contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.
- 3.3.2 Records of binding agreements are maintained.
- 3.3.3 The binding agreement contains the provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.

3.4 *The Organization shall recognize and *uphold** the rights, customs and culture of *Indigenous Peoples** as defined in the United Nations Declaration on the Rights of *Indigenous Peoples** (2007) and *ILO Convention** 169 (1989).**

- 3.4.1 The rights, customs and culture of Indigenous Peoples as defined in UNDRIP and ILO Convention 169 are not violated by The Organization.
- 3.4.2 Where evidence that rights, customs and culture of Indigenous Peoples, as defined in UNDRIP and ILO Convention 169, have been violated by The Organization, the situation is documented including steps to restore these rights, customs and culture of Indigenous Peoples, to the satisfaction of the rights holders.

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

- 3.5.1 Sites of special cultural, ecological, economic, religious or spiritual significance for which Indigenous Peoples hold legal or customary rights are identified through culturally appropriate engagement.

- 3.5.2 Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with Indigenous Peoples. When Indigenous Peoples determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.
- 3.5.3 Wherever sites of special cultural, ecological, economic, religious or spiritual significance are newly observed or discovered, management activities cease immediately in the vicinity until protective measures have been agreed to with the Indigenous Peoples, and as directed by local and national laws.

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

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

PRINCIPLE* 4: COMMUNITY RELATIONS

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

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

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

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 ***traditional people**** of control over management activities to third parties requires ***Free, Prior and Informed Consent****.

- 4.2.1 Through culturally appropriate engagement local communities are informed of when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights.
- 4.2.2 The legal and customary rights of local communities to maintain control over management activities are not violated by The Organization.
- 4.2.3 Where evidence exists that legal and customary rights of local communities related to management activities have been violated the situation is corrected, if necessary, through culturally appropriate engagement and/or through the dispute resolution process in Criteria 1.6 or 4.6.
- 4.2.4 Free, Prior and Informed Consent is granted by traditional peoples prior to management activities that affect their identified rights through a process that includes:
 - 1) Ensuring the traditional peoples know their rights and obligations regarding the resource;
 - 2) Informing the traditional peoples of the value of the resource, in economic, social and environmental terms;
 - 3) Informing the traditional peoples 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 traditional peoples of the current and future planned forest management activities.

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

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

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

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

SLIMF 4.3.1 Preference is given to local people for employment, training and other services.

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

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

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

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

SLIMF 4.4.2 Local products and services are preferably used.

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

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

SLIMF 4.5.1 Measures are implemented to avoid and mitigate significant negative social, environmental and economic impacts of management activities on affected communities and communicated to them accordingly.

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

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

4.6.2 Grievances related to the impacts of management activities are responded to in a timely manner, and are either resolved or are in the dispute resolution process.

- 4.6.3 An up to date record of grievances related to the impacts of management activities is held including:
- 1) Steps taken to resolve grievances;
 - 2) Outcomes of all dispute resolution processes including fair compensation to local communities and individuals; and
 - 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.

4.6.4 Operations cease in areas while disputes exist of:

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

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

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

4.7.2 Measures to protect such sites are agreed, documented and implemented through culturally appropriate engagement with local communities. When local communities determine that physical identification of sites in documentation or on maps would threaten the value or protection of the sites, then other means will be used.

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

4.8 *The Organization shall *uphold** the right of *traditional peoples** to *protect** and utilize their *traditional knowledge** and shall compensate them 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 *traditional 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.**

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

4.8.2 Traditional peoples are compensated according to the binding agreement reached through Free, Prior and Informed Consent for the use of traditional knowledge and intellectual property.

PRINCIPLE* 5: BENEFITS FROM THE FOREST*

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

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

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

SLIMF 5.1.1 The Organization is aware of the range of resources and ecosystem services that could strengthen and diversify the local economy.

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

5.1.3 When The Organization uses FSC Ecosystem Services Claims, The Organization shall comply with applicable requirements in FSC-PRO-30-006.

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

5.2.1. Allowable cuts and annual harvest levels shall be based on *Best Available Information**, including current inventory, growth and yield, mortality and stand-structure data, maintenance of ecosystem functions, the applicable approved management instrument for the unit, nationally prescribed methods for determining the *etat* (allowable cut), and mapped protection or operational restrictions.

NOTE: Allowable cut (“*etat*”) and harvest planning are determined through approved forest management planning instruments, and the respective Law on Forest provisions.

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.

5.2.3 Actual annual timber harvests are recorded by species, assortment and management unit (stand/compartment), and it is ensured that, over the defined planning period, the cumulative realized harvest does not exceed the approved *etat* (i.e., allowable cut, determined in 5.2.2) established in the applicable approved management instrument. Records shall reconcile with marking books and consignment registers and reflect any regular and extraordinary (planned or unplanned) fellings permitted by the approved management instrument and law.

5.2.4 For extraction of commercially harvested forest services and non timber forest products under The Organization’s control, a sustainable harvest level shall be calculated and adhered to. Sustainable harvest levels shall be based on Best Available Information.

NOTE: In the national context of North Macedonia, Best Available Information may include, for example, approved Forest Management Plans and relevant forestry and nature protection legislation regulating the authorization and conditions for collection.

- 5.3 *The Organization** shall demonstrate that the positive and negative externalities* of operations are included in the *management plan**.**
- 5.3.1 Costs related to preventing, mitigating or compensating for negative social and environment impacts of management activities are quantified and documented in the management plan.
- 5.3.2 Benefits related to positive social and environment impacts of management activities are identified and included in the management plan.
- 5.4 *The Organization** shall use local processing, local services, and local value adding to meet the requirements of *The Organization** where these are available, proportionate to *scale, intensity and risk**. If these are not locally available, *The Organization** shall make *reasonable** attempts to help establish these services.**
- 5.4.1 Where cost, quality and capacity of non-local and local options are at least equivalent, local goods, services, processing and value-added facilities are used.
- 5.4.2 Reasonable attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.
- 5.5 *The Organization** shall demonstrate through its planning and expenditures proportionate to *scale, intensity and risk**, its commitment to *long-term* economic viability**.**
- 5.5.1 Sufficient funds are allocated to implement the management plan in order to meet this standard and to ensure long-term economic viability.
- 5.5.2 Expenditures and investments are made to implement the management plan in order to meet this standard and to ensure long-term economic viability.

PRINCIPLE* 6: ENVIRONMENTAL VALUES* AND IMPACTS

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

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

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

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

- 1) Impacts of management activities on the identified environmental values can be assessed as per Criterion 6.2;
- 2) Risks to environmental values can be identified as per Criterion 6.2;
- 3) Necessary conservation measures to protect values can be identified as per Criterion 6.3; and,
- 4) Monitoring of impacts or environmental changes can be conducted as per Principle 8.

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

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

SLIMF 6.2.1 Prior to implementing site-disturbing activities an assessment is conducted to identify possible adverse impacts from planned management activities.

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

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

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

6.3.2 Management activities prevent negative impacts to environmental values.

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

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

6.4.1 The Organization shall compile and use Best Available Information (BAI) to identify rare and threatened species and their habitats that are present or likely to be present within and adjacent to the Management Unit, including CITES species and those listed on national, regional or local lists of rare and threatened species.

Guidance note:

- Annex D provides the official BAI sources (IUCN Red List with country filter for North Macedonia, CITES, MoEPP OG 139/2011 and related by-laws, Decision on Rare Tree Species OG 23/1998, Law on Game and Hunting, the National Red List portal (draft, where maintained by MoEPP), and relevant International, EU/Bern/Habitats lists (e.g. Habitats Directive Annexes II/IV, Bern Convention Appendices, Emerald, EUNIS). The Organization should record all sources consulted, dates of access, and summary results in a BAI register, and update it at least once per forest management planning cycle, or sooner if new official lists or guidance are released. Where a species' status or habitat range is uncertain, apply the precautionary approach and manage the area as if the species were present until verified otherwise.
- The Organization is encouraged to consult relevant experts (e.g., MoEPP biodiversity officers, academia, or national museums) when updating the BAI register or verifying new occurrences.

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

SLIMF 6.4.2 Management activities are designed or modified to avoid negative impacts on rare and threatened species, and their habitats.

6.4.3 The rare and threatened species and their habitats are protected, including through the provision of conservation zones, protection areas, connectivity, and other direct means for their survival and viability, such as species' recovery programs.

6.4.4 Hunting, fishing, trapping and collection of rare or threatened species is prevented.

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

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

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

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

- 6.5.4 The size of the Representative Sample Areas and/or restoration areas is proportionate to the conservation status and value of the ecosystems at the landscape level, the size of the Management Unit and the intensity of forest management.
- 6.5.5 Representative Sample Areas in combination with other components of the conservation areas network comprise a minimum 10% area of the Management Unit.
- 6.6 ***The Organization* shall effectively maintain the continued existence of naturally occurring native species* and genotypes*, and prevent losses of biological diversity*, especially through habitat* management in the Management Unit*. The Organization* shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting.***
 - 6.6.1 Management activities maintain the plant communities and habitat features found within native ecosystems in which the Management Unit is located.
 - 6.6.2 Where past management has eliminated plant communities or habitat features, management activities aimed at re-establishing such habitats are implemented.
 - 6.6.3 Management maintains, enhances, or restores habitat features associated with native ecosystems, to support the diversity of naturally occurring species and their genetic diversity.
 - 6.6.4 Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring native species, their diversity within species and their natural distribution are maintained.
 - 6.6.5 Mechanisms for wildlife *protection** are in place: Applicable national and/or international regulations on *protection**, hunting and trade in animal species or parts (trophies) shall be known and complied with.
 - 6.6.6 An internal regulation is in place and implemented banning and punishing the transportation of and trade in poached bushmeat in the vehicles and facilities of *The Organization**.
 - 6.6.7 A system of regular and punctual controls to ensure hunting policies are respected is implemented.
 - 6.6.8 Effective mitigation measures are in place to ensure that *workers** do not increase hunting, trapping or collecting of bush meat or wild fish.
- 6.7 ***The Organization* shall protect* or restore* natural water courses, water bodies*, riparian zones* and their connectivity*. The Organization* shall avoid negative impacts on water quality and quantity and mitigate and remedy those that occur.***
 - 6.7.1 Protection measures are implemented to protect natural water courses, water bodies, riparian zones and their connectivity, including water quantity and water quality.
 - 6.7.2 Where implemented protection measures do not protect water courses, water bodies, riparian zones and their connectivity, water quantity or water quality from impacts of forest management, restoration activities are implemented.
 - 6.7.3 Where natural water courses, water bodies, riparian zones and their connectivity, water quantity or water quality have been damaged by past activities on land and water by The Organization, restoration activities are implemented.
 - 6.7.4 Where continued degradation exists to watercourses, water bodies, water quantity and water quality caused by previous managers and the activities of third parties, measures are implemented that prevent or mitigate this degradation.

- 6.8** *The Organization** shall manage the *landscape** in the *Management Unit** to maintain and/or *restore** a varying mosaic of species, sizes, ages, spatial *scales** and regeneration cycles appropriate for the *landscape values** in that region, and for enhancing environmental and economic *resilience**.
- 6.8.1 A varying mosaic of species, sizes, ages, spatial scales, and regeneration cycles is maintained appropriate to the landscape.
 - 6.8.2 The mosaic of species, sizes, ages, spatial scales, and regeneration cycles is restored where it has not been maintained appropriate to the landscape.
- 6.9** *The Organization** shall not convert *natural forest** or *High Conservation Value Areas** to *plantations** or to *non-forest land-use**, nor transform *plantations** on sites directly converted from *natural forest** to *non-forest land-use**, except when the *conversion**:
- a) *Affects a very limited portion** of the *Management Unit**, and
 - b) Will produce clear, substantial, additional, secure long-term *conservation** and social benefits in the *Management Unit**, and
 - c) Does not damage or threaten *High Conservation Values**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values**.
- 6.9.1 There is no conversion of natural forest or High Conservation Value Areas to plantations, or to non-forest land-use, nor transformation of plantations on sites directly converted from natural forest to non-forest land-use, except when it:
 - 1) Affects a very limited portion of the Management Unit, and
 - 2) Will produce clear, substantial, additional, secure, long-term conservation and social benefits in the Management Unit; and
 - 3) Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.
- 6.10** *Management Units** containing *plantations** that were established on areas converted from *natural forest** between 1 December 1994 and 31 December 2020 shall not qualify for certification, except where:
- a) The conversion affected a *very limited portion** of the *Management Unit** and is producing clear, substantial, *additional**, secure long-term *conservation** benefits in the *Management Unit**, or
 - b) *The Organization** which was *directly** or *indirectly** involved in the conversion demonstrates *restitution** of all *social harms** and *proportionate** *remedy** of *environmental harms** as specified in the applicable FSC Remedy Framework, or
 - c) *The Organization** which was not involved in the conversion but has acquired *Management Units** where conversion has taken place demonstrates *restitution** of *priority social harms** and *partial remedy** of *environmental harms** as specified in the applicable FSC Remedy Framework.
- 6.10.1 Based on Best Available Information, accurate data is compiled on all conversions between 1 December 1994 and 31 December 2020 within the Management Unit.
 - 6.10.2 Areas converted from natural forest to plantation between 1 December 1994 and 31 December 2020 are not certified, except where:
 - 1) The conversion affected a very limited portion of the Management Unit and is producing clear, substantial, additional, secure long-term conservation benefits in the Management Unit, or
 - 2) The Organization which was directly or indirectly involved in the conversion demonstrates restitution of all social harms and proportionate remedy of environmental harms as specified in the applicable FSC Remedy Framework, or

- 3) The Organization which was not involved in conversion but has acquired Management Units where conversion has taken place demonstrates restitution of priority social harms and partial remedy of environmental harms as specified in the applicable FSC Remedy Framework, or
- 4) The Organization qualifies as a small-scale smallholder.

6.11 *Management Units shall not qualify for certification if they contain *natural forests** or *High Conservation Value Areas** converted after 31 December 2020, except where the conversion*:**

- a) *Affected a very limited portion** of the *Management Unit**, and**
- b) *Is producing clear, substantial, additional**, *secure long-term** *conservation** and social benefits in the *Management Unit**, and**
- c) *Did not threaten High Conservation Values**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values**.**

6.11.1 Based on Best Available Information, accurate data is compiled on all conversions of natural forests and High Conservation Value Areas after 31 December 2020 within the Management Unit.

6.11.2 Areas where natural forests or High Conservation Value Areas have been converted after 31 December 2020 are not certified, except where the conversion:

- 1) Affected a very limited portion of the Management Unit, and
- 2) is producing clear, substantial, additional, secure long-term conservation and social benefits in the Management Unit, and
- 3) did not threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.

PRINCIPLE* 7: MANAGEMENT PLANNING

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

- 7.1** **The Organization*** shall, proportionate to **scale, intensity and risk*** of its management activities, set policies (visions and values) and **objectives*** for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and **objectives*** shall be incorporated into the **management plan***, and publicized.
 - 7.1.1 Policies (vision and values) that contribute to meeting the requirements of this standard are defined.
 - 7.1.2 Specific, operational management objectives that address the requirements of this standard are defined.
 - 7.1.3 Summaries of the defined policies and management objectives are included in the management plan and publicized.
- 7.2** **The Organization*** shall have and implement a **management plan*** for the **Management Unit*** which is fully consistent with the policies and **management objectives*** as established according to **Criterion* 7.1**. The **management plan*** shall describe the natural resources that exist in the **Management Unit*** and explain how the plan will meet the FSC certification requirements. The **management plan*** shall cover **forest*** management planning and social management planning proportionate to **scale, intensity and risk*** of the planned activities.
 - 7.2.1 The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.
 - 7.2.2 The management plan addresses the elements listed in Annex E and is implemented.
- 7.3** The **management plan*** shall include **verifiable targets*** by which progress towards each of the prescribed **management objectives*** can be assessed.
 - 7.3.1 Verifiable targets, and the frequency that they are assessed, are established for monitoring the progress towards each management objective.
- 7.4** **The Organization*** shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, **stakeholder engagement*** or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.
 - 7.4.1 The management plan is revised and updated periodically consistent with Annex F to incorporate:
 - 1) Monitoring results, including results of certification audits;
 - 2) Evaluation results;
 - 3) Stakeholder engagement results;
 - 4) New scientific and technical information, and
 - 5) Changing environmental, social, or economic circumstances.

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

7.5.1 A summary of the management plan in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.

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

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

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

- 1) Dispute resolution processes (Criterion 1.6, Criterion 2.6, Criterion 4.6);
- 2) Definition of living wages (Criterion 2.4);
- 3) Identification of rights (Criterion 3.1, Criterion 4.1), Indigenous cultural landscapes (Criterion 3.1) sites (Criterion 3.5, Criterion 4.7) and impacts (Criterion 4.5);
- 4) Local communities' socio-economic development activities (Criterion 4.4); and
- 5) High Conservation Values assessment, management and monitoring (Criterion 9.1, Criterion 9.2, Criterion 9.4).

Guidance: To implement 7.6.1 in North Macedonia, The Organization can anchor engagement to the planning system in the Law on Forests and associated rulebooks, and then tailor it at the Forest Management Unit level:

- Public participation already mandated: the Strategy (Art. 23) and the General Forest Management Plan (Art. 24) go to public inspection/hearing for ≥ 60 days (Art. 24(7)–(9) and Art. 38). Planning data are available to the interested public (Art. 40).
- Local touchpoints for culturally appropriate engagement: use the preparation/consent steps for Special Forest Management Plans (Art. 29(5), (11)), Forest Management Programmes (Art. 30(4)), and the annual Plans / Implementation Plans (Arts. 31–32) to engage affected stakeholders on disputes, rights/sites/impacts (incl. HCV), living-wage discussions, and community development actions relevant to the *Management unit**.
- Practical evidence for audits: public notices/meeting records aligned to the relevant plan or consent stage; a log of requests and disclosures under Art. 40; NOTES on how feedback influenced plan prescriptions, HCV measures, timing of operations or dispute handling.

7.6.2 Culturally appropriate engagement 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 culturally appropriate engagement activities are shared with those involved.
- 7.6.3 Affected rights holders and affected stakeholders are provided with an opportunity for culturally appropriate engagement in monitoring and planning processes of management activities that affect their interests.
- SLIMF 7.6.3 Culturally appropriate engagement is completed with affected stakeholders to ensure that their concerns are addressed in the development and implementation of management and monitoring activities.
- 7.6.4 On request, interested stakeholders are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests.

PRINCIPLE* 8: MONITORING AND ASSESSMENT

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

- 8.1 The Organization* shall monitor the implementation of its Management Plan*, including its policies and management objectives*, its progress with the activities planned, and the achievement of its verifiable targets***
 - 8.1.1 Procedures are documented and executed for monitoring the implementation of the management plan including its policies and management objectives and achievement of verifiable targets.
- 8.2 The Organization* shall monitor and evaluate the environmental and social impacts of the activities carried out in the Management Unit*, and changes in its environmental condition.**
 - 8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex G.
 - 8.2.2 Changes in environmental conditions are monitored consistent with Annex G.
- 8.3 The Organization* shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.**
 - 8.3.1 Adaptive management procedures are implemented so that monitoring results feed into periodic updates to the planning process and the resulting management plan.
 - 8.3.2 If monitoring results show non-conformities with the FSC Standard then management objectives, verifiable targets and/or management activities are revised.
- 8.4 The Organization* shall make publicly available* a summary of the results of monitoring free of charge, excluding confidential information*.**
 - 8.4.1 A summary of the monitoring results consistent with Annex G, in a format comprehensible to stakeholders including maps and excluding confidential information is made publicly available at no cost.
- 8.5 The Organization* shall have and implement a tracking and tracing system proportionate to scale, intensity and risk* of its management activities, for demonstrating the source and volume in proportion to projected output for each year, of all products from the Management Unit* that are marketed as FSC certified.**
 - 8.5.1 A system is implemented to track and trace all products that are marketed as FSC certified. As part of that:
 - 1) Transaction verification is supported by providing FSC transaction data, as requested by the certification body;
 - 2) Fibre testing is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body.

- 8.5.2 Information about all products sold is compiled and documented, including:
- 1) Common and scientific species name;
 - 2) Product name or description;
 - 3) Volume (or quantity) of product;
 - 4) Information to trace the material to the source of origin logging block;
 - 5) Logging date;
 - 6) If basic processing activities take place in the forest, the date and volume produced; and
 - 7) Whether or not the material was sold as FSC certified.
- 8.5.3 Sales invoices or similar documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify at a minimum, the following information:
- 1) Name and address of purchaser;
 - 2) The date of sale;
 - 3) Common and scientific species name;
 - 4) Product description;
 - 5) The volume (or quantity) sold;
 - 6) Certificate code; and
 - 7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.

PRINCIPLE* 9: HIGH CONSERVATION VALUES*

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

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

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

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

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

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

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

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

9.1.1 An assessment is completed using Best Available Information, including Annex J, High Conservation Value Framework, that records the location and status of High Conservation Values Categories 1-6, as defined in Criterion 9.1 and Annex J; the High Conservation Value Areas they rely upon, and their condition.

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

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

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

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

9.2.2 Management strategies and actions, including ones consistent with Annex I and Annex J, High Conservation Value Framework, are developed to maintain and/or enhance the identified High Conservation Values and to maintain associated High Conservation Value Areas prior to implementing potentially harmful management activities.

9.2.3 Affected rights holders, affected and interested stakeholders and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified High Conservation Values.

- 9.2.4 Management strategies are developed to protect core areas.
- 9.2.5 The vast majority of each Intact Forest Landscape is designated as core area.
- 9.2.6 The strategies developed are effective to maintain and/or enhance the High Conservation Values.
- 9.2.7 Management strategies allow limited industrial activity within core areas only if all effects of industrial activity including fragmentation:
 - 1) Are restricted to a very limited portion of the core area;
 - 2) Do not reduce the core area below 50,000 ha, and
 - 3) Will produce clear, substantial, additional, long-term conservation and social benefits.

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

- 9.3.1 The High Conservation Values and the High Conservation Value Areas on which they depend are maintained and/or enhanced, including by implementing the strategies developed.
- 9.3.2 The strategies and actions prevent damage and avoid risks to High Conservation Values, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of High Conservation Values are uncertain.
- 9.3.3 Core areas are protected consistent with Criterion 9.2.
- 9.3.4 Limited industrial activity in core areas is consistent with Indicator 9.2.7.
- 9.3.5 Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.

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

- 9.4.1 A program of periodic monitoring assesses:
 - 1) Implementation of strategies;
 - 2) The status of High Conservation Values, including High Conservation Value Areas on which they depend; and
 - 3) The effectiveness of the management strategies and actions for the protection of High Conservation Values, to fully maintain and/or enhance the High Conservation Values.
- 9.4.2 The monitoring program includes engagement with affected rights holders, affected and interested stakeholders and experts.
- SLIMF 9.4.2 The monitoring program includes engagement with affected and interested stakeholders and experts.
- 9.4.3 The monitoring program has sufficient scope, detail and frequency to detect changes in High Conservation Values, relative to the initial assessment and status identified for each High Conservation Value.
- 9.4.4 Management strategies and actions are adapted when monitoring or other new information show that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of High Conservation Values.

PRINCIPLE* 10: IMPLEMENTATION OF MANAGEMENT ACTIVITIES

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

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

10.1.1 Harvested sites are regenerated in a timely manner that:

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

10.1.2 Regeneration activities are implemented in a manner that:

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

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

10.2.1 Species chosen for regeneration are ecologically well adapted to the site, are native species and are of local provenance, unless clear and convincing justification is provided for using non-local genotypes or non-native species.

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

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

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

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

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

10.3.4 Management activities are implemented, preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of alien species that were not introduced by The Organization.

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

10.4.1 Genetically modified organisms are not used.

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

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

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

10.6.1 The use of fertilizers is minimized or avoided.

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

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

10.6.4 When fertilizers or plant-nutrition products are used in or adjacent to forests, The Organization shall protect environmental values and implement measures to prevent damage, at minimum by:

- 1) respecting no-application buffers to surface waters, springs and riparian zones, and preventing runoff into water bodies, consistent with the Law on Waters precautionary pollution-prevention approach;
- 2) aligning purchase, storage, handling, mixing, application, record-keeping and waste (packaging/leftovers) disposal with national rules for plant protection/plant health products, including restrictions that reduce risks to human health, water and habitats, and, where applicable to forestry, relevant provisions of the Rulebook on Good Agricultural Practice (GAP);
- 3) integrating these controls into the Annual Forest Management Plan / Implementation Plan and work instructions for relevant compartments (maps of buffers/no-spray areas; application logs; clean-up/incident procedures);
- 4) keeping fertilizers and plant-protection products away from protected, endangered and rare forest tree species and their habitats and avoiding damage to forest soils and vegetation;
- 5) ensuring safe storage and transport (bundled/covered, spill kit present; no storage over drains/watercourses), and disposing of residues/containers through authorized systems (no burial, burning or dumping), consistent with national waste-management and environmental-protection duties.

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

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

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

10.7.2 Prior to using chemical pesticides, the requirements of the Environmental and Social Risk Assessment framework for Organizations (FSC-POL-30-001 V3-0 FSC Pesticides Policy clause 4.12) are met.

- 10.7.3 Affected rights holders and affected and interested stakeholders are provided with an opportunity for engagement in the development of the Environmental and Social Risk Assessment in a culturally appropriate manner.
- 10.7.4 The Environmental and Social Risk Assessment is reviewed and, if necessary, revised within the certificate cycle.
- 10.7.5 A decision process and rationale are in place to select the pest, weed or disease control option that demonstrates least social and environmental damages, more effectiveness and equal or greater social and environmental benefits.
- 10.7.6 Records of pesticide usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, number and frequency of applications, location and area of use and reason for use.
- 10.7.7 The use of pesticides complies with the ILO document "Safety in the use of chemicals at work" regarding requirements for the transport, storage, handling, application and emergency procedures for cleanup following accidental spillages.
- 10.7.8 If pesticides are used, application methods minimize quantities used, while achieving effective results, and provide effective protection to surrounding landscapes.
- 10.7.9 Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.
- 10.7.10 When pesticides are used:
 - 1) The selected pesticide, application method, timing and pattern of use offers the least risk to humans and non-target species; and
 - 2) Objective evidence demonstrates that the pesticide is the only effective, practical and cost effective way to control the pest.

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

- 10.8.1 The use of biological control agents is minimized, monitored and controlled.
- 10.8.2 Use of biological control agents complies with internationally accepted scientific protocols.
- 10.8.3 The use of biological control agents is recorded including type, quantity, period, location and reason for use.
- 10.8.4 Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.

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

- 10.9.1 Potential negative impacts of natural hazards on infrastructure, forest resources and communities in the Management Unit are assessed.
- 10.9.2 Management activities mitigate these impacts.
- SLIMF 10.9.2 Where capacity and resources allow, management activities mitigate potential unacceptable negative impacts of natural hazards. If capacity or resources do not allow, The Organization or manager communicates with government or relevant local organizations about mitigation capacity and possibilities.
- 10.9.3 The risk for management activities to increase the frequency, distribution or severity of natural hazards is identified for those hazards that may be influenced by management.
- 10.9.4 Management activities are modified and/or measures are developed and implemented that reduce the identified risks.

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

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

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

10.10.3 Disturbance or damages to water courses, water bodies, soils, rare and threatened species, habitats, ecosystems and landscape values are prevented, mitigated and repaired in a timely manner, and management activities modified to prevent further damage.

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

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

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

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

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

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

10.12.1 Collection, clean up, transportation and disposal of all waste materials is done in an environmentally appropriate way that conserves environmental values as identified in Criterion 6.1.

NOTE: Applicable legal requirements include those listed in Annex A.

G ANNEXES

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

The following is the minimum list of applicable laws, regulations and nationally ratified international treaties, conventions and agreements, in FSC-STD-60-004 (International Generic Indicators).

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

Category	Law/ regulation	Explanatory notes
1. Legal rights to harvest		
1.1 Land tenure and management rights	Legislation covering land tenure rights, including customary rights as well as management rights, that includes the use of legal methods to obtain tenure rights and management rights. It also covers legal business registration and tax registration, including relevant legally required licenses.	
	Constitution of the Republic of North Macedonia - „Устав на Република Северна Македонија“ (amendments as adopted 1992, 1998, 2001, 2005, 2009, 2011, 2019)	Establishes public interest in natural resources, the right to a healthy environment and the legal basis for property, resource protection and state emergency powers relevant to forest protection and access. See promulgations of Amendments I–II (6 Jan 1992), IV–XVIII (16 Nov 2001), XX–XXX (7 Dec 2005).
	Law on Ownership and Other Real Rights - „Закон за сопственост и други стварни права“ (Сл. весник на РМ“ бр. 18/01, 92/08, 139/09, 35/10)	Property, tenure rules governing forest land and rights (needed for verifying tenure and management rights).

Category	Law/ regulation	Explanatory notes
	Law on Real Estate Cadastre - “Закон за катастар на недвижностите: „Сл. весник на РМ“ бр. 55/13, 41/14, 115/14, 116/15, 153/15, 192/15, 61/16, 172/16, 64/18; „Сл. весник на РСМ“ бр. 124/19, 155/24.	Cadastre registration, parcel identification and boundaries for forest estates used in FMU delineation and tenure checks.
	Law on Forests - „Закон за шумите“ („Сл. весник на РМ“ бр. 64/09, 24/11, 53/11, 25/13, 79/13, 147/13, 43/14, 160/14, 33/15, 44/15, 147/15, 7/16, 39/16; „Сл. весник на РСМ“ бр. 274/22, 255/24, 59/25)	Core framework for planning, management, protection, use, marking and record-keeping in forests; defines public interest and applicability across ownerships.
1.2 Concession licenses	Legislation regulating procedures for issuing forest concession licenses, including the use of legal methods to obtain concession licenses. Bribery, corruption and nepotism are particularly well-known issues that are connected with concession licenses.	
	North Macedonia does not operate a forest exploitation concession regime. Category covered in practice by harvesting approvals under the Law on Forests.	N/A
1.3 Management and harvesting planning	Any national or sub-national legal requirements for Management Planning, including conducting forest inventories, having a forest management plan and related planning and monitoring, impact assessments, consultation with other entities, as well as approval of these by legally competent authorities.	
	Law on Forests - “Закон за шумите” (see Official Gazette numbers above)	Content and approval of general and special management plans, obligation to maintain plan documentation, inventory files, and plan revisions; reporting to the competent authority

Category	Law/ regulation	Explanatory notes
	Rulebook on Special Forest Management Plans - „Правилник за содржината на посебните планови...“ („Сл. весник на РСМ“ бр. 248/19; изм. 207/2020)	Defines mandatory content, drafting, approval and exceptions for special silviculture/management plans, including provisions for protected areas and private forests >30 ha.
	Rulebook on the Forests and Forest Land Cadastre - „Правилник за формата, содржината и начинот на водење на катастарот на шуми и шумско земјиште“ („Сл. весник на РМ“ бр. 75/2010)	Establishes the official forest cadastre book and required entries used to support planning and area control.
	Rulebook on criteria for private forests without special plans - „Правилник за критериуми за стопанисување со шумите во приватна сопственост...“ („Сл. весник на РМ“ бр. 102/2013)	Sets minimum management criteria and the private-forest record card when no full plan exists (supports SLIMF-type simplification).
1.4 Harvesting permits	National or sub-national laws and regulations regulating procedures for issuing harvesting permits, licenses or other legal documents required for specific harvesting operations. This includes the use of legal methods to obtain the permits. Corruption is a well-known issue that is connected with the issuing of harvesting permits.	
	Law on Forests – “Закон за шумите” (see Official Gazette numbers above)	Felling marking, permits, licensed works, use of stamps, issuance and conditions of felling permits, marking and control papers, and retention of felling and compartment records ; linkage to transport documentation.
	Rulebook on felling mark, hammer marks, and consignment NOTE - „Правилник за видот на ознаката за сеча, жиг, евиденција/испратница“	Regulates the cut mark, marking hammers, felling record and consignment documentation that accompany roundwood movement from stump to depot.

Category	Law/ regulation	Explanatory notes
	(multiple issues incl. „Сл. весник на РМ“ бр. 82/2014; and multiple issued changes and additions)	
2. Taxes and fees		
2.1 Payment of royalties and harvesting fees	Legislation covering payment of all legally required forest harvesting specific fees such as royalties, stumpage fees and other volume-based fees. This includes payments of the fees based on the correct classification of quantities, qualities and species. Incorrect classification of forest products is a well-known issue that is often combined with bribery of officials in charge of controlling the classification.	
	Law on Forests - „Закон за шумите“ (see Official Gazette numbers above)	Basis for any state fees, charges and price lists set by competent authorities for timber use and damage compensation (see by-laws). Laso, basis for stumpage, reforestation and afforestation charges in state forests. Confirm any fee tariff by ministerial decision during integration.
	Rulebook on the price/compensation for forest damages - „Правилник за висината на цената за штети во шума“ („Сл. весник на РМ“ бр. 75/2010)	Defines a rule for calculating forest damage claims (illegal felling, fire, etc.).
2.2 Value added taxes and other sales taxes	Legislation covering different types of sales taxes which apply to the material being sold, including the sale of material as growing forest (standing stock sales).	

Category	Law/ regulation	Explanatory notes
	Law on Value Added Tax - „Закон за данокот на додадена вредност“ („Сл. весник на РМ“ бр. 44/99, 59/99, 86/99, 11/00, 8/01, 21/03, 19/04, 33/06, 45/06, 101/06, 114/07, 103/08, 114/09, 133/09, 95/10, 102/10, 24/11, 135/11, 155/12, 12/14, 112/14, 130/14, 15/15, 129/15, 225/15, 23/16, 189/16, 198/18; „Сл. весник на РСМ“ бр. 98/19, 124/19, 275/19, 267/20, 163/21, 57/22, 199/23, 3/25)	VAT on timber sales and services across the supply chain. VAT treatment for timber, fuelwood, NTFP sales and services.
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 on Personal Income Tax - „Закон за данокот на личен доход“ („Сл. весник на РМ“ бр. 241/18; „Сл. весник на РСМ“ бр. 275/19, 290/20, 85/21, 274/22)	Personal income tax obligations for natural persons selling timber. Add corporate income tax law if needed for CH profile.
	Law on Mandatory Social Insurance Contributions - „Закон за придонеси од задолжително социјално осигурување“ („Сл. весник на РМ“ бр. 142/08, 64/09, 156/09, 166/10, 53/11, 185/11, 44/12, 15/13, 91/13, 170/13, 97/14, 113/14, 180/14, 188/14, 20/15, 48/15, 129/15, 217/15, 190/16, 171/17, 35/18, 247/18; „Сл. весник на РСМ“ бр. 251/22, 3/25)	Mandatory payroll-related contributions for forest workers and contractors. Withholding and social contributions.
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.	

Category	Law/ regulation	Explanatory notes
	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 on Forests - “Закон за шумите” See numbers above	Key operational rules and restrictions for felling, skidding, road works and operational record books at coupe or stand level; supervision and inspection access to records
	Law on Reproductive Material from Forest Tree Species - “Закон за репродуктивен материјал од шумски видови дрвја” „Сл. весник на РМ“ бр. 55/07, 148/11, 39/16; „Сл. весник на РСМ“ бр. 150/21, 236/22.	Seed sources and genetic quality requirements for planting material.
	Rulebook on special measures for forest fire protection - „Правилник за посебните мерки за заштита на шумите од пожари“ („Сл. весник на РМ“ бр. 82/2015); Amendment: „Сл. весник на РМ“ бр. 27/2018)	Sets long and short-term fire risk measures, equipment requirements and preparedness for operators.
	Rulebook on the form and content of the request for license (felling & skidding) - „Правилник за формата и содржината на барањето за издавање на лиценца“ („Сл. весник на РМ“ бр. 85/2016)	Defines application format for contractor licensing to perform felling and skidding in state forests.
	Rulebook on silvicultural works license format & registry - „Правилник за формата и содржината на образецот на лиценцата“ („Сл. весник на РМ“ бр. 183/2014; изм. „Сл. весник на РСМ“ бр. 79/2019)	Prescribes the license template and maintenance of the public registry for issued licenses.

Category	Law/ regulation	Explanatory notes
	Rulebook on forest cadastre - „Правилник за катастар на шуми и шумско земјиште“ („Сл. весник на РМ“ бр. 75/2010)	Cadastre procedures used for planning, block/compartments boundaries and ownership confirmations.
3.2 Protected sites and species	International, national, and sub national treaties, laws, and regulations related to protected areas, allowable forest uses and activities, and/or rare, threatened, or endangered species, including their habitats and potential habitats.	
	Law on Environment - „Закон за животната средина“ („Сл. весник на РМ“ бр. 67/04, 14/06, 84/07, 35/10, 47/11, 148/11, 59/12, 13/13, 163/13, 41/14, 146/15, 39/16, 63/16, 113/18; „Сл. весник на РСМ“ бр. 150/21.	Framework for protected areas, species protection, and conservation planning obligations affecting forest operations.
	Laws of proclamation of protected areas – “Закони за прогласување на заштитени подрачја” Example: Пр. Смоларски Водопад 35/06; Маркови Кули 49/06; Пелистер НП 150/07; Галичица НП 171/10; Куклица 103/08; Локви Големо Коњари 124/10; Плоче Литотелми 145/10; Пештера Слатински Извор 23/11; Преспанско Езеро 51/11, 79/13; Дојранско Езеро 51/11; Езерани 24/12; Вевчански Извори 39/12.	Check eventual overlap with FMU borders and apply HCV measures accordingly.
	Decision determining rare tree species in forests - „Решение за определување на ретки видови дрвја во шума“ („Сл. весник на РМ“ бр. 23/1998)	Lists rare tree taxa triggering extra protection measures in forest operations.
	Rulebook on the form and content of the application form, permit and certificate for trade in affected and protected wild species of plants, fungi, animals and their parts, as well as the necessary documentation to be	

Category	Law/ regulation	Explanatory notes
	attached to the application - Правилник за формата и содржината на образецот за барањето, дозволата и сертификатот за промет со засегнати и заштитени диви видови растенија, габи ,животни и нивни делови, како и потребната документација која се приложува кон барањето („Сл. весник на РМ“ бр. 134/2010)	
	National Strategy for Nature Protection 2017–2027 - „Национална стратегија за заштита на природата 2017–2027 (Source link)	Strategic context for Natura-like network, species and habitat protection priorities.
3.3 Environmental requirements	National and sub national laws and regulations related to the identification and/or protection of environmental values including but not limited to those relating to or affected by harvesting, acceptable levels for soil damage, establishment of buffer zones (e.g., along water courses, open areas and breeding sites), maintenance of retention trees on the felling site, seasonal limitations of harvesting time, environmental requirements for forest machineries, use of pesticides and other chemicals, biodiversity conservation, air quality, protection and restoration of water quality, operation of recreational equipment, development of non-forestry infrastructure, mineral exploration and extraction, etc.	
	Law on Environment - „Закон за животната средина“ Сл. весник на РМ“ бр. 53/05, 81/05, 24/07, 159/08, 83/09, 48/10, 124/10, 51/11, 123/12, 93/13, 42/14, 44/15, 129/15, 192/15, 39/16, 99/18; „Сл. весник на РСМ“ бр. 217/21, 176/21, 89/22.	Framework EIA/SEA provisions, pollution prevention, permits, PRTR and Aarhus obligations.
	Law on Waters - Закон за водите „Сл. весник на РМ“ бр. 87/08, 6/09, 161/09, 83/10, 51/11, 44/12, 23/13, 163/13, 180/14, 146/15, 52/16; „Сл. весник на РСМ“ бр. 151/21.	Water protection, riparian buffers and permitting relevant to roadworks, crossings and skidding near watercourses.

Category	Law/ regulation	Explanatory notes
	Law on Waste Management - “Закон за управување со отпад” („Сл. весник на РМ“ стари бројки 68/04, 71/04, 107/07, 102/08, 143/08, 39/09, 47/11, 123/12; нов закон „Сл. весник на РСМ“ бр. 216/21, 3/25.)	Hazardous and non hazardous waste from operations and workshops. Obligations for on-site segregation, storage, transport and disposal of waste generated by forest operations (links to 10.12).
	Law on Plant Protection Products and Related Regulations - “Закон за производи за заштита на растенијата и сродни прописи” (Changes related with Official Gazette nr: 110/07; before 25/98, 6/00, 29/05, 81/08, with additional changes.)	Pesticide approvals, storage and use in forestry. Confirm current list of approved products.
	Law on Agriculture and Rural Development – „Закон за земјоделството и руралниот развој“ Сл. весник на РМ, бр. 49/10...up to... 218/14)	Establishes the framework for sustainable agricultural practices, including soil protection, water protection, and integrated nutrient management. This law is the legal basis for the Rulebook on Good Agricultural Practice (GAP), which defines minimum national requirements for the safe storage, handling and application of fertilizers, biostimulants and soil enhancers, including buffer zones, record-keeping, worker protection and environmental safeguards relevant to forestry operations (links to Indicator 10.6.4).
	Rulebook on Special Minimum Conditions for Good Agricultural Practice and Environmental Protection – „Правилник за листа на посебни минимални услови за добра земјоделска практика и заштита на животната средина“ Сл. весник на РМ бр. 178/15	Defines minimum national requirements for GAP, including buffer zones, fertilizer storage and handling standards, application control, record-keeping, and measures to prevent water and soil contamination. Supports implementation of IFSS Indicator 10.6.4.

Category	Law/ regulation	Explanatory notes
	Codex of Good Agricultural and Hygienic Practice – „Кодекс на добра земјоделска и хигиенска практика“ Сл. весник на РМ бр. 112/10	Provides guidance on hygienic and environmentally sound practices in agricultural production, including nutrient use, chemical management, and worker safety. Serves as an additional reference for safe fertilizer and soil-enhancer handling near and within forest areas.
	Law on Quality and Safety of Fertilizers, Biostimulants and Soil Conditioners – „Закон за квалитет и безбедност на ѓубриња, биостимулатори и подобрувачи на својствата на почвата“ Сл. весник на РМ бр. 27/14, 154/15, 39/16; Сл. весник на РСМ бр. 150/21	Regulates the quality, classification, permitted composition, marketing, transport, storage and safe use of fertilizers, biostimulants and soil conditioners. Establishes national safety and environmental-protection requirements for preventing soil and water contamination, controlling hazardous ingredients, ensuring proper packaging and disposal, and protecting workers. Provides essential national guardrails for implementing fertilizer-related obligations under IFSS Indicator 10.6.4, especially where such products may be used in or adjacent to forest land.
3.4 Health and safety	Legally required personal protection equipment for persons involved in harvesting activities, implementation of safe felling and transport practices, establishment of protection zones around harvesting sites, safety requirements for machinery used, and legally required safety requirements in relation to chemical usage. The health and safety requirements that shall be considered relevant to operations in the forest (not office work, or other activities less related to actual forest operations).	
	Law on Occupational Safety and Health -Закон за безбедност и здравје при работа („Сл. весник на РМ“ бр. 92/07, 136/11, 23/13, 25/13, 137/13, 164/13, 158/14, 15/15, 129/15, 192/15, 30/16; „Сл. весник на РСМ“ бр. 18/20, 74/25)	Core PPE, machinery, risk assessment and training requirements for forestry worksites.

Category	Law/ regulation	Explanatory notes
	Law on Labor Relations - „Закон за работните односи“ („Сл. весник на РМ“ бр. 62/05, 106/08, 161/08, 114/09, 130/09, 50/10, 52/10, 124/10, 47/11, 11/12, 39/12, 13/13, 25/13, 170/13, 187/13, 113/14, 20/15, 33/15, 72/15, 129/15, 27/16, 120/18; „Сл. весник на РСМ“ бр. 110/19, 267/20, 151/21, 288/21, 111/23, 39/25, 74/25, 124/25)	Contracts, working time, youth work conditions, minimum age for hazardous work (links to IGI 2.1.1.2).
3.5 Legal employment	Legal requirements for employment of personnel involved in harvesting activities including requirements for contracts and working permits, requirements for obligatory insurance, requirements for competence certificates and other training requirements, and payment of social and income taxes withheld by the employer. Also covered are the observance of minimum working age and minimum age for personnel involved in hazardous work, legislation against forced and compulsory labor, and discrimination and freedom of association.	
	Law on Labor Relations - „Закон за работните односи“ („Сл. весник на РМ“ бр. 62/05, 106/08, 161/08, 114/09, 130/09, 50/10, 52/10, 124/10, 47/11, 11/12, 39/12, 13/13, 25/13, 170/13, 187/13, 113/14, 20/15, 33/15, 72/15, 129/15, 27/16, 120/18; „Сл. весник на РСМ“ бр. 110/19, 267/20, 151/21, 288/21, 111/23, 39/25, 74/25, 124/25)	Employment contracts, minimum age, non-discrimination, freedom of association.
	Law on Personal Income Tax - „Закон за данокот на личен доход“ (series above)	Withholding and tax records for employees and contractors.

Category	Law/ regulation	Explanatory notes
	Law on Mandatory Social Insurance Contributions - „Закон за придонеси“ (series above)	Mandatory contributions for employees engaged in forestry.
4. Third parties' rights		
4.1 Customary rights	Legislation covering customary rights relevant to forest harvesting activities, including requirements covering the sharing of benefits and indigenous rights.	
	Constitution (selected articles) - „Устав...“	Basis for property and common good provisions; informs access and customary-type use where recognized.
	Law on nature protection - Закон за заштита на природата See numbers above.	Community use in protected areas where applicable.
	Law on Forests – “Закон за шумите” See numbers above.	See the Rulebook on the method of providing their own needs with firewood of natural persons from state forests (aka for village cuts)
4.1.1 Cultural heritage sites	Law on the Protection of Cultural Heritage – “Закон за заштита на културното наследство”	Eventual procedures during road or harvesting works near cultural sites.

Category	Law/ regulation	Explanatory notes
	Historic references plus updates.	
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.	
	Law on Environment - „Закон за животната средина“ Сл. весник на РМ“ бр. 53/05, 81/05, 24/07, 159/08, 83/09, 48/10, 124/10, 51/11, 123/12, 93/13, 42/14, 44/15, 129/15, 192/15, 39/16, 99/18; „Сл. весник на РСМ“ бр. 217/21, 176/21, 89/22.)	Public participation, access to information and justice (Aarhus transposition) procedures for projects and plans.
	Aarhus Convention and PRTR Protocol - „Конвенција за пристап до информации... (Архус)“; „Протокол за Регистар на загадувачи...“ (Ratification Gazettes: Aarhus 40/99; PRTR 135/2010)	Public information, participation and justice in environmental matters; PRTR reporting obligations.
	Law on Forests - “Закон за шумите”	See article 38 (public participation)
4.3 Indigenous Peoples’ rights	Legislation that regulates the rights of Indigenous Peoples as far as it is related to forestry activities. Possible aspects to consider are land tenure, and rights to use certain forest related resources and practice traditional activities, which may involve forest lands.	N/A Not applicable as MK has no legally recognized Indigenous Peoples category; stakeholder rights are addressed through the Constitution, Environment and Nature Protection Laws, and Law on Forests.

Category	Law/ regulation	Explanatory notes
5. Trade and transport NOTE: This section covers requirements for forest management operations as well as processing and trade		
5.1 Classification of species, quantities, qualities	Legislation regulating how harvested material is classified in terms of species, volumes and qualities in connection with trade and transport. Incorrect classification of harvested material is a well-known method to reduce or avoid payment of legally prescribed taxes and fees.	
	Law on Forests and byelaw regulations/rulebooks – “Закон за шумите” и подзаконски акти	Defines classification at felling and transport points. Also scaling, assortments, declarations
	Rulebooks on felling mark, hammer mark, consignment NOTE - „Правилник... ознаката за сеча, жиг, евиденција/испратница“ (incl. „Сл. весник на РМ“ бр. 82/2014 and related)	Prescribes detailed rules on classification and documentation at felling and dispatch points; supports accuracy of volumes/species.
5.2 Trade and transport	All required trading and transport permits shall exist as well as legally required transport documents which accompany the transport of wood from forest operations.	
	Law on Forests - „Закон за шумите“ (series above)	Transport documents (Испратница) that accompany wood from the felling site to the first point of sale/depot and record retention requirements.
	Customs Tariff Law - „Закон за царинска тарифа“ („Сл. весник на РМ“ бр. 54/05, 81/05, 15/13, 43/14, 130/14, 53/16, 231/16).	Customs classification for timber and NTFP consignments; interface with export documents.

Category	Law/ regulation	Explanatory notes
	Rulebook on form and content of approval and product types for export - „Правилник за формата и содржината на одобрението и видот на производите од дрво за извоз“ (Сл. весник на РМ“ бр. 154/2010)	Sets forms and procedures for timber products eligible for export approvals.
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 to the forest operations and personnel involved in the harvesting operation. Many countries have established legislation covering transfer pricing and offshore trading. It should be NOTEd that only transfer pricing and offshore trading, as far as it is legally prohibited in the country, can be included here.	
	Add Income Tax Law (Закон за данок на добивка) when you confirm the Certificate Holder (CH) profile.	Only relevant if the CH is a company engaged in export or related party trade.
	(Handled by general tax/corporate base laws; not listed here as forest-specific)	Use PIT/VAT/other tax instruments listed above.
5.4 Custom regulations	Custom legislation covering areas such as export/import licenses and product classification (codes, quantities, qualities and species).	
	Customs Tariff Law - „Закон за царинска тарифа“ („Сл. весник на РМ“ бр. 54/05, 81/05, 15/13, 43/14, 130/14, 53/16, 231/16).	Product coding, species codes for import export. CN/HS classification, licenses. Manages CITES and EXIM systems at customs for custom management

Category	Law/ regulation	Explanatory notes
5.5 CITES	CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention).	
	CITES Convention (Washington) - „Конвенција за меѓународна трговија... (Вашингтон)“ and Law for ratification, („Сл. весник на РМ“ бр. 82/99)	Requires CITES permits for listed species; relevant for export of protected timber/NTFP.
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.	
	No specific national timber due diligence law.	Keep trade records under tax and customs laws. Confirm if any new bylaw exists.
	Law on Forests – “Закон за шумите”.	Enterprise and Management Unit record-keeping duties for plans, operations, and controls; inspectorate access to documentation. Law on Environment remains relevant only where a permit or approval imposes record-keeping (e.g., EIA conditions, environmental permits)
	Law on Environment - „Закон за животната средина“ (Official Gazette series above)	Record-keeping, PRTR, and control duties that overlap with due-care in supply chains.

Category	Law/ regulation	Explanatory notes
	Law on Waste Management - „Закон за управување со отпад“ (Official Gazette series above)	Duty-of-care for waste handling; documentation and transfer NOTES.
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 legal required licenses for the exploitation, payment, and claims related to ecosystem services (including tourism).	
	Law on Forests - „Закон за шумите“ (series above)	Establishes public interest and multi-functional roles of forests (protection, recreation, erosion control), enabling ES claims/management.
	Law on Waters - „Закон за водите“ (Official Gazette series)	Water ecosystem services, riparian protection and permitting of works near watercourses.
	Law on Nature Protection - „Закон за заштита на природата“ (Official Gazette series)	Provides the framework for habitat and biodiversity services and their protection.

Category	Law/ regulation	Explanatory notes
8. Cross-cutting emergency duties		
	Law on Firefighting - “Закон за пожарникарството” („Сл. весник на РМ“ бр. 67/04, 81/07, 55/13, 158/14, 193/15, 39/16; „Сл. весник на РСМ“ бр. 152/19)	Fire prevention and response obligations for forest operations.
	Law on Crisis Management - “Закон за управување со кризи” („Сл. весник на РМ“ бр.29/05, 36/11, 41/14, 104/15, 39/16 и 83/18 и „Сл. весник на РСМ“ бр. 215/21 и 124/25)	Coordination with crisis management structures during disasters.
	Law on Rescue and Protection - “Закон за заштита и спасување” („Сл. весник на РМ“ бр. 36/04, 49/04, 86/08, 124/10, 18/11, 41/14, 129/15, 71/16, 106/16 и 83/18 и „Сл. весник на РСМ“ бр. 215/21 и 124/25)	Prevention, preparedness, response, and recovery in cases of natural disasters, fires, industrial accidents, and other emergencies, including duties of public institutions, legal entities, and citizens to assist in rescue and protection activities.
9. Trade and procurement		
	Law on public procurements - “Закон за јавните набавки” „Сл. весник на РМ“ бр. 24/19; „Сл. весник на РСМ“ бр. 87/21, 14/25.)	Public procurement by state forest enterprise and public bodies (incl. National Park entities).
10. Agriculture and land interface		
	Law on agriculture land - “Закон за земјоделско земјиште” („Сл. весник на РМ“ бр. 135/07, 18/11, 148/11, 95/12, 79/13, 87/13, 106/13, 164/13,	Conversions between agricultural (incl. pastureland) and forest land and boundary issues.

Category	Law/ regulation	Explanatory notes
	39/14, 130/14, 166/14, 72/15, 98/15, 154/15, 215/15; „Сл. весник на РМ“ бр. 39/16; „Сл. весник на РСМ“ бр. 161/19.)	
11. Ratified international agreements		
	Convention on Environmental Impact Assessment in a Transboundary Context (Espoo) – “Конвенција за оценка на влијанијата врз животната средина во прекуграничен контекст (ЕСПО) („Сл. весник на РМ“ бр. 44/99)	Triggers EIA duties for projects with possible cross-border impacts. Useful when large forestry works may affect neighboring states.
	Protocol on Strategic Environmental Assessment to Espoo, Протокол за стратешка оцена на животната средина кон ЕСПО („Сл. весник на РМ“ бр. 120/2013)	Requires SEA for plans and programs. Apply to forest management plans and regional forestry programs.
	Multilateral Agreement on the Implementation of Espoo in South Eastern Europe, Мултилатерален договор за спроведување на ЕСПО во ЈИЕ („Сл. весник на РМ“ бр. 157/10)	Regional cooperation rules for cross-border EIA notifications and consultations.
	Aarhus Convention Access to Information Public Participation and Access to Justice, Конвенција Архус информации, учество, правда („Сл. весник на РМ“ бр. 40/99)	Guarantees public access to environmental information and participation. Aligns with FSC consultation.
	PRTR Protocol to the Aarhus Convention, Протокол PRTR кон Архус („Сл. весник на РМ“ бр. 135/2010)	Sets pollutant release and transfer registers. Supports tracking emissions and waste from operations.
	Convention on Biological Diversity CBD, Конвенција за биолошка разновидност КБР („Сл. весник на РМ“ бр. 54/97)	Biodiversity conservation framework. Basis for HCV identification and safeguards.

Category	Law/ regulation	Explanatory notes
	Cartagena Protocol on Biosafety to the CBD, Картахенски протокол за биосигурност кон КБР („Сл. весник на РМ“ бр. 40/2005)	Biosafety rules for LMOs. Relevant if reproductive material could involve GMO risks.
	Ramsar Convention on Wetlands, Рамсар конвенција за водни живеалишта („Сл. лист на СФРЈ“ бр. 9/77)	Protects wetlands of international importance. Apply buffer and protection measures in wetland FMUs.
	Convention on the Conservation of Migratory Species of Wild Animals Bonn, Бонска конвенција за миграторни видови („Сл. весник на РМ“ бр. 38/99)	Safeguards migratory species. Time operations to avoid disturbance in migration or breeding.
	Memorandum of Understanding on the Conservation of the Middle European Population of the Great Bustard Otis tarda, Меморандум за Големата дропља Otis tarda, signed/потпис 07.10.2000	Species-specific measures and habitat care where the species may occur.
	Convention on the Conservation of European Wildlife and Natural Habitats Bern, Бернска конвенција за див свет и живеалишта („Сл. весник на РМ“ бр. 49/97)	Lists strictly protected species and habitats. Triggers no-go or mitigation in planning.
	UNESCO Convention Concerning the Protection of the World Cultural and Natural Heritage, Конвенција на УНЕСКО за светско наследство („Сл. лист на СФРЈ“ бр. 56/74)	Requires protection of World Heritage sites. Coordinate forest works near such sites.
	Convention on International Trade in Endangered Species of Wild Fauna and Flora CITES, Конвенција CITES за меѓународна трговија со загрозени видови („Сл. весник на РМ“ бр. 82/99)	Export and import permits for listed species and products. Check species lists before trade.

Category	Law/ regulation	Explanatory notes
	European Landscape Convention Florence 2000, Европска конвенција за пределот Фиренца 2000 („Сл. весник на РМ“ бр. 44/2003)	Integrates landscape values into planning. Consider scenic and cultural aspects of FMUs.
	EUROBATS Agreement on the Conservation of Populations of European Bats, EUROBATS – Договор за лилјаци („Сл. весник на РМ“ бр. 38/99)	Protect bat colonies and roosts. Avoid works near roosts and key corridors at sensitive times.
	EUROBATS Amendment, EUROBATS – Амандман („Сл. весник на РМ“ бр. 13/2002)	Updates protection duties under EUROBATS. Apply same operational precautions.
	AEWA Agreement on the Conservation of African Eurasian Migratory Waterbirds, AEWA – Договор за миграторни водни птици („Сл. весник на РМ“ бр. 32/99)	Protects waterbirds and habitats. Plan works to avoid disturbance at wetlands.
	United Nations Framework Convention on Climate Change UNFCCC, Рамковна конвенција за климатски промени UNFCCC („Сл. весник на РМ“ бр. 61/97)	Climate policy framework. Supports climate-smart silviculture and resilience actions.
	Kyoto Protocol to the UNFCCC, Протокол од Кјото кон UNFCCC („Сл. весник на РМ“ бр. 49/2004)	Emission reduction mechanisms. Background for afforestation and carbon projects.
	Doha Amendment to the Kyoto Protocol, Амандман од Доха кон Кјото („Сл. весник на РМ“ бр. 152/2019)	Extends and updates Kyoto commitments.
	Paris Agreement, Договор од Париз („Сл. весник на РМ“ бр. 161/2017)	NDC-driven climate goals. Aligns forestry with mitigation and adaptation targets.

Category	Law/ regulation	Explanatory notes
	Kigali Amendment to the Montreal Protocol, Кигали амандман кон Монтеалскиот протокол („Сл. весник на РСМ“ бр. 34/2020)	HFC phase-down. Indirectly relevant via national climate policy.
	Stockholm Convention on Persistent Organic Pollutants POPs, Стокхолмска конвенција за POPs („Сл. весник на РМ“ бр. 17/2004)	Restricts persistent organic pollutants. Check chemicals used or stored in forestry.
	Rotterdam Convention on the Prior Informed Consent Procedure PIC, Ротердамска конвенција PIC („Сл. весник на РМ“ бр. 83/2010)	Prior informed consent for certain hazardous chemicals and pesticides in trade.
	Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, Базелска конвенција за опасен отпад („Сл. весник на РМ“ бр. 49/97)	Controls cross-border movement of hazardous waste. Follow for oils, filters, containers.
	Amendment to the Basel Convention Annexes I VIII IX, Амандман на Базелска конвенција Анекси I VIII IX („Сл. весник на РМ“ бр. 49/2004)	Tightens classifications and controls. Relevant for any export or import of waste.
	United Nations Convention to Combat Desertification UNCCD, Конвенција за борба против опустинувањето UNCCD („Сл. весник на РМ“ бр. 13/2002)	Land degradation and desertification control. Supports reforestation and erosion control.
	UNECE Convention on the Transboundary Effects of Industrial Accidents TEIA, Конвенција за прекугранични последици од индустриски несреќи UNECE („Сл. весник на РМ“ бр. 19/2010)	Emergency preparedness for industrial accidents. Coordinate storage and fuel depots near forests.
	North Macedonia has been an ILO member state since 1993. The country has ratified 81 ILO Conventions (71 in force), including all ten fundamental Conventions. Link	These ratified ILO conventions together set the core rules for fair, safe and non-discriminatory work, protecting freedom of association, collective bargaining,

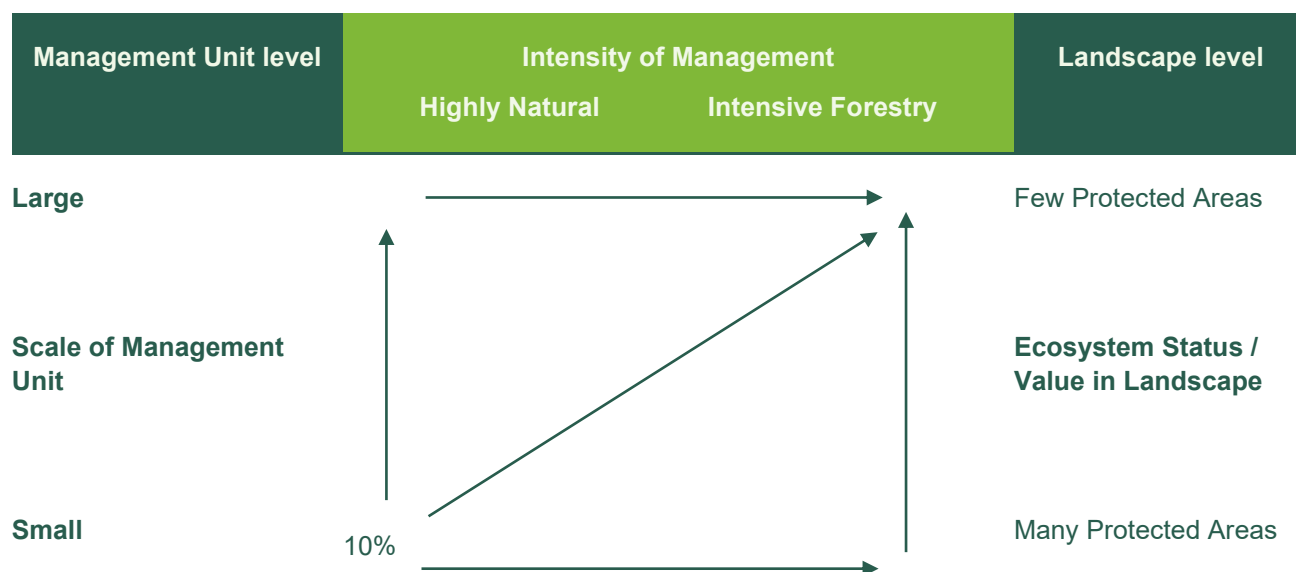
Category	Law/ regulation	Explanatory notes
		minimum age and the ban on child and forced labor, ensuring equal pay, preventing violence and harassment, and requiring strong labor inspection and occupational safety systems that apply to all forestry jobs and supply chains.

Annex B Training requirements for workers (Principle 2)

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 (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 ecosystem services, when FSC Ecosystem Services Claims are used (Criterion 5.1);
- 12) Handle, apply and store pesticides (Criterion 10.7); and
- 13) Implement procedures for cleaning up spills of waste materials (Criterion 10.12).

Annex C Conservation Area Network conceptual diagram (Principle 6)



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

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

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

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

International Lists of Rare and Threatened Species:

1. IUCN Red List. See <https://www.iucnredlist.org/search>. For the species list for Republic of North Macedonia, set "Land Regions" to "Europe" and then "Republic of North Macedonia." Also select "Subspecies."
2. CITES. See <https://checklist.cites.org/#/en>. At the "Locations" button, select "Republic of North Macedonia." At the Appendices button ("All Appxs"), select "I" for Appendix I, species threatened with extinction. (For species that may be threatened if trade is not regulated, do a separate search using "II" at the Appendices button.)
3. **EU Habitats Directive - Annexes II, IV, and V.** Relevant EU species lists: Annex II (species requiring Natura 2000 designation), Annex IV (strictly protected species), Annex V (species whose use may be regulated).
4. **Bern Convention - Appendices II and III.** Appendix II - strictly protected species; Appendix III - protected species. These lists are internationally binding and form the basis for the Emerald Network.
5. **Emerald Network (Resolution No. 6).** Species requiring special conservation measures under Resolution No. 6 (1998).
6. **EUNIS Species Database.** EU system with ecological, distribution and habitat information for European species: <https://eunis.eea.europa.eu/species.jsp>

National Lists of Rare and Threatened Species:

1. Law on Game and Hunting - articles within chapter III, with special emphasis on article 14 on permanent ban for hunting certain species (list of game/wildlife permanently protected by law)
2. List for determining protected and strictly protected species (OG No 139/2011)
3. Decision for determining rare species of trees in forests (OG No.23/1998) and Law on Forests, article 19
4. National Red List of the Republic of North Macedonia (draft): <https://redlist.moepp.gov.mk/pocetna/>

Annex E Elements of the management plan (Principle 7)

- 1) The results of assessments, including:
 - i. Natural resources and environmental values, as identified in Principle 6 and Principle 9;
 - ii. Social, economic and cultural resources and condition, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9;
 - iii. Intact Forest Landscapes and core areas, as identified in Principle 9;
 - iv. Indigenous cultural landscapes, as identified with affected rights holders in Principle 3 & Principle 9;
 - v. Major social and environmental risks in the area, as identified in Principle 6, Principle 2 to Principle 5 and Principle 9; and
 - vi. 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:
 - i. Workers' rights, occupational health and safety, gender equality, as identified in Principle 2;
 - ii. Indigenous Peoples, community relations, local economic and social development, as identified in Principle 3, Principle 4 and Principle 5;
 - iii. Stakeholder engagement and the resolution of disputes and grievances, as identified in Principle 1, Principle 2 and Principle 7;
 - iv. Planned management activities and timelines, silvicultural systems used, typical harvesting methods and equipment, as identified in Principle 10;
 - v. The rationale for harvesting rates of timber and other natural resources, as identified in Principle 5.
- 3) Measures to conserve and/or restore:
 - i. Rare and threatened species and habitats;
 - ii. Water bodies and riparian zones;
 - iii. Landscape connectivity, including wildlife corridors;
 - iv. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - v. Representative Sample Areas, as identified in Principle 6; and
 - vi. High Conservation Values, as identified in Principle 9.
- 4) Measures to assess, prevent, and mitigate negative impacts of management activities on:
 - i. Environmental values, as identified in Principle 6 and Principle 9;
 - ii. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - iii. Social Values and Indigenous cultural landscapes, as identified in Principle 2 to Principle 5 and Principle 9; and
 - iv. Intact Forest Landscapes and core areas, as identified in Principle 9.

- 5) A description of the monitoring program, as identified in Principle 8, including:
- i. Growth and yield, as identified in Principle 5;
 - ii. Ecosystem services when FSC ecosystem services claims are used as identified in Criterion 5.1;
 - iii. Environmental values, as identified in Principle 6;
 - iv. Operational impacts, as identified in Principle 10;
 - v. High Conservation Values, as identified in Principle 9;
 - vi. Monitoring systems based on stakeholder engagement planned or in place, as identified in Principle 2 to Principle 5 and Principle 7;
 - vii. Maps describing the natural resources and land use zoning on the Management Unit;
 - viii. Description of the methodology to assess and monitor any development and land use options allowed in Intact Forest Landscapes and core areas including their effectiveness in implementing the precautionary approach;
 - ix. Description of the methodology to assess and monitor any development and land use options allowed in Indigenous cultural landscapes including their effectiveness in implementing the precautionary approach; and
 - x. Global Forest Watch map, or more accurate national or regional map, describing the natural resources and land use zoning on the Management Unit, including the Intact Forest Landscapes core areas.

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

Sample Management Plan Document	Management Plan Revision Periodicity	Element Being Monitored	Monitoring Periodicity	Who Monitors This Element?	FSC Principle / Criterion
(NOTE: These will vary with SIR and jurisdiction)		(Partial List)		(NOTE: These will vary with SIR and jurisdiction)	
Site Plan (Harvest Plan)	Annual	Creek crossings	When in the field and annually	Operational staff	P10
		Roads	When in the field and annually	Operational staff	P10
		Retention patches	Annually sample	Operational staff	P6, P10
		Rare Threatened and Endangered species	Annually	Consulting Biologist	P6
		Annual harvest levels	Annually	Woodlands Manager	C5.2
		Insect disease outbreaks	Annually, sample	Consulting Biologist / Ministry of Forests	
Budgeting	Annual	Expenditures	Annually	Chief Financial Officer	P5
		Contribution to local economy	Quarterly	General Manager	P5
Engagement Plan	Annual	Employment statistics	Annually	General Manager	P3, P4

Sample Management Plan Document	Management Plan Revision Periodicity	Element Being Monitored (Partial List)	Monitoring Periodicity	Who Monitors This Element? (NOTE: These will vary with SIR and jurisdiction)	FSC Principle / Criterion
		Social Agreements	Annually, or as agreed in Engagement Plan	Social Coordinator	P3, P4
		Grievances	Ongoing	Human Resources Manager	P2, P3, P4
5-Year management plan	5 years	Wildlife populations	To be determined	Ministry of Environment	P6
		Coarse Woody Debris	Annually	Ministry of Forests	P10
		Free growing / regeneration	Annually, sample		
Sustainable Forestry management plan	10 years	Age class distribution Size class distribution	Ten years	Ministry of Environment	P6
		10 year Allowable Annual Cut	Annually, ten years	Ministry of Forests / Woodlands manager	C5.2
Ecosystem Services Certification Document	5 years	Prior to validation and verification	Prior to validation and verification	General Manager	FSC-PRO-30-006

Annex G Monitoring requirements (Principle 8)

- 1) Monitoring in 8.2.1 is sufficient to identify and describe the environmental impacts of management activities, including where applicable:
 - i. The results of regeneration activities (Criterion 10.1);
 - ii. The use of ecologically well adapted species for regeneration (Criterion 10.2);
 - iii. Invasiveness or other adverse impacts associated with any alien species within and outside the Management Unit (Criterion 10.3);
 - iv. The use of genetically modified organisms to confirm that they are not being used (Criterion 10.4);
 - v. The results of silvicultural activities (Criterion 10.5);
 - vi. Adverse impacts to environmental values from fertilizers (Criterion 10.6);
 - vii. Adverse impacts from the use of pesticides (Criterion 10.7);
 - viii. Adverse impacts from the use of biological control agents (Criterion 10.8);
 - ix. The impacts from natural hazards (Criterion 10.9);
 - x. The impacts of infrastructural development, transport activities and silviculture to rare and threatened species, habitats, ecosystems, landscape values, water and soils (Criterion 10.10);
 - xi. The impacts of harvesting and extraction of timber on non-timber forest products, environmental values, merchantable wood waste and other products and services (Criterion 10.11); and
 - xii. Environmentally appropriate disposal of waste materials (Criterion 10.12).
- 2) Monitoring in 8.2.1 is sufficient to identify and describe social impacts of management activities, including where applicable:
 - i. Evidence of illegal or unauthorized activities (Criterion 1.4);
 - ii. Compliance with applicable laws, local laws, ratified international conventions and obligatory codes of practice (Criterion 1.5);
 - iii. Resolution of disputes and grievances (Criterion 1.6, Criterion 2.6, Criterion 4.6);
 - iv. Programs and activities regarding workers' rights (Criterion 2.1);
 - v. Gender equality, sexual harassment and gender discrimination (Criterion 2.2);
 - vi. Programs and activities regarding occupational health and safety (Criterion 2.3);
 - vii. Payment of wages (Criterion 2.4);
 - viii. Workers' training (Criterion 2.5);
 - ix. Where pesticides are used, the health of workers exposed to pesticides (Criterion 2.5 and Criterion 10.7);
 - x. The identification of 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 uses FSC ecosystem services claims);
- ii. Environmental values and ecosystem functions including carbon sequestration and storage (Criterion 6.1); including the effectiveness of actions identified and implemented to prevent, mitigate and repair negative impacts to environmental values (Criterion 6.3);
- iii. Rare and threatened species, and the effectiveness of actions implemented to protect them and their habitats (Criterion 6.4);
- iv. Representative Sample Areas and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.5);
- v. Naturally occurring native species and biological diversity and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.6);
- vi. Water courses, water bodies, water quantity and water quality and the effectiveness of actions implemented to conserve and/or restore them (Criterion 6.7);
- vii. Landscape values and the effectiveness of actions implemented to maintain and/or restore them (Criterion 6.8);
- viii. Conversion of natural forest to plantations or conversion to non-forest (Criterion 6.9);
- ix. The status of plantations established after 1994 (Criterion 6.10); and
- x. High Conservation Values 1 to 4 identified in Criterion 9.1 and the effectiveness of actions implemented to maintain and/or enhance them.

Annex H Instructions for Standards Developers to develop indicators for Intact Forest Landscape core areas (Principle 9)

A. Threshold for vast majority

The definition of vast majority is 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 definition of Intact Forest Landscape.

The threshold for vast majority may be established below 80% providing it achieves the greatest amount of conservation gains based on national or eco-regional considerations and still meets or exceeds the definition of Intact Forest Landscape.

Thresholds above 80% shall be considered in nations and/or eco-regions where Intact Forest Landscapes are relatively rare and/or fragmented, and/or where large amounts of Intact Forest Landscapes have been lost since 2000.

In developing nationally or eco-regionally specific thresholds of vast majority Standard Developers shall consider the following:

1. Evidence to demonstrate the relative abundance of Intact Forest Landscapes and the level of risk of degradation to Intact Forest Landscapes from human activities, including:
 - a. Relative scarcity of Intact Forest Landscapes nationally or eco-regionally. The more scarce Intact Forest Landscapes, then the higher the threshold for vast majority;
 - b. The degree to which national or eco-regional Intact Forest Landscapes have been degraded by human activities since 2000 and are therefore, scarce, rare or fragmented. The quicker the degradation of Intact Forest Landscapes, then the higher the threshold for vast majority;
 - c. The types of human activities that have resulted in the degradation of Intact Forest Landscapes since 2000. The more damaging the human activities to the intactness of Intact Forest Landscapes, then the higher the threshold for vast majority;
 - d. The risk of damage to Intact Forest Landscapes from human activities. The greater the risk to Intact Forest Landscapes, then the higher the threshold for vast majority;
 - e. Amount and relative permanence of protection of Intact Forest Landscape core areas comparing different intensities of industrial activity. Protection should maintain or enhance the integrity and other ecological attributes of Intact Forest Landscape core areas. The more permanent the protection of Intact Forest Landscapes, then the lower the threshold for vast majority;
 - f. The nature and distribution of ecological values within and adjacent to Intact Forest Landscapes. The greater the concentration of these values within and adjacent to Intact Forest Landscapes, then the higher the threshold for vast majority;
 - g. The nature and distribution of cultural values and legal and customary rights within and adjacent to Intact Forest Landscapes; and
 - h. The outcomes of culturally appropriate engagement with affected rights holders affected and interested stakeholders;

B. Developing Indicators for Assessing and Protecting Intact Forest Landscapes

Standard Developers shall consider the following information when developing indicators for Criteria 9.1 and 9.2.

The outcome shall be nationally or eco-regionally appropriate requirements to identify, assess and protect the vast majority of Intact Forest Landscapes as core areas.

Core areas are intended to be protected from activities that impact their intactness including commercial logging, mining, and the construction of roads, dams, and other infrastructure.

1. The Indicators developed for the identification and designation of core areas shall:
 - a. Respect the right to Free Prior and Informed Consent of affected rights holders (Criterion 3.1 and 4.1);
 - b. Ensure the legal and customary rights of affected rights holders to use the core areas are upheld;
 - c. Ensure that core areas contain the most ecologically valuable, contiguous, and intact portions of the Intact Forest Landscapes;
 - d. Ensure the shape of core areas is designed to maximize their interior habitats.
 - e. Ensure that core areas contain habitat for rare, threatened and endangered species and other wildlife that depend on large contiguous areas of unaltered forest;
 - f. Ensure that core areas maintain or restore connectivity between core areas both within and adjacent to the Management Unit; and
 - g. Ensure that core areas are not smaller than 50,000 ha.
2. The Indicators developed for the protection of core areas shall ensure:
 - a. The legal and customary rights of affected rights holders to use the core areas are upheld;
 - b. Indigenous Peoples, traditional peoples and forest dependent communities are given priority to design and implement alternative management and conservation activities compatible with protection of core areas;
 - c. Prevention of illegal logging, windthrow, degradation, and other edge effect impacts within core areas;
 - d. Management of road construction and the intensity of other activities adjacent to core areas to prevent illegal logging, windthrow, degradation, and other edge effect impacts within core areas; and
 - e. Identification of appropriate buffer zone widths adjacent to core areas where road construction and other activities are managed to prevent edge effect impacts within the core areas.
3. The Indicators developed for the protection of core areas shall ensure intactness of core areas, considering activities that impact intactness, including commercial logging, mining, and the construction of roads, dams, and other infrastructure. Examples of management that protects the intactness of core areas include conservation zones as well as areas that may or not have legal protection such as set asides, reserves, deferrals, community reserves, and Indigenous protected areas.
4. The Indicators developed for Intact Forest Landscapes shall clarify that the portions of Intact Forest Landscapes not designated as Core Areas shall be managed to protect and/or maintain High Conservation Values Category 2.

Annex I Strategies for maintaining High Conservation Values (Principle 9)

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

- **HCV 1** – Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of biological diversity and the ecological communities and habitats upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the habitats and species occurrences. Where enhancement is identified as the objective, measures to develop, expand, and/or restore habitats for such species are in place.
- **HCV 2** – Strategies that fully maintain the extent and intactness of the forest ecosystems and the viability of their biodiversity concentrations, including plant and animal indicator species, keystone species, and/or guilds associated with large intact natural forest ecosystems. Examples include protection zones and set-aside areas, with any commercial activity in areas that are not set-aside being limited to low-intensity operations that fully maintain forest structure, composition, regeneration, and disturbance patterns at all times. Where enhancement is identified as the objective, measures to restore and reconnect forest ecosystems, their intactness, and habitats that support natural biological diversity are in place.
- **HCV 3** – Strategies that fully maintain the extent and integrity of rare or threatened ecosystems, habitats, or refugia. Where enhancement is identified as the objective, measures to restore and/or develop rare or threatened ecosystems, habitats, or refugia are in place.
- **HCV 4** – Strategies to protect any water catchments of importance to local communities located within or downstream of the Management Unit, and areas within the unit that are particularly unstable or susceptible to erosion. Examples may include protection zones, harvest prescriptions, chemical use restrictions, and/or prescriptions for road construction and maintenance, to protect water catchments and upstream and upslope areas. Where enhancement is identified as the objective, measures to restore water quality and quantity are in place. Where identified HCV 4 ecosystem services include climate regulation, strategies to maintain or enhance carbon sequestration and storage are in place.
- **HCV 5** – Strategies to protect the community's and/or Indigenous Peoples' needs in relation to the Management Unit are developed in cooperation with representatives and members of local communities and Indigenous Peoples.
- **HCV 6** – Strategies to protect the cultural values are developed in cooperation with representatives and members of local communities and Indigenous Peoples.

Annex J High Conservation Values framework (Principle 9)

Overarching Best Available Information

The following tables show the types of overarching Best Available Information (BAI) that is applicable for assessments, strategies, and monitoring for all HCVs or specific categories of HCVs. The BAI applies to all Organizations that are not SLIMF. For SLIMFs, the BAI applies where indicated. The purpose of listing overarching BAI here is to avoid having to list it repetitively in the following sections. BAI that is more specific to individual HCV Interpretations is included in the following sections.

Best Available Information for Identifying and Assessing National or Regional HCV Interpretations		SLIMF
All HCV Categories, All Elements	Data, facts, documents, expert opinions, and results of field surveys or consultations with stakeholders that are most credible, accurate, complete, and/or pertinent and that can be obtained through reasonable effort and cost, subject to the scale and intensity of the management activities and the Precautionary Approach. High Conservation Value surveys of the Management Unit; relevant databases and maps; culturally appropriate engagement with affected rights holders, affected and interested stakeholders, and relevant local and regional experts; FSC Guidelines for the Implementation of Free, Prior and Informed Consent (2021); review of the results by knowledgeable expert(s) independent of The Organization.	Y
HCV 2, Element 1, IFLs	Not applicable	
HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities	Culturally appropriate engagement with local communities is the primary BAI for these elements.	Y
HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples	Not applicable.	

Best Available Information for Developing Management Strategies for National or Regional HCV Interpretations

SLIMF

All HCV Categories, All Elements

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

Engagement with affected rights holders, affected and interested stakeholders, and experts.

Y

HCV 5, Element 1, and HCV 6, Element 2, Values fundamental to local communities

Culturally appropriate engagement with local communities is the primary BAI for these elements. The “fundamentality” and “critical... importance” of the resources should also be determined through engagement.

Y

HCV 5, Element 2, and HCV 6, Element 3, Values fundamental to Indigenous Peoples

Not applicable

Best Available Information for Monitoring National or Regional HCV Interpretations

SLIMF

All HCV Categories, All Elements

BAI includes: Engagement with rights-holders, consistent with Criteria 3.5, 4.5 and 4.7; culturally appropriate engagement with affected and interested stakeholders; information on engaging with representatives of the local communities; monitoring conducted by the local communities; and engagement with experts.

Y

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.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 1, for HCV Identification

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Concentrations of biological diversity that are significant at global, regional, or national levels:		
Protected areas, including: Strict Nature Reserves, Wilderness Areas, National Parks, Natural Monuments, Parks of Nature, Protected Landscapes, and Multipurpose Areas, RAMSAR sites, and World Heritage sites. (NOTE that National Parks include the recently designated Shar Mountain NP, and World Heritage sites include the Ancient and Primeval Beech Forest of the Carpathians and Other Regions (within Mavrovo NP).)	For lists and maps, see: IUCN WDPA (see References below) and MoEPP (Department for Spatial Planning and Spatial Information Service). See also the References for World Heritage and RAMSAR sites.	Y
UNESCO Biosphere Reserves, i.e., Ohrid-Prespa.	See UNESCO Biosphere Reserves (in References).	N
Per the precautionary approach and pending further assessment: Proposed protected areas, e.g.: sites likely to qualify as Special Protected Areas or Special Areas of Conservation under the EU Habitat Directive and Bird Directive (Natura 2000); areas in the Emerald Network; proposed World Heritage sites; and priority areas in the Balkans Green Belt (e.g., Jacupica; Osogovo; area between Vinica and Delcevo, river Bregalnica valley and mountain massif Golak; Plackovica; Cluster of Kozuf and Kajmakalan; Tikveš Lake; Sar Planina, Tetovo; area Shebenik, adjoining Jablanica Mountain).	See: MoEPP (Department for Spatial Planning and Department for Protection of Natural Heritage and Natura 2000); the Spatial Plan of the Republic of Macedonia; the National Ecological Network Project (MAK-NEN); Brajanoska et al (2013); Macedonian Ecological Society; Eko-svest; WWF Adria. For the habitats listed in the EU Habitats Directive, see the References below. For Emerald Network sites, see IUCN WDPA (in References). For priority areas in the Green Belt, see Figure 15 in Brajanoska et al (2009). See also World Heritage sites (in References).	Y (for information from government agencies)
Other forest sites with high natural value that are a priority for conservation.	See: MoEPP; Macedonian Ecological Society; and MES (2021).	Y (for MoEPP)
Per the precautionary approach and pending further assessment: Rivers that are a priority for conservation, e.g.,: Upper Vardar, Treska, Babuna-Topolka, Pcinja-Kriva, Katlanovo-Taor, Lower Vardar, Dojran	See: Bankwatch (2023) and Balkan Rivers (2014) (in References below).	N

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Lake, Strumica, Klisura na Bregalnica, Crna, Prespansko Ezero, Ohridsko Ezero.		
Important migratory staging areas, breeding areas, hibernation areas, and other significant seasonal concentrations of bird, mammal, fish, amphibian, and reptile species.	See the Overarching BAI. For examples of specific species and types of sites to consider, see FSC (2016).	Y (for Overarching)
Per the precautionary approach and pending further assessment: Relatively natural and intact ecological communities in Key Biodiversity Areas (KBAs) and Important Plant Areas (IPAs), if not covered in the areas listed above. (NOTE that most, but not all, KBAs are also Important Bird Areas.)	For a map of KBAs, see: Key Biodiversity Areas (in References). For information on most KBAs, see: Important Bird Areas (in References). For IPAs, see: Important Plant Areas (in References).	N
Element 2: Concentrations of endemic species that are significant at global, regional, or national levels:		
Known hotspots for endemic flora or fauna, e.g.: Radusha hill; Debar Valley; Drimkol; Galichica; Ohrid Lake; Prespa Lake; karst caves, including in the Radika, Galichica, Jakupica and Poreche watersheds.	See the Overarching BAI.	Y
Other significant concentrations of endemic plant or animal species, e.g.: populations of an endemic species that is Vulnerable, Endangered, Critically Endangered, or Near Threatened; and/or populations of multiple endemic species.	For lists of endemic species, see: IUCN Red List, European Red Lists, and National Red Lists (in References). For a database of some known species occurrences see: GBIF (in References) (NOTE occurrences are also likely elsewhere). See also: MoEPP (Department of Nature and Department for Biodiversity); MoAFWE (Department of Forestry); Macedonian Ecological Society; and other NGOs and expert organizations.	Y (for the Red Lists and information from government agencies)
(NOTE that many areas at Element 1 above are also likely hotspots.)		

National or Regional Interpretations of HCV 1:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 3: Concentrations of rare, threatened, or endangered species that are significant at global, regional, or national levels:		
Populations and habitats of conservation priority species, e.g.: Balkan lynx (including the Bukovikj area); saker falcon; Egyptian vulture; lesser spotted eagle; ural owl.	MoEPP (Department of Nature). Macedonian Ecological Society. See also the Overarching BAI.	Y (for MoEPP and Overarching)
Significant occurrences of terrestrial and freshwater plant or animal species listed by the IUCN Red List, regional lists, or national species lists as Vulnerable, Endangered, Critically Endangered, or Near Threatened or the equivalent. Including occurrences of: any CITES listed species; any Critically Endangered species; more than 1% of a listed species' population; several or more listed species, and/or listed species in special ecological niches, e.g., wide-ranging carnivores, keystone species, umbrella species, species with very small populations or ranges, and other conservation priority species.	For lists of rare, threatened, and endangered species, see: CITES (see References), IUCN Red List, European Red Lists, and National Red Lists (in References). For a database of some known species occurrences see: GBIF (in References) (NOTE occurrences are also likely elsewhere). See also: MoEPP (Department of Nature and Department for Biodiversity); MoAFWE (Department of Forestry); Macedonian Ecological Society; and other expert organizations.	Y (for CITES, Red Lists, and information from government agencies)

B. Assessments for HCV 1

National or Regional methodologies for assessing occurrences of the HCV 1 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: Identifying occurrences of the HCV 1 Interpretations listed above, along with any other HCV 1 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with rights-holders, and stakeholders interested in HCV conservation.	Y
For all HCV 1: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., climate change, poaching, unsustainable fuelwood harvest, arson, feral dogs, invasive species, construction of dams, pipelines, and other infrastructure, etc.).	See the BAI in Section A and the Overarching BAI, including re. engagement. For an example of how indicator species can be used as part of assessments, see FSC (2016).	Y (for Section A and Overarching)

National or Regional methodologies for assessing occurrences of the HCV 1 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For protected areas: Confirm whether policies and practices effectively protect the area and its HCVs.	See the Overarching BAI.	N
For additional guidance in identifying and assessing HCV 1 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.1, Identification of HCV 1).		

C. Strategies for Maintaining and Enhancing HCV 1

National or Regional strategies for maintaining and/or enhancing the HCV 1 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: See the strategies in Annex I.	See the Overarching BAI.	Y
For protected areas and proposed protected areas: Also develop and implement management and enforcement plans; ensure sufficient staff capacity; prevent wildlife capture, fuelwood cutting, mining, and urban development when unauthorized or unsustainable; consider management that supports sustainable traditional uses and enables local communities to benefit from conservation.	See the Overarching BAI.	Y
For endemic and rare, threatened, or endangered tree species: Also protect trees from harvest, control for illegal harvest, and manage the area to support the species' survival and recovery, e.g., by addressing threats to regeneration	See the Overarching BAI.	Y
For endemic and rare, threatened, or endangered wildlife and plant species: Also implement no hunting or collection policies, except for sustainable levels of traditional harvest by local communities, and regulate	For species action plans, see: MoEPP, Macedonian Ecological Society, and other expert organizations. For large carnivores, consider also: Marsden et al (2022).	Y (for MoEPP and other government agencies)

National or Regional strategies for maintaining and/or enhancing the HCV 1 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
NTFP harvest that affects species' food sources.		
For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.		

D. Monitoring for HCV 1

National or Regional methodologies for monitoring occurrences of the HCV 1 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 1 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For some HCV Interpretations and occurrences, direct indicators should be used, e.g., field surveys of flora and fauna, or surveillance with drones. For others, indirect indicators may be sufficient and more efficient, e.g., changes in the quantity and quality of habitats for RTE species.	See the Overarching BAI.	Y
For protected areas and proposed protected areas, consider co-monitoring with local communities, including for monitoring of potential impacts and of potential illegal or unauthorized activities. Information systems like SMART may be helpful (https://smartconservationtools.org/).	See the Overarching BAI.	Y
For RTE wildlife, consider monitoring approaches recommended by NGOs and expert organizations.	See for example: MoEPP, the Macedonian Ecological Society, Marsden et al (2022), and Skrbinšek et al (2024).	Y (for MoEPP)
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2). Lucey et al (2023) may also be helpful.		

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.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 2, for HCV Identification

National or Regional Interpretations of HCV 2:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Intact forest landscapes:		
Not applicable. Intact Forest Landscapes as defined in the FSC International Generic Indicators and by Global Forest Watch are not present in North Macedonia.		
Element 2: Large landscape-level ecosystems that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:		
RAMSAR sites, i.e.: Lake Ohrid, Lake Prespa, and Dojran Lake.	For lists and maps of RAMSAR sites, see RAMSAR sites (in References).	N
Native forests that, in the context of Macedonia, are relatively large (i.e., 5,000 to 10,000 ha), relatively unaffected by industrial management, and have successional stages, forest structure, and species composition similar in distribution to native forests that have experienced minimal human disturbance. (See HCV 1, Element 1, for likely examples.)	Mapping and other data on forest cover, age, succession, structure, species composition, anthropogenic disturbance, etc. See also the Overarching BAI.	N
Element 3: Ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance:		
Wildlife/habitat connectivity corridors that have been proposed between protected areas and/or other HCV 1, HCV 2, or HCV 3 occurrences. Consider areas in the PONT region; in the Ilinska, Plakenska, and Bigla mountains; in the proposed Macedonian	Consider information from: Brajanoska et al (2011), MoEPP (2021), MES (2022), the MoEPP (Department for Spatial Planning), Macedonian Ecological Society, and other expert organizations.	Y (for the national spatial plan and information from MoEPP)

National or Regional Interpretations of HCV 2:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
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Ecological Network; and in the National Spatial Plan of North Macedonia.

B. Assessments for HCV 2

National or Regional methodologies for assessing occurrences of the HCV 2 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
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For all HCV 2: Identifying occurrences of the HCV 2 Interpretations listed above, along with any other HCV 2 occurrences, is the first, essential part of assessments.

See the BAI in Section A and the Overarching BAI, including re. engagement with rights-holders, and stakeholders interested in HCV conservation. Also consider HCV assessors with local experience.

Y

For all HCV 2: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., construction of dams, pipelines, and other infrastructure).

See the BAI in Section A and the Overarching BAI, including re. engagement.

Y

For additional guidance in identifying and assessing HCV 2 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.2, Identification of HCV 2).

C. Strategies for Maintaining and Enhancing HCV 2

National or Regional strategies for maintaining and/or enhancing the HCV 2 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 2 Interpretations: See the strategies in Annex I.	See the Overarching BAI.	Y
For connectivity corridors.	See the BAI in Section A and the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2), including with regard to the overall process for developing strategies.		

D. Monitoring for HCV 2

National or Regional methodologies for monitoring occurrences of the HCV 2 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 2 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For some HCV 2 occurrences, remote surveillance with drones or satellite imagery may be helpful. If satellite imagery is used, it should be of sufficient resolution to detect below-the-canopy conditions where relevant.	See the Overarching BAI.	Y
Consider co-monitoring with local communities. (See HCV 1 for more detail.)	See the Overarching BAI.	Y
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2).		

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

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 3, for HCV Identification

National or Regional Interpretations of HCV 3:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Rare, threatened, or endangered ecosystems:		
Forest sites approximating primary forest conditions.	See the MoAFWE (Department of Forestry and Hunting), Saints Cyril & Methodius University (Hans Em Faculty).	Y (for MoAFWE)
Wetland habitats. Especially important examples include: Monospitovo, Belchishta, Katlanovo and Studenchishta. (See also RAMSAR sites at HCV 2.)	See the Overarching BAI.	Y
Relatively intact and undisturbed examples of other ecosystems. Per the precautionary approach and pending further assessment, sites are more likely in mountains in the Balkan Greenbelt (see proposed protected areas, at HCV 1).	See the MoAFWE (Department of Forestry), Saints Cyril & Methodius University (Forestry Faculty), and other expert organizations.	Y (for MoAFWE)
Element 2: Rare, threatened, or endangered habitats:		
Old growth stands and especially well developed late successional forest stands. For beech, occurrences include sites in the Maleshevski, Korab Nidzhe, Osogovo, Maleshevo, and Belasica mountains, including the Dlaboka Reka valley on Korab Mountain.	See the MoAFWE (Department of Forestry), Saints Cyril & Methodius University (Forestry Faculty), Macedonian Ecological Society, and other expert organizations.	Y (for MoAFWE)
Other rare, threatened, or endangered forest habitats, e.g.: riparian and gallery woodland, with dominant alnus, betula, populus, or salix; mixed riparian floodplain and gallery woodland; broadleaved swamp woodland; thermophilous deciduous woodland; pinus	See the MoAFWE (Department of Forestry), Saints Cyril & Methodius University (Forestry Faculty), and other expert organizations.	Y (for MoAFWE)

National or Regional Interpretations of HCV 3:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
nigra; mixed mediterranean pinus-thermophilous quercus		
Other rare, threatened, or endangered habitats, e.g., some types of: surface waters; mires, bogs, and fens; grasslands; heathlands, scrub, tundra	See Annex 1 of MoEPP (2018).	N
Element 3: Refugia:		
Isolated or inaccessible areas or features where significant human disturbance has been precluded, or that are especially resilient to climate change, enabling the survival of native biodiversity.	See the Overarching BAI.	Y
(NOTE that protected areas may also be refugia; see HCV 1.)		

B. Assessments for HCV 3

National or Regional methodologies for assessing occurrences of the HCV 3 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 3: Identifying occurrences of the HCV 3 Interpretations listed above, along with any other HCV 3 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with rights-holders, and stakeholders interested in HCV conservation. Also consider HCV assessors with local experience.	Y
For all HCV 3: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., climate change, fuelwood harvest, arson, invasive species, construction of dams, conversion, etc.).	See the BAI in Section A and the Overarching BAI, including re. engagement.	Y

National or Regional methodologies for assessing occurrences of the HCV 3 Interpretations:

Best Available Information (BAI) for assessing occurrences:

BAI also applies to SLIMF?

For additional guidance in identifying and assessing HCV 3 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.3, Identification of HCV 3).

C. Strategies for Maintaining and Enhancing HCV 3

National or Regional strategies for maintaining and/or enhancing the HCV 3 Interpretations:

Best Available Information (BAI) for management strategies:

BAI also applies to SLIMF?

For all HCV 3 Interpretations: See the strategies in Annex I.

See the Overarching BAI.

Y

For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.

D. Monitoring for HCV 3

National or Regional methodologies for monitoring occurrences of the HCV 3 Interpretations:

Best Available Information (BAI) for monitoring occurrences:

BAI also applies to SLIMF?

For all HCV 3 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.

See the Overarching BAI.

Y

For some HCV Interpretations and occurrences, direct indicators should be used, e.g., field surveys of the extent and condition of ecosystems and habitat. For others, indirect indicators may be sufficient and more efficient, e.g., monitoring of indicator species.

See the Overarching BAI.

Y

National or Regional methodologies for monitoring occurrences of the HCV 3 Interpretations:

Best Available Information (BAI) for monitoring occurrences:

BAI also applies to SLIMF?

For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1 and the example monitoring techniques in Annex 2).

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.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 4, for HCV Identification

National or Regional Interpretations of HCV 4:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Water catchments in critical situations:		
Forests that comprise more than 50% of a major watershed, or more than 25% of a watershed critical for collection of potable water, or for regulating hydrology and water flow into flood prone areas.	See the MoEPP (Department of Waters, and Spatial Information Service), MoAFWE (Department of Forestry), and other expert organizations.	Y (for MoEPP and MoAFWE)
Catchments and recharge zones for karst springs and aquifers, and for sublacustric springs.	See the MoEPP (Department of Waters) and other expert organizations.	Y (for MoEPP)
(NOTE that HCV 4 may also include catchments for RAMSAR sites (see HCV 2) and for water sources relied upon by communities (see HCV 5).)		
Element 2: Control of erosion of vulnerable soils and slopes in critical situations:		
Erosion and landslide prone areas, including landslide prone slopes with runouts likely to affect populated areas or other HCVs, and erosion prone areas and slopes likely to affect critical water catchments (see Element 1).	See the MoEPP (Department of Waters and Spatial Information Service), MoAFWE (Department of Forestry). See also the Overarching BAI.	Y
Avalanche prone slopes with runouts likely to affect populated areas or other HCVs.	See the MoEPP and MoAFWE (Department of Forestry). See also the Overarching BAI.	Y

National or Regional Interpretations of HCV 4:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 3: Other ecosystem services in critical situations:		
Naturally occurring forest types (e.g., mature deciduous) and other ecosystems that moderate fire spread or serve as fire breaks.	See the Overarching BAI.	Y
Low-impact tourism in locales where communities have few other opportunities for ecologically sustainable revenue generation.	The local communities. See also the Ministry of Culture and Tourism, and the Overarching BAI.	N
(NOTE that HCV 4 may also include provision of resources to local communities (see HCV 5).)		

B. Assessments for HCV 4

National or Regional methodologies for assessing occurrences of the HCV 4 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 4: Identifying occurrences of the HCV 4 Interpretations listed above, along with any other HCV 4 occurrences, is the first, essential part of assessments.	See the BAI in Section A and the Overarching BAI, including re. engagement with rights-holders, and stakeholders interested in HCV conservation.	Y
For all HCV 4: Other assessment elements include identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, chemical applications, etc.) and external factors (e.g., climate change, arson, construction of dams and other infrastructure, etc.).	See the BAI in Section A and the Overarching BAI, including re. engagement. The FSC Ecosystem Services Procedure (FSC, 2021b) may also be helpful in some situations.	Y
For additional guidance in identifying and assessing HCV 4 that may exist in the management unit, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.4, Identification of HCV 4).		

C. Strategies for Maintaining and Enhancing HCV 4

National or Regional strategies for maintaining and/or enhancing the HCV 4 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 4 interpretations: See the strategies in Annex I.	See the Overarching BAI. For additional considerations, see: FSC (2020a) and HCVRN (2018) (e.g., Part 2, including section 2.3.4).	Y
For water catchments, including for karst springs and aquifers: Also maintain forest cover and limit activities to maintain water quality and natural hydrology.	See the Overarching BAI.	Y
For mitigating erosion, landslide, and fire risk: Also see also the Disaster Risk Reduction (Eco-DRR) model, and the Regional Program for Landscape Fire Management.	See the Crisis Management Center, and the Ministry of Agriculture, Forestry, and Water Economy (MoAFWE).	Y
For avalanche prone slopes: Minimize road construction, clear felling, and other activities that reduce slope stability or natural anchors.	See Overarching BAI. If BAI specific to Macedonia is unavailable, see FSC (2016).	Y
For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2), including re. the overall process for developing strategies.		

D. Monitoring for HCV 4

National or Regional methodologies for monitoring occurrences of the HCV 4 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 4 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For water quality and quantity, soils, and other ecosystem services: See Annex B of FSC (2021b) for basic factors to consider monitoring.		
For additional guidance on monitoring programs, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3, the resources in Annex 1, and the example monitoring techniques in Annex 2).		

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.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 5, for HCV Identification

National or Regional Interpretations of HCV 5:	Best Available Information (BAI) for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Sites and resources fundamental for satisfying the basic necessities of local communities (for livelihoods, health, nutrition, water, etc.):		
Watersheds, rivers, streams, and other water sources relied upon for drinking, other daily use, or irrigation.	Culturally appropriate engagement with the local communities.	Y
Hunting grounds, fisheries, fuelwood, plants, and growing areas used for subsistence or livelihoods. Examples may include herbs, berries, fruits, mushrooms, medicinal plants, juniper berries, aromatic plants, mosses, lichens, and game. (Not inclusive of poaching or illegal harvest, unsustainable harvest, or harvest that harms RTEs or other HCVs.)	Culturally appropriate engagement with the local communities.	Y
Other sites and resources from which local communities satisfy basic needs.	Culturally appropriate engagement with the local communities.	Y
Element 2: Sites and resources fundamental for satisfying the basic necessities of Indigenous Peoples (for livelihoods, health, nutrition, water, etc.):		
Not Applicable		

B. Assessments for HCV 5

National or Regional methodologies for assessing occurrences of the HCV 5 Interpretations:	Best Available Information (BAI) for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 5: Identifying occurrences of the HCV 5 Interpretations listed above, along with any other HCV 5 occurrences, is the first, essential part of assessments.	Culturally appropriate engagement with local communities is the primary BAI. For supplemental BAI, see Section A and the Overarching BAI.	Y
For all HCV 5: Other assessment elements include: engaging with stakeholders interested in HCV conservation, and identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., climate change, development elsewhere in the watershed, etc.).	Culturally appropriate engagement with local communities is the primary BAI. For supplemental BAI, see Section A and the Overarching BAI.	Y
Consider whether specific levels and practices of fuelwood harvest, NTFP harvest, and other forest utilization are sustaining the resource, and avoiding harm to biodiversity and other HCVs.	See the Overarching BAI.	Y
For additional guidance in identifying and assessing HCV 5, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.5, Identification of HCV 5).		

C. Strategies for Maintaining and Enhancing HCV 5

National or Regional strategies for maintaining and/or enhancing the HCV 5 Interpretations:	Best Available Information (BAI) for management strategies:	BAI also applies to SLIMF?
For all HCV 5 Interpretations: See the Strategies in Annex I.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2).		

D. Monitoring for HCV 5

National or Regional methodologies for monitoring occurrences of the HCV 5 Interpretations:	Best Available Information (BAI) for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 5 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For all HCV 5 Interpretations: Monitoring conducted by or with the local communities, or using methodologies developed in cooperation with them through culturally appropriate engagement.	See the Overarching BAI.	Y
For all HCV 5 Interpretations: Factors to consider monitoring include the condition of the sites and resources, whether access is sufficient, whether use levels are sustainable, and the extent and nature of any conflicts regarding the HCV occurrences.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3 and the resources in Annex 1).		

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.

All information in the following sections applies to all Organizations. The exception is BAI that is not shown as applicable to SLIMFs; however, the Interpretations, Strategies, and Assessment and Monitoring methods still apply. See also the Overarching BAI listed above.

A. National or Regional Interpretations of HCV 6, for HCV Identification

National or Regional Interpretations of HCV 6:	Best Available Information for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
Element 1: Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance:		
World Heritage sites and proposed World Heritage sites, i.e., the Natural and Cultural Heritage of Ohrid Region, Archaeo-astronomical Site Kokino, and Markovi Kuli sites.	See World Heritage sites (in References).	Y
Sites designated as “Natural Rarities” for paeleontological values.	See the Ministry of Environmental & Physical Planning (MoEPP).	Y
Other internationally or nationally important cultural, archaeological, or historical sites, resources, habitats, or landscapes	See the Ministry of Culture and Tourism (Department for Protection of Cultural Heritage and the National Register of Cultural Heritage). Consider also: the Archeological Museum of Macedonia; the Institute for Cultural and Spiritual Heritage of Albanians; the Saints Cyril and Methodius University (Institute of Ethnology and Anthropology); and Macedonian Archeological Scientific Society.	Y (for Ministry of Culture)
Element 2: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities:		
Sacred sites, shrines, and other sites, resources, habitats, or landscapes of cultural, ecological, economic, or religious/sacred importance to local communities.	Culturally appropriate engagement with the local communities.	Y

National or Regional Interpretations of HCV 6:	Best Available Information for identifying occurrences of the Interpretations:	BAI also applies to SLIMF?
For all Interpretations.	Supplemental BAI may include field studies on sacred sites by local universities. See also the Overarching BAI.	N
Element 3: Sites, resources, habitats and landscapes of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of Indigenous Peoples:		
Not Applicable.		

B. Assessments for HCV 6

National or Regional methodologies for assessing occurrences of the HCV 6 Interpretations:	Best Available Information for assessing occurrences:	BAI also applies to SLIMF?
For all HCV 6: Identifying occurrences of the HCV 6 Interpretations listed above, along with any other HCV 6 occurrences, is the first, essential part of assessments.	For Element 2, HCVs important to local communities, culturally appropriate engagement with the communities is the primary BAI. For Element 1, see Section A and the Overarching BAI.	Y
For all HCV 6: Other assessment elements include: engaging with stakeholders interested in HCV conservation; and identifying HCV Areas, the condition of the HCVs, and threats to the HCVs. Potential threats may include both forest management operations (e.g., road building, logging, etc.) and external factors (e.g., arson, construction of dams and other infrastructure, etc.).	The BAI in Section A and the Overarching BAI.	Y
For additional guidance in identifying and assessing HCV 6, see: FSC (2020a) and HCVRN (2017) (Chapter 2, Best Practice Considerations for HCV Assessments, and Chapter 3.6, Identification of HCV 6).		

C. Strategies for Maintaining and Enhancing HCV 6

National or Regional strategies for maintaining and/or enhancing the HCV 6 Interpretations:	Best Available Information for management strategies:	BAI also applies to SLIMF?
For HCV occurrences related to local communities: See the strategies in Annex I.	See the Overarching BAI.	Y
For HCV occurrences identified primarily due to historical or archaeological significance: Strategies are based on Best Available Information, and considered effective for maintaining and/or enhancing the HCV.	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a), including re. engaging communities, and HCVRN (2018) (e.g., Part 2).		

D. Monitoring for HCV 6

National or Regional methodologies for monitoring occurrences of the HCV 6 Interpretations:	Best Available Information for monitoring occurrences:	BAI also applies to SLIMF?
For all HCV 6 Interpretations: Monitoring that addresses Criterion 9.4 and its Indicators. Also consider monitoring for changes in internal and external threats to the HCVs.	See the Overarching BAI.	Y
For HCV occurrences related to local communities: Monitoring conducted by or with the local communities, or using methodologies developed in cooperation with them through culturally appropriate engagement.	See the Overarching BAI.	Y
For all HCV 6 Interpretations: Factors to consider monitoring include the condition of the sites and resources, whether access is sufficient where appropriate, and the extent and nature of any conflicts regarding the HCV occurrences	See the Overarching BAI.	Y
For additional guidance, consider: FSC (2020a) and HCVRN (2018) (e.g., Part 3), and the resources in Annex 1).		

Examples of Relevant Stakeholders and Experts

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

Non-Governmental Organizations:

- Eko-Svest Center for Environmental Research and Information
- Macedonian Ecological Society/Birdlife Macedonia
- World Wildlife Fund, Adria (Zagreb, Croatia)

Other Expert Organizations:

- Archaeological Museum of Macedonia
- Faculty of Forestry, Saints Cyril and Methodius University
- Hydro-biological Institute (Lake Ohrid)
- Institute of Biology, Saints Cyril and Methodius University
- Institute for Cultural and Spiritual Heritage of Albanians
- Institute of Ethnology and Anthropology, Saints Cyril and Methodius University
- Institute of Geography, Saints Cyril and Methodius University
- IUCN Center for Mediterranean Cooperation
- Macedonian Academy of Sciences and Arts
- Macedonian Archeological Scientific Society
- Macedonian Natural History Museum

Government Agencies:

- Department for Biodiversity and Genetically Modified Organisms, MoEPP
- Department of Forestry and Hunting, MoAFWE
- Department of Nature, MoEPP
- Department for Protection of Cultural Heritage, Ministry of Culture and Tourism
- Department for Protection of Natural Heritage and Natura 2000, MoEPP
- Department of Spatial Planning, MoEPP
- Department of Waters, MoEPP
- Macedonian Environmental Information Center, MoEPP
- Ministry of Agriculture, Forestry, and Water Economy (MoAFWE)
- Ministry of Environmental & Physical Planning (MoEPP)

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Bankwatch. 2023. Shadow List of Rivers. February, 2023. CEE Bankwatch Network.

<https://bankwatch.org/publication/shadow-list-of-rivers>

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CITES. See <https://checklist.cites.org/#/en>. At the “Locations” button, select “North Macedonia.” At the Appendices button (“All Appxs”), select “I” for Appendix I, species threatened with extinction. For species that may be threatened if trade is not regulated, do a separate search using “II” at the Appendices button.

EU Habitat Directive Annex 1. For the list of habitats covered in Annex 1, see: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01992L0043-20130701#anx_I

European Red Lists. For Regional lists of RTE species, see:

https://environment.ec.europa.eu/topics/nature-and-biodiversity/european-red-list-threatened-species_en

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GBIF. Global Biodiversity Information Facility. https://www.gbif.org/occurrence/search?country=MK&iucn_red_list_category=CR&iucn_red_list_category=EN&iucn_red_list_category=VU&iucn_red_list_category=NT

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HCVRN. 2018. Common Guidance for the Management and Monitoring of High Conservation Values. High Conservation Value Resource Network. September, 2014, amended April, 2018. <https://www.hcvnetwork.org/library/common-guidance-for-the-management-and-monitoring-of-hcv>

Important Bird Areas. See: <https://datazone.birdlife.org/country/north-macedonia/ibas>. Click on each IBA for more information.

Important Plant Areas. See: <https://www.plantlifeipa.org/site/results?reg=0&cty=239&snm=&spc=&SitThrIUCNThrL1RecID=&SitCriBVCHabL1RecID=&SitCriBHabL1RecID=&SitCriCHabStaRecID=>

IUCN Red List. See <https://www.iucnredlist.org/search>. Searches can be done by country and species' assessment status. Click on each species for basic information on their status, range, threats, etc. NOTE the list may not include some nationally-listed species.

IUCN WDPA. World Database on Protected Areas, IUCN. For maps, see: <https://www.protectedplanet.net/country/MKD>. For a list of areas and more information on each, scroll down the webpage.

Key Biodiversity Areas. For maps, see <https://www.keybiodiversityareas.org/sites/search> and "filter" for North Macedonia; click on each KBA for more information.

Lucey et al. 2023. Recommendations to the RSPO for monitoring of biodiversity in HCVs. Lucey, M., Scriven, S., Hector, A., Reynolds, G., Prasetya, B. February 2023. <http://www.sensorproject.net/wp-content/uploads/2023/05/Recommendations-for-monitoring-of-biodiversity-in-HCVs- FINAL-for-SEnSOR-website.pdf>

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MoEPP. 2021. Brochure on protected areas and connectivity areas: https://www.moepp.gov.mk/wp-content/uploads/2021/03/broshura_ekoloski-koridori_MK.pdf

National Red Lists. National Red Lists of RTE species for Macedonia include:

- Karadelev et al. 2024. 2021 National Red List of Fungi: Focusing on Critically Endangered Species. Mitko Karadelev, M., Tofilovska, S., Rusevska, K. August 15, 2024. <https://csnmbs.manu.edu.mk/index.php/csnmbs/article/view/9>
- Krpac et al. 2012. Red list of butterflies (Lepidoptera: Hesperioidea & Papilionoidea) for Republic of Macedonia. Krpac, V., Darcemont, C. Revue d'Écologie. 67;1. 2012. <https://hal.science/hal-03530700/document>
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- Additional National Red Lists may be available from: the Official Gazette of the Republic of Macedonia; MoEPP; the Macedonian Ecological Society; and other expert organizations.

RAMSAR sites. For a location map, see <https://www.ramsar.org/country-profile/north-macedonia>. For a list of sites with links for more information, see: [https://rsis.ramsar.org/rsi-search/?language=en&f\[0\]=regionCountry_en_ss%3ANorth+Macedonia&pagetab=1](https://rsis.ramsar.org/rsi-search/?language=en&f[0]=regionCountry_en_ss%3ANorth+Macedonia&pagetab=1)

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World Heritage Beech Forests. Webpage on European Beech Forests. <https://www.europeanbeechforests.org/world-heritage-beech-forests/north-macedonia>

World Heritage sites. For maps and information on the Ancient and Primeval Beech Forests of the Carpathians and Other Regions of Europe site, see: <https://whc.unesco.org/en/list/1133>, <https://whc.unesco.org/en/list/1133/maps/>, and <https://www.europeanbeechforests.org/world-heritage-beech-forests/north-macedonia/dlaboka-reka>. For maps and information on the Natural and Cultural Heritage of the Ohrid Region site, see: <https://whc.unesco.org/en/list/99>. For proposed World Heritage sites, see: <https://whc.unesco.org/en/tentativelists/action=listtentative&order=states&state=mk>. The proposed sites include: Church St. George (Sv Gjorgji) Kurbinovo; Archaeo-astronomical Site Kokino; Cave Slatinski Izvor; and Markovi Kuli.

Annex K International Generic Indicators for the use and risk management of highly hazardous pesticides

- 10.7.11 A trend of replacement, reduction and/or removal of highly hazardous pesticides over time is demonstrated, or continued use is justified.
- 10.7.12 Control measures are proactively considered and/or implemented based on the likely impacts of the targeted pest, weed or disease and any intervention threshold to avoid unacceptable impacts on economic, environmental or social values.
- 10.7.13 Programmes are in place that have specific actions, timelines, targets and resources allocated to conduct, or support, research to identify and test less hazardous alternatives to replace FSC highly restricted highly hazardous pesticides and restricted highly hazardous pesticides.

NOTE: Less hazardous alternatives may include changes to management practices, species choice and tree breeding, biological control agents, non-chemical pesticides or other chemical pesticides.

- 10.7.14 Risk mitigation measures prioritise avoiding exposure of workers, affected stakeholders and/or environmental values to highly hazardous pesticides.
- 10.7.15 Risk mitigation measures for workers include the use of appropriate personal protective equipment consistent with FSC-POL-30-001b Personal Protective Equipment.
- 10.7.16 A pesticides buffer zone is established where a highly hazardous pesticide and/or application method requires one to ensure the protection of environmental values and social values.
- 10.7.17 An exclusion zone is established where a highly hazardous pesticide and/or application method requires one, as instructed by the label or other applicable sources, to avoid workers and affected stakeholders from being exposed to harm.
- 10.7.18 The location and duration of such an exclusion zone is communicated in a culturally appropriate manner.
- 10.7.19 Training programmes (see Criterion 2.5) for the use of highly hazardous pesticides include informing workers of known risks to human health and environmental values, and mitigation measures identified in the Environmental and Social Risk Assessment.
- 10.7.20 The implementation of risk mitigation measures is monitored.
- 10.7.21 The exposure of individual workers to highly hazardous pesticides is monitored.

NOTE: Examples of monitoring approaches can include:

- Records of highly hazardous pesticide applications,
 - Checks on correct personal protective equipment use,
 - Records of reported or observed health effects,
 - Medical biomonitoring.
- 10.7.22 Environmental impacts of highly hazardous pesticide use and changes in environmental condition are monitored.

NOTE: Examples of monitoring approaches can include:

- Records of highly hazardous pesticide applications,
- Records of reported or observed environmental impacts,
- Environmental biomonitoring, e.g., using trigger values for particular organisms or groups of organisms.

- 10.7.23 Environmental and Social Risk Assessment(s), site operational plans, and site-specific risk mitigation and monitoring measures are consistent with safety data sheets (MSDS) and chemical label instructions.
- 10.7.24 Based on monitoring results, corrective action is taken where mitigation measures are not implemented as appropriate, or are not effective in managing risks to human health and environmental values.
- 10.7.25 Harm caused to workers and affected stakeholders by over-exposure to highly hazardous pesticide is treated. When treatment is not possible, fair compensation is provided.
- 10.7.26 Damage caused to environmental values by highly hazardous pesticides is repaired. When repairing damage is not possible, fair compensation is provided.
- 10.7.27 When highly hazardous pesticides are used in an emergency or by government order, use conforms with the procedure for the exceptional use of prohibited highly hazardous pesticides in Annex 3 of FSC-POL-30-001 FSC Pesticides Policy.

NOTE: While Annex 3 of the FSC Pesticides Policy addresses the use of Prohibited highly hazardous pesticides in emergency situations or by government orders, this indicator allows certificate holders to apply the same procedure to restricted highly hazardous pesticides and highly restricted highly hazardous pesticides in these situations, providing a window of thirty (30) days after starting the use of the chemical pesticide in which to complete a site specific Environmental and Social Risk Assessment.

Table. Reference Documents of HHP:

Reference Document	HC 1	HC 2	HC 3	HC 4	HC 5	HC 6	HC 7	HC 8	HC 9	HC 10
FSC POL-30-001a FSC Lists of highly hazardous pesticides (FSC)	All	All	All	All	All	All	All	All	All	All
Global Harmonized System of Classification and Labelling of Chemicals (UN)	Pt. 3 Ch 3.1, 3.5, 3.9 & Pt. 4 Ch. 4.2	Pt. 3, Ch. 3.1	Pt. 3, Ch. 3.6	Pt. 3, Ch. 3.5	Pt. 3, Ch. 3.7	Pt. 3, Ch. 3.9			Pt. 3, Ch. 3.8	Pt. 3, Pt. 4
The WHO Recommended Classification of Pesticides by Hazard and Guidelines to Classification (WHO, IPCS & IOMC)	Tbl. 1, 6, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 7	Tbl. 1, 2, 3, 4, 7				
International tools for preventing local pesticide problems: A consolidated guide to chemical codes and conventions (ECSPHR)	Sec. 3, Sec. 5.2.1		Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6	Ch. 3, Sec. 4.2.5, 4.3.5 & Ch. 6						
International Code of Conduct on Pesticide Management. Guidelines for personal protection when handling and applying pesticides (FAO & WHO)	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6	Pt. 1, Sec. 1.1, 1.3, 1.4 & Annex 6				
International Code of Conduct on Pesticide Management. Guidelines on Highly Hazardous Pesticides (FAO & WHO)		Ch. 2,3 & 6			Ch. 2,3 & 6	Ch. 2,3 & 6				
Considerations of assessing the risks of combined exposure to multiple chemicals. Series on testing and assessment. No 296. 2018 (OECD)							Ch. 7			
WHO IPCS Integrated Risk Assessment (WHO)							All	Ch. 7		
Metabolites impact on non – target arthropods and pollinators								All		
International Code of Practice for use of pesticides (WHO)									All	All
Strategic Approach to International Chemicals management (UNEP)									All	All

Pt = Part, Ch = Chapter, Tbl = Table, Sec = Section, UN = United Nation, WHO = World Health Organization, IPCS = International Programme on Chemical Safety, IOMC = Inter-organization Programme for the Sound Management of Chemicals, ECSPHR = European Centre on Sustainable Policies for Human and Environmental Rights, FAO = Food and Agriculture Organization, OECD = Organisation for Economic Co-operation and Development and UNEP = United Nations Environment Program

Annex L Glossary of terms

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

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

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

Active ingredient: Part of the product that provides the pesticidal action (Source: FAO International Code of Conduct on Pesticide Management).

Adaptive management: A systematic process of continually improving management policies and practices by learning from the outcomes of existing measures (Source: FSC-STD-01-001 V5-2, based on International Union for Conservation of Nature (IUCN). Glossary definitions as provided on IUCN website).

Additionality:

- **Additionality outside the Management Unit:** Conservation and/or restoration outcomes over and above those already achieved or planned to be achieved, and that would not have been achieved without the support and/or intervention of the organization.

Projects must either be new (i.e., not already being implemented or planned), amended or extended so that conservation and/or restoration outcomes are enhanced beyond what would have been achieved, or planned or funded to be achieved without The Organization planning to remedy for historical conversion.

- **Additionality inside the Management Unit:** Conservation and/or restoration outcomes above and beyond those required by the applicable FSC standards.

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 neighbourhood of the Management Unit. The following are examples of affected stakeholders:

- Local communities
- Indigenous Peoples
- Workers
- Forest dwellers
- Neighbours
- 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, labour 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.

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

Biological 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).

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).

Chemical pesticide: Synthetically produced pesticide (Source: FSC-POL-30-001 V3-0).

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.

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

Conservation/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 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).

Conversion: A lasting change of natural forest cover or High Conservation Value areas, induced by human activity. This may be characterized by significant loss of species diversity, habitat diversity, structural complexity, ecosystem functionality or livelihoods and cultural values. The definition of conversion covers gradual forest degradation as well as rapid forest transformation (Source: FSC-POL-01-007 V1-0).

- **Induced by human activity:** In contrast to drastic changes caused by natural calamities like hurricanes or volcanic eruptions. It also applies in cases of naturally ignited fires where human activities (e.g., draining of peatlands) have significantly increased the risk of fire.
- **Lasting change of natural forest cover:** Permanent or long-term change of natural forest cover. Temporary changes of forest cover or structure (e.g., harvesting followed by regeneration in accordance with the FSC normative framework) is not considered conversion.
- **Lasting change of High Conservation Value (HCV) areas:** Permanent or long-term change of any of the High Conservation Values. Temporary changes of HCV areas that do not negatively and permanently impact the values (e.g., harvesting followed by regeneration in accordance with Principle 9) is not considered a lasting change.
- **Significant loss of species diversity:** Loss of species is considered significant where rare species and threatened species or other locally important, keystone and/or flagship species are lost, whether in terms of numbers of individuals or in terms of number of species. This refers to both displacement and extinction.

NOTE: The establishment of ancillary infrastructure necessary to implement the objectives of responsible forest management (e.g., forest roads, skid trails, log landings, fire protection, etc.) is not considered conversion.

Conversion Threshold: The point at which degradation and/or clearing has occurred to an extent where recovery to natural forest conditions and/or High Conservation Value Areas is unlikely to be achieved without direct intervention (Source: FSC-POL-01-007 V1-0).

NOTE: Examples of direct intervention include but are not limited to removal of exotic species, physical protection of existing remnant native vegetation, re-wetting of drained soils, reintroduction of appropriate native species, and reintroduction of High Conservation Value species where suitable habitat remains or is re-established.

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.

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).

Critical: The concept of criticality or fundamentality in Principle 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).

Critical population density: Maximum acceptable number or density of individuals in a pest population, beyond which the pest threatens the achievement of management objectives. Assessment of the critical population density should take into account historical records from the affected area, the type of pest (insects, weeds, pathogens, etc.), and how the pest population is likely to change in relation to its density, including situations in which small populations show a positive relationship between population density and growth rate (the Allee effect). (Based on: International Code of Conduct on the Distribution and use of Pesticides 2006).

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

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

Customary rights: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit (Source: FSC-STD-01-001 V5-2).

Degradation: Changes within a natural forest or High Conservation Value area that significantly and negatively affect its species composition, structure and/or function, and reduces the ecosystem's capacity to supply products, support biodiversity and/or deliver ecosystem services (Source: FSC-POL-01-007 V1-0).

Direct involvement: Situations in which the associated organization or individual is first-hand responsible for the unacceptable activities (Source: FSC-POL-01-004 V2-0).

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

distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organization where such exist, and with other appropriate bodies (adapted from 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 IGI, this is an expression of dissatisfaction by any person or organization presented as a complaint to The Organization, relating to its management activities or its conformity with the FSC Principles and Criteria, where a response is expected (Source: based on FSC-PRO-01-005 V3-0 Processing Appeals).

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

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

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

This list should be adapted or expanded by Standard Developers.

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

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

Eco-regional: Large unit of land or water containing a geographically distinct assemblage of species, natural communities, and environmental conditions (Source: WWF Global 200. http://wwf.panda.org/about_our_earth/ecoregions/about/what_is_an_ecoregion/).

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).

Emergency: A situation that requires immediate action to control the sudden invasion or infestation of a pest, which threatens either long-term stability of the ecosystem, human well-being or economic viability.

Events that happen cyclically and scenarios which are predicted through planning, monitoring or the application of an integrated pest management system cannot be considered an emergency.

For the purpose of the FSC Pesticides Policy, emergency situations require immediate action and cannot feasibly be controlled by a less hazardous alternative. (Source: FSC-POL-30-001 V3-0).

Employment and Occupation: includes access to vocational training, access to employment and to particular occupations, and terms and conditions of employment (ILO Convention 111, Article1.3).

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

Environmental and social risk assessment (ESRA): A process to predict, assess and review the likely or actual environmental and social effects of a well-defined action, evaluate alternatives, and design appropriate mitigation, management and monitoring measures.

In the context of the FSC Pesticides Policy, it relates to chemical pesticide use (Source: FSC-POL-30-001 V3-0).

Environmental biomonitoring: Act of observing and assessing the state and ongoing changes in ecosystems, components of biodiversity and landscape, including the types of natural habitats, populations and species. (Source: Encyclopaedia of Toxicology (Third Edition, 2014)).

Environmental harm: Any impact on the environment values as a result of human activity that has the effect of degrading the environment, whether temporarily or permanently (Source: FSC-POL-01-007 V1-0).

Environmental Impact Assessment (EIA): Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures (Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome,-STD-01-001 V5-2).

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 (ILO Convention 100, Article 1b).

Equivalent: For ecological equivalence, the same specific type of natural forest or High Conservation Value is restored or conserved as was destroyed.

For social remedy, equivalence shall be based on an independent assessment and agreement on remedy through Free, Prior, Informed Consent (FPIC) with the affected rights holders of the nature, quality, and quantity of all social harms as well as the on-going future benefits these would have provided. Equivalence shall entail provision of the best means possible to ensure future community wellbeing. (Source: FSC-POL-01-007 V1-0)

Exclusion zone: Area in which chemical pesticides are used, and which people are prevented from entering during and after pesticide application in order to avoid unacceptable risk of exposure. The exclusion zone remains in force until the risk of exposure has reduced to an acceptable level (the period of re-entry).

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.

Focal species: Species whose requirements for persistence define the attributes that must be present if that landscape is to meet the requirements of the species that occur there (Source: Lambeck, R., J. 1997. Focal Species: A multi-species Umbrella for Nature Conservation. Conservation Biology Vol 11 (4): 849-856.).

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

Forest: A tract of land dominated by trees (Source: FSC-STD-01-001 V5-0. Derived from FSC Guidelines for Certification Bodies, Scope of Forest Certification, Section 2.1 first published in 1998, and revised as FSC-GUI-20-200 in 2005, and revised again in 2010 as FSC-DIR-20-007 FSC Directive on Forest Management Evaluations, 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 (FPIC): A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval (Source: Based on the Preliminary working paper on the principle of Free, Prior and Informed Consent of Indigenous Peoples (...) (E/CN.4/Sub.2/AC.4/2004/4 8 July 2004) of the 22nd Session of the United Nations Commission on Human Rights, Sub-commission on the Promotion and Protection of Human Rights, Working Group on Indigenous Populations, 19–23 July 2004).

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 V5-2).

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 (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 (Gerning B, Odero A, Guido H (2000), Collective Bargaining: ILO Standards and the Principles of the Supervisory Bodies. International Labour Office, Geneva).

Governmental order: The use of a specific chemical pesticide is ordered or carried out by governmental authorities independent of the Organization (Source: FSC-POL-30-001 V3-0).

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

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

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

- Old commercial and non-commercial trees whose age noticeably exceeds the average age of the main canopy;
- Trees with special ecological value;
- Vertical and horizontal complexity;
- Standing dead trees;

- Dead fallen wood;
- Forest openings attributable to natural disturbances;
- Nesting sites;
- Small wetlands, bogs, fens;
- Ponds;
- Areas for procreation;
- Areas for feeding and shelter, including seasonal cycles of breeding;
- Areas for migration;
- Areas for hibernation.

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

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

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

Heavy work (in the context of child labour): refers to work that is likely to be harmful or dangerous to children's health (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 basic necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.
- **HCV 6:** Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.

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

NOTE: The HCV concept applies to all ecosystems, including HCV areas in savannahs, grasslands, peatlands and wetlands - not only to natural forests and forest plantations.

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).

Highly hazardous pesticide (HHP): chemical pesticides that are acknowledged to present particularly high levels of acute or chronic hazards to health and environment according to internationally accepted classification systems or are listed in relevant binding international agreements or conventions, or contain dioxins, or heavy metals. In addition, pesticides that appear to cause severe or irreversible harm to health or the environment under conditions of use in a country may be considered to be and treated as highly hazardous.

FSC distinguishes between FSC prohibited HHPs, FSC highly restricted HHPs and

FSC restricted HHPs:

- **FSC prohibited HHPs:** chemical pesticides that: a) are listed or recommended for listing under Annex A (elimination) of the Stockholm Convention on Persistent Organic Pollutants or Annex III of the Rotterdam Convention on the Prior Informed Consent Procedure or listed under the Montreal Protocol on Substances that Deplete the Ozone Layer, or b) are acutely toxic and that can induce cancer (carcinogenic and likely to be carcinogenic), or c) contain dioxins or d) contain heavy metals).
- **FSC highly restricted HHPs:** chemical pesticide presenting two or three out of the following hazards: acute toxicity, chronic toxicity and environmental toxicity.
- **FSC restricted HHPs:** chemical pesticide presenting one out of three of the following hazards: acute toxicity, chronic toxicity and environmental toxicity.

(Source: FSC-POL-30-001 V3-0).

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 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 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.)

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

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

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

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

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

(Source: Adapted from United Nations Permanent Forum on Indigenous, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 13 September 2007).

Indirect involvement: Situations in which the associated organization or individual, with a minimum ownership or voting power of 51%, is involved as a parent or sister company, subsidiary, shareholder or Board of Directors to an organization directly involved in unacceptable activities. Indirect involvement also includes activities performed by subcontractors when acting on behalf of the associated organization or individual (Source: FSC-POL-01-004 V2-0).

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

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

Intact Forest Landscape: a territory within today's global extent of forest cover which contains forest and non-forest ecosystems minimally influenced by human economic activity, with an area of at least 500 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).

Integrated pest management (IPM): Careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations, encourage beneficial populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimize risks to human and animal health and/or the environment. IPM emphasizes the growth of a healthy forest with the least possible disruption to ecosystems and encourages natural pest control mechanisms (Source: Based on *FAO International Code of Conduct on Pesticide Management*).

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

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

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;

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

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

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).

Intervention threshold: Population density level where the controlling measures of the targeted pest should start. It is determined in the IPM system and it is usually lower than the critical population density level.

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 (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.

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).

Medical Biomonitoring: Analysis of a chemical pesticide or one of its metabolites in the human body, using samples of substances such as blood, urine or breastmilk (Source: Based on FAO and WHO (2016). International Code of Conduct on Pesticide Management: Guidelines on Highly Hazardous Pesticides. FAO & WHO, Rome).

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 (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 savannah.

The description of natural forests and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.

'Natural forest' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest after some years of ecological progression. FSC Forest Stewardship Standards may indicate when such areas may be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

FSC has not developed quantitative thresholds between different categories of forests in terms of area, density, height, etc. FSC Forest Stewardship Standards may provide such thresholds and other guidelines, with appropriate descriptions or examples. Pending such guidance, areas dominated by trees, mainly of native species, may be considered as natural forest.

Thresholds and guidelines may cover areas such as:

- Other vegetation types and non-forest communities and ecosystems included in the Management Unit, including grassland, bushland, wetlands, and open woodlands;
- Very young pioneer or colonizing regeneration in a primary succession on new open sites or abandoned farmland, which does not yet contain many of the principal characteristics and key elements of native ecosystems. This may be considered as natural forest through ecological progression after the passage of years;
- Young natural regeneration growing in natural forest areas may be considered as natural forest, even after logging, clear-felling or other disturbances, since many of the principal characteristics and key elements of native ecosystems remain, above-ground and below-ground;
- Areas where deforestation and forest degradation have been so severe that they are no longer 'dominated by trees' may be considered as non-forest, when they have very few of the principal above-ground and below-ground characteristics and key elements of natural forests. Such extreme degradation is typically the result of combinations of repeated and excessively heavy logging, grazing, farming, fuelwood collection, hunting, fire, erosion, mining, settlements, infrastructure, etc. FSC Forest Stewardship Standards may help to decide when such areas should be excised from the Management Unit, should be restored towards more natural conditions, or may be converted to other land uses.

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

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-forest land-use: Land-use system, where the land is not dominated by trees.

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-01-001 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).

Peatland: Is constituted by flooded and soggy areas, with large accumulations of organic material, covered by a layer of poor vegetation associated with a certain degree of acidity, and which presents a characteristic amber color (Source: Aguilar, L. 2001. About Fishermen, Fisherwomen, Oceans and tides. IUCN. San Jose (Costa Rica)).

Pest: Any species, strain or biotype of plant, animal or pathogenic agent injurious to plants and plant products, materials or environments and includes vectors of parasites or pathogens of human and animal disease and animals causing public health nuisance (Source: FSC-POL-30-001 V3-0).

Pesticide: Any substance or mixture of substances of chemical or biological ingredients intended for repelling, destroying or controlling any pest, or regulating plant growth. This definition includes insecticides, rodenticides, acaricides, molluscicides, larvaecides, nematocides, fungicides and herbicides (Source: FSC-POL-30-001).

Pesticide Buffer zone: Area established around environmental and/or social values to protect them from damage, within which pesticides are not used or are used only with additional risk mitigation measures.

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).

Priority social harms: see the definition for social harm (Source: FSC-POL-01-007 V1-0).

Protection: See definition of Conservation.

Protection Area: See definition of Conservation Zone.

Proportionate: A 1:1 ratio: The area to be restored or conserved is the same as the area of natural forest and/or High Conservation Value destroyed (Source: FSC-POL-01-007 V1-0).

Publicly available: In a manner accessible to or observable by people generally (Source: Collins English Dictionary, 2003 Edition).

Rare species: Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific habitats, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperiled species (Source: Based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK).

Ratified: The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent legal mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same legal effect (Source: FSC-STD-01-001 V5-2).

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 (or logging) using techniques to reduce the impact on the residual stand (Source: Based on Guidelines for the Conservation and Sustainable Use of Biodiversity in Tropical Timber Production Forests, IUCN 2006).

Refugia: An isolated area where extensive changes, typically due to changing climate or by disturbances such as those caused by humans, have not occurred and where plants and animals typical of a region may survive (Source: Glen Canyon Dam, Adaptive Management Program Glossary as provided on website of Glen Canyon Dam website).

Remedy: To correct or return something as near as possible to its original state or condition (Source: Guiding Principles on Business and Human Rights. UN. 2011).

- For environmental harms this includes actions taken to remedy deforestation, conversion degradation, or other harms to natural forest and High Conservation Value areas. Environmental remedy actions may include but are not limited to: conservation of standing forests, habitats, ecosystems and species; restoration and protection of degraded ecosystems.

- For social harms this includes providing redress for identified social harms through agreements made during an FPIC-based process with the affected rights holders, and facilitating a transition to the position before such harms occurred; or developing alternative measures to ameliorate harms by providing gains recognized by the affected stakeholders as equivalent to the harms, through consultation and agreement. Remedy may be achieved through a combination of apologies, restitution, rehabilitation, financial or non-financial compensation, satisfaction, punitive sanctions, injunctions, and guarantees of non-repetition (Source: FSC-POL-01-007 V1-0).

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 (ILO Convention 100, Article1a).

Repair: Process of assisting the recovery of environmental values and human health (Source: FSC-POL-30-001).

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.).

Restitution: Measures agreed with affected stakeholders to restore lands, properties or damaged natural resources to their original owners in their original condition. Where such lands, properties or natural resources cannot be returned or restored, measures are agreed on to provide alternatives of equivalent quality and extent. Restitution to affected rights holders is agreed on through an FPIC-based process (Source: FSC-POL-01-007 V1-0).

Restoration /Ecological Restoration: Process of assisting the recovery of an ecosystem, and its associated conservation values, that have been degraded, damaged, or destroyed (Source: adapted from 'International principles and standards for the practice of ecological restoration'. Gann et al 2019. Second edition. Society for Ecological Restoration) (shortened version – refer to the FSC Remedy Framework for full definition).

NOTE: 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 – with the exception of those values negatively affected through instances of conversion and whose restoration form part of a Remedy Plan which The Organization is required to follow. In all instances, however, The Organization is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the Management Unit as a result of such previous impacts.

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

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

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'.

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

- A designation, classification or recognized conservation status, assigned by an international agency such as IUCN or Birdlife International;
- A designation by national or regional authorities, or by a responsible national conservation organization, on the basis of its concentration of biodiversity;
- A voluntary recognition by the manager, owner or Organization, on the basis of available information, or of the known or suspected presence of a significant biodiversity concentration, even when not officially designated by other agencies.

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

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 landowners and society on a sustainable basis (Source: Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

Small-scale smallholder: Any person that is depending on the land for most of their livelihood; and/or employs labor mostly from family or neighboring communities and has land-use rights on a Management Unit of less than 50 hectares. Standard developers may define this to less than 50 hectares (Source: FSC-POL-01-007 V1-0).

Social harms: Negative impacts on persons or communities, perpetrated by individuals, corporations or states, which include, but may go beyond, criminal acts by legal persons. Such harms include negative impacts on persons' or groups' rights, livelihoods and well-being, such as property (including forests, lands, waters), health, food security, healthy environment, cultural repertoire and happiness, as well as physical injury, detention, dispossession and expulsion (Source: FSC-POL-01-007 V1-0).

- **Ongoing social harms:** social harms which have not been remedied.
- **Priority social harms:** social harms prioritized by an FPIC-based process with affected rights-holders or identified in consultation with affected stakeholders (Source: FSC-PRO-01-007 V1-0. Shortened version - refer to the FSC Remedy Framework for full definition).

Stakeholder: See definitions for 'affected stakeholder' and 'interested stakeholder'.

Statutory law or statute law: The body of law contained in Acts of Parliament (national legislature) (Source: Oxford Dictionary of Law).

Tenure: Socially defined agreements held by individuals or groups, recognized by legal statutes or customary practice, regarding the 'bundle of rights and duties' of ownership, holding, access and/or usage of a particular land unit or the associated resources there within (such as individual trees, plant species, water, minerals, etc.) (Source: World Conservation Union (IUCN). Glossary definitions provided on IUCN website).

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

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)).

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: FSC-STD-40-004 V3-0).

Trigger Value: Trigger values are expressed as the value of toxicity exposure ratio (TER) above which exposure is considered to be an unacceptable risk. The TER is calculated based on the acute toxicity value and exposure for each pesticide. Its value will be local and will be based on exposure parameters.

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 affected area shall not exceed 5% of the Management Unit, irrespective of whether the conversion activities have taken place prior to or after The Organization is awarded with FSC Forest Management certification (Source: FSC-POL-01-007 V1-0).

Very limited portion of core area: The area affected shall not exceed 0.5% of the area of the core area in any one year, nor affect a total of more than 5% of the area of the core area.

Waste materials: unusable or unwanted substances or by-products, such as:

- Hazardous waste, including chemical waste and batteries;
- Containers;
- Motor and other fuels and oils;
- Rubbish including metals, plastics and paper; and
- Abandoned buildings, machinery and equipment.

Water bodies (including water courses): Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes. Water bodies include riparian or wetland systems, lakes, swamps, bogs and springs.

Water scarcity: A water supply that limits food production, human health, and economic development. Severe scarcity is taken to be equivalent to 1,000 cubic meters per year per person or greater than 40% use relative to supply (Source: Millennium Ecosystem Assessment. 2005. Ecosystems and Human Well-Being: Policy Responses. Findings of the Responses Working Group. Washington DC: Island Press, Pages 599-605).

Water stress: Occurs when the demand for water exceeds the available amount during a certain period or when poor quality restricts its use. Water stress causes deterioration of freshwater resources in terms of quantity (aquifer over-exploitation, dry rivers, etc.) and quality (eutrophication, organic matter pollution, saline intrusion, etc.) (Source: UNEP, 2003, cited in Gold Standard Foundation. 2014. Water Benefits Standard).

Wetlands: Transitional areas between terrestrial and aquatic systems in which the water table is usually at or near the surface or the land is covered by shallow water (Source: Cowardin, L.M., Carter, V., Golet, F.C., Laroe, E.T. 1979. Classification of Wetlands and Deepwater Habitats of the United States. DC US Department: Washington). Under the Ramsar Convention, wetlands can include tidal mudflats, natural ponds, marshes, potholes, wet meadows, bogs, peatlands, freshwater swamps, mangroves, lakes, rivers and even some coral reefs (Source: IUCN, No Date, IUCN Definitions – English).

Workers: All employed persons including public employees as well as ‘self-employed’ persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: ILO Convention 155, 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 workers’ organization vary from country to country, especially in relation to those who are considered as rank and file members, as well those who are deemed to have power to “hire and fire”. Workers’ organizations tend to separate association between those who can “hire and fire” and those who cannot (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 (ILO Convention 182, Article 3)



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