Forest Stewardship Council®

The FSC National Forest Stewardship Standard of The Kingdom of The Netherlands

FSC-STD-NLD-02.1-2021 EN (May 2026)

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Standard

Photo Credit

From Left to Right:

Photo 1: Lake “Grootmeer” in the natural reserve Buikheide en Oude Molen, North Brabant, The Netherlands, © MSc. Biol. Cristina Peñaloza.

Photo 2: Playground in a natural park in The Netherlands, © MSc. Biol. Cristina Peñaloza.

Photo 3: Pile of logs in the forest, © FSC Netherlands.

NOTE ON THIS ENGLISH VERSION:

This is the official version of the FSC National Forest Stewardship Standard that is approved by FSC International Center, and it is available at ic.fsc.org. Any translation of this version is not an official translation approved by FSC International Center. If there is any conflict or inconsistency between the approved English version and any translated version, the English version shall prevail.

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The Forest Stewardship Council® (FSC) is an independent, not for profit, non-government organization established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

FSC's vision is that true value of forests is recognized and fully incorporated into society worldwide. FSC is the leading catalyst and defining force for improved forest management and market transformation, shifting the global forest trend toward sustainable use, conservation, restoration, and respect for all.

[1] The transition period is the timeline in which there is a parallel phase-in of the new version and phase-out of the old version of the standard. Six (6) months after the end of the transition period, certificates issued against the old version

are considered invalid.

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Gewijzigde veldcode

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1. Preface

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

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

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

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

1.2. Descriptive statement of the National Office

FSC Netherlands is the national office of FSC and was established in 1999. It is a non-profit partner organization with the purpose of promoting environmentally, socially and economically responsible forest management worldwide through the FSC certification scheme and to ensure that work with FSC certification in the Netherlands is in accordance with FSC's international rules. This is done through information and advice on FSC certification in practice, enhancing the market for FSC-certified products in the Netherlands as well as maintenance of the Dutch forest standard for FSC.

2. Preamble

2.1. Purpose of the standard

This standard sets out the required elements against which FSC accredited Certification Bodies shall evaluate forest management practices within the scope (see 2.2. below) of the standard.
The FSC Principles and Criteria (P&C) for Forest Stewardship provides an internationally recognized standard for responsible forest management. However, any international standard for forest management needs to be adapted at the regional or national level in order to reflect the diverse legal, social and geographical conditions of forests in different parts of the world. The FSC P&C therefore requires the addition of indicators that are adapted to regional or national conditions in order to be implemented at the Forest Management Unit (FMU) level.
With the approval of *FSC-STD-60-004 V1-0 EN* FSC *International Generic Indicators* (IGI) by the FSC Board of Directors in March 2015, the adaptation of the P&C to regional or national conditions is done using the IGI standard as the starting point. This has the advantage to:

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

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

2.2. Scope of standard

This standard is applicable to all forest operations seeking FSC certification within The Netherlands (but not the overseas territories (municipalities Saba, St. Eustatius, Bonaire and the countries of Aruba, Curacao, and Saint Maarten). The standard applies to all forest types and scales. Non-timber forest products are excluded from the scope of the standard.

2.3. Background information on the standard development

The first Forest Stewardship Standard for the Netherlands was approved in 2004. The transfer process of the standard took off in 2012. The Standard Development Group for the Netherlands was first established in the late 1990's, and the composition of the current SDG is – at least where organizations are concerned – quite similar to the 'old' one. The approach of the SDG can be characterised as 'pragmatic', focusing on the practise 'in the field' and the craftsmanship of the forest manager. The SDG in addition has made an effort to develop a standard that challenges the forest manager and a standard that aims to introduce new ideas and elements in forest management in the Netherlands e.g. with regard to prevention of soil compaction and procurement of plant material.

3. Version of the standard

Version of the standard: FSC-STD-NLD-02.1-2021 The Netherlands All forest types and scales. This standard is the (partially) revised version of FSC-STD-NLD-02-2018 (All forest types and scales).

3.1. Normative framework for the development of National Forest Stewardship Standards

The development of this NFSS has been based on FSC-STD-60-004 V1-0 EN, the FSC International Generic Indicators (IGI) approved by FSC to facilitate national adaptation and ensure the consistent implementation of the P&C across the globe; to improve the quality of National Forest Stewardship Standards and strengthen the credibility of the FSC system.

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

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

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

In conformity with these requirements, the present NFSS has been submitted to public consultation (10 December 2015 to 10 February 2016) and has been forest tested by a certification body and managers of certified forests.

3.2. Working group

This national adaptation has been developed by a chamber-balanced working group. The working-group decisions have been made by consensus, ensuring that each chamber had the same weight in the decision-making process, regardless of the number of its representatives.

The stakeholders that have participated continuously or partially as members of this working group are:

Environmental Chamber	
~~Bart van Tooren~~Henk Siebel	Natuurmonumenten
~~Marijke Drees (replaced by Piet Bergers in~~Rick Buesink	Soortenbescherming Nederland

~~2019)~~	
Social Chamber	
Maayke Kasper ~~Jacqueline Kraan~~	CNV Bedrijvenbond (Labour organization)
Vacant	FNV Bondgenoten
Economic Chamber	
Asse Seubring	Staatsbosbeheer
~~Arno Willems (till 2019)~~	~~Kroondomein Het Loo~~
~~Gerard Koopmans~~Deborah van Boven	Unie van Bosgroepen
Vacant~~R. van Woudenberg (till 2017)~~	Federatie Particulier Grondbezit
Maarten Willemen	AVIH
Gerard Koopman	

The working group has an independent chairman: ~~Ernst Cramer~~Ben Huisman. The working group has been assisted by observers particularly representatives of Control Union and VNBE.

4. Context: a standard that takes Dutch circumstances into account

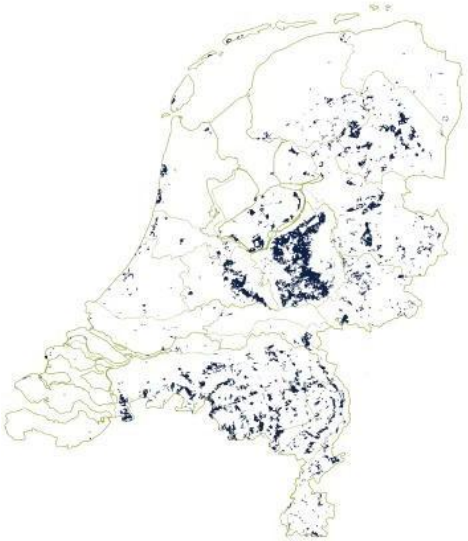
The previous FSC standard was rather old and in some parts outdated: the insights about responsible forest management, and how to effectively and efficiently assess this, have changed in recent years. In addition, there has been (sometimes considerable) criticism of the standard in recent years: the standard would lead to an increase in the administrative burden. Because a simple update of the old standard would not suffice, it was decided to thoroughly revise the standard in which two guiding principles were leading: (1) reducing administrative burden of certification and (2) emphasizing the practical implementation of forest management.

For the standard, this implies:

- For matters that are adequately covered by Dutch legislation the indicators refer to the applicable legislation (instead of defining 'new' FSC requirements);
- The standard does not or hardly prescribe norms for management practices; after all, forest management is almost always tailor-made. Norms for forestry work often lead to uniformity, while diversity is important for many forest functions;
- No requirements have been defined for subjects that are important but do not require attention because in general, management practices pay sufficient attention to it and / or national developments go in the right direction. So for instance there are no requirements for the share of indigenous trees, since at a national scale there is a clear trend towards a smaller share of exotic species;
- It is the SDG's opinion that audits should assess whether a chosen strategy leads to the desired goal. No assessment on paper but discussion between a forest manager and an auditor!

Forest area in the Netherlands

The Netherlands has a forested area of approximately 370,000 hectares, which is 10% of the land area (and 217 m^2 per capita). Two hundred years ago the forest area was much smaller and comprised of about 100,000 hectares (mainly coppice woodland). Particularly in the 1930's, forest was planted mainly on poor soils: heather lands and drift sands.



Total Forest area 373,480 ha, of which

- Strict forest reserve (Bosreservaat) IUCN-code I) – 3,000 ha (1%)
- National parks (IUCN Code II) - 31,400 ha (9%)
- Other protected forest (IUCN Code III-VI) – 56,400 ha (16%).

Approximately half of the forest is dominated by coniferous trees (main species Pinus sylvestris), the other half by deciduous trees (dominant species oak, beech, willow, birch, poplar).

Forest ownership

State: 50% (33% State Forest Service, 14% municipalities, 3% other): multifunctional forest;
Private: 34% (1.250 > 5 ha; 30.000 < 5 ha): stronger focus on wood production;
Nature conservation organizations: 16%: stronger focus on ecology (and cultural heritage).

5. References

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

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

6. Note on the interpretation of indicators

For each Criterion a number of indicators are listed. The indicators are intended to be applicable to all sizes and types of forests. Guidance notes are not normative.

7. Scale Intensity and Risk (SIR)

SLIMF criteria for the Netherlands are (Source: FSC-STD-NLD-01-2004 NETHERLANDS NATURAL AND PLANTATION EN):

Small forests: forest management units less than 100 ha in area.

Low intensity managed forests: forest areas where the following applies:

a) the rate of harvesting is less than 20% of the mean annual increment within the total production forest area of the unit, AND
b) EITHER the annual harvest from the total production forest area is less than 5,000 cubic metres,
c) OR forest management explicitly and primarily focuses on nature conservation.

8. Principles, criteria and national indicators

PRINCIPLE* 1: COMPLIANCE WITH LAWS *The Organization** shall comply with all *applicable laws**, regulations and nationally-*ratified** international treaties, conventions and agr**ee**ments.
Criterion* 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.
Indicator 1.1.1 The Organization is registered at the Chamber of Commerce. **Verifier**: documents from the Chamber of Commerce proving the legal status of the company **Note:** All companies and legal entities in the Netherlands are obliged to subscribe to the Handelsregister (Trade Register) at the Chamber of Commerce. In the Trade Register seat, data on property, jurisdiction data and financial data of the entity can be found. This is laid down in the Act on Trade Register. A company by definition is an entity which supplies goods and/or services, charging more than a symbolic fee, and participates in (normal) economic traffic.
***Criterion** 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.
Indicator 1.2.1 The Organization is registered at the Cadastre **Verifier**: The Organization proves legal ownership of land by demonstrating documents from the Cadastre proving the legal ownership of the FMU (including detailed maps with exact boundaries). **Note:** The Cadastre is a legally defined body that implements land registry legislation (Kadasterwet). Of all FM-units, the dimensions (including boundaries clearly shown on maps), its owners, and land use are registered. Problems on land ownership and the use of it are almost non-existent, as ownership and use rights have been registered since 1832 by the Cadastre. If problems arise on the exact boundaries, detailed maps of the Cadastre can be purchased or boundaries can be measured. In practise, this is hardly ever done in forest management operations, because boundaries are well known. Boundaries are mostly not marked physically in the forest.
***Criterion** 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.
Indicator 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.

Indicator 1.3.2 The forest owner pays income taxes in a timely manner in accordance with relevant tax legislation.

Note: in the Netherlands there is no system in place for charging Organizations (owners) for using the FMU. Organizations (owners) are only obliged to pay income taxes.

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

Criterion* **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.

Indicator 1.4.1 The Organization provides measures and implements these to prevent illegal or unauthorized use.

Indicator 1.4.2 In the case a third party is responsible for taking action against illegal or unauthorized use, the Organization has a procedure to enter into dialogue with this party and insists on actions to effectively combat the illegal or unauthorized activities.

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

Verifiers:
Field assessment:

- Check whether visible traces of illegal or unauthorized use are present which undermines the forest management objectives.

Interview with manager:

- Has illegal or unauthorized use occurred?
- If yes, which measures are taken to minimize or prevent illegal or unauthorized use?

Note: Illegal or unauthorized activities concern a.o. poaching, illegal exploitation of, for example, litter, plants, mushrooms, lichens and Christmas greenery as well as harmful (recreational) activities such as motorcycling, disposal of waste and unauthorized nocturnal leisure activities.
Not all illegal or unauthorized activities are a threat for sustainable forest management. This requirement therefore is solely applicable to those activities that harm management objectives.

Criterion* **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.

Indicator 1.5.1 The Organization complies with the Nature Conservation Act Article 3.6 which protects all plants or plant products, belonging to protected native or protected non-native plant species from possession, trade and transport, up to the point of first sale.

Note: Nature Conservation Act Article 3.6 states:
1. It is prohibited to hold animals or plants of species listed in Annex IV to the Habitats Directive, Annexes I or II to the Berne Convention or Annex I to the Convention of Bonn with the aim to sell, transport to sell, trade, exchange, or to buy or exchange them.

2. It is prohibited, other than for sale, to have or transport animals or plants as referred to in the first paragraph. 3. The prohibitions referred to in paragraphs 1 and 2 shall not apply if the animals and plants referred to in that paragraph are demonstrably bred.
Indicator 1.5.2 The Organization complies with EUTR requirements that prohibits the illegal trade in timber.
***Criterion** 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**.
Indicator 1.6.1 The Organization has a publicly available complaint procedure (to identify, prevent and resolve amongst other things disputes related to legislation) and responds to written complaints (received by e-mail, fax or letter) in a timely manner in order to resolve the disputes
Indicator 1.6.2 Where appropriate, affected stakeholders are involved to resolve the dispute.
Indicator 1.6.3 Up to date records of disputes related to issues of *applicable laws or customary law*, are held including: 1) Steps taken to resolve disputes; 2) Outcomes of all dispute resolution processes; and 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved. Records are kept for minimally two years.
Indicator 1.6.4 Operations cease in areas where disputes exist: 1) Of substantial magnitude; or 2) Of substantial duration; or 3) Involving a significant number of interests. **Verifiers:** *Interview with manager:* ☐ Have you received any complaints? ☐ If so, have the complaints been resolved? ☐ If not, why not and what have you accomplished to try and solve the complaint? *Administration*: ☐ Check if there is a complaint procedure in place. ☐ Check if, in case of written complaints, the relevant records are documented *Consultation stakeholders:* ☐ In case of complaints: consultation of parties who have submitted a complaint to assess whether complaint has been resolved in a reasonable way.
***Criterion** 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.
Indicator 1.7.1 The Organization meets or exceeds anti-corruption legislation: the Penal Law, articles 177 Sr, article 363 Sr (bribery of civil servants, active resp passive) and article 328ter Sr and article 328quarter Sr (bribery of non-civil servants, active resp passive).

Note: text of relevant phrases of Penal Law

Penal Law Section 363

1. Any civil servant who: 1°. accepts a gift or promise or service, knowing or reasonably suspecting that it is given, made or rendered to him in order to induce him to act or to refrain from certain acts in the performance of his office, in violation of his duty; 2°. accepts a gift or promise or service, knowing or reasonably suspecting that it is given, made or rendered to him as a result or as a consequence of certain acts he has undertaken or has refrained from undertaking in the performance of his current or former office, in violation of his duty; 3°. requests a gift, promise or service in order to induce him to act or to refrain from certain acts in the performance of his office, in violation of his duty; 4°. requests a gift, promise or service, as a result or as a consequence of certain acts he has undertaken or has refrained from undertaking in the performance of his current or former office, in violation of his duty; shall be liable to a term of imprisonment not exceeding four years or a fine of the fifth category.

2. Any person who, in anticipation of an appointment as civil servant, commits an offence as defined in subsection (1) (1°) and (3°), shall, if the appointment as civil servant follows, be liable to the same punishment.

3. Any person who commits an offence as defined in subsection (1) in connection with his capacity as minister, state secretary, royal commissioner, member of the provincial executive, mayor, member of the municipal executive or member of a general representative body, shall be liable to a term of imprisonment not exceeding six years or a fine of the fifth category.

Penal Law Section 328ter

1. Any person who, in a capacity other than that of civil servant, either in the service of his employer or acting as an agent, accepts or requests a gift or promise or service in consideration for certain acts he has undertaken or has refrained from undertaking or will undertake or will refrain from undertaking in the course of his duties as employee or agent, and who, in violation of good faith, conceals the acceptance or request of the gift or promise or service from his employer or principal, shall be liable to a term of imprisonment not exceeding two years or a fine of the fifth category.

2. Any person who gives a gift or makes a promise or renders or offers a service to another person who, in a capacity other than that of civil servant, is in the service of an employer or acts as an 135 agent, in consideration for certain acts he has undertaken or has refrained from undertaking or will undertake or will refrain from undertaking in the course of his duties as employee or agent, the gift or promise or service being of such nature or given, made, rendered or offered under such circumstances that he might reasonably assume that the latter, in violation of good faith, will not disclose the gift or promise to his employer or principal, shall be liable to the same punishment.

Penal Law Section 328quarter

1. Any person who accepts a gift or promise in consideration for certain acts he has undertaken or has refrained from undertaking or will undertake or will refrain from undertaking in respect to a statutory duty imposed on him or on the person in whose service he is employed to: a. provide information regarding telecommunications to judicial officers or police officers, or b. cooperate in intercepting or recording

telecommunications; shall be liable to a term of imprisonment not exceeding four years or a fine of the fifth category. 2. Any person who gives a gift or makes a promise to another person in consideration for certain acts he has undertaken or has refrained from undertaking or will undertake or will refrain from undertaking in regard of a statutory obligation, as referred to in subsection (1), imposed on him or on the person in whose service he is employed, shall be liable to the same punishment
1.7.2 Corrective measures are implemented if corruption does occur.
***Criterion** **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.
Indicator 1.8.1 The Organization has a written policy endorsed by individual with authority to implement the policy, in which the Organization commits itself to the FSC-requirements for certification.
Indicator 1.8.2 This 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**.

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

Indicator 2.1.1 The Organization* shall* not use child labour. ~~Employment practices and conditions for workers demonstrate conformity with or uphold the principles and rights of work addressed in the eight ILO Core Labour Conventions as defined in the ILO Dec- laration on Fundamental Principles and Rights at Work (1998).~~

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

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

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

Note: The Organization is in compliance with indicator 2.1.1 – 2.1.4 if it complies with the following sections of Dutch legislation (which deal with the eight ILO Core Labour Conventions).

- 29 Forced Labour Convention, 1930: Penal Law (Wetboek van Strafrecht), Clause 273 f
- 87 Freedom of Association and Protection of the Right to Organise Conventions, 1948: Constitution (Grondwet), Article 8; Constitution, Article 9: Civil Code (Burgerlijk Wetboek) 7, Article 670
- 98 Right to Organise and Collective Bargaining Convention, 1949: Constitution, Article 8; Constitution, Article 9, Collective Labour Agreement Act (wet op de CAO)
- 100 Equal Remuneration Convention, 1951: General Law Equal Treatment (Wet Gelijke Behandeling), Article 1 en article 5.1, Act Equal Treatment of men and women, clause 2 Equal payment for equal labour article 9
- 105 Abolition of Forced Labour Convention, 1957; Penal law, Clause 273 f
- 111 Discrimination (Occupation and Employment) Convention, 1958: General Law Equal Treatment , Article 1 and article 5.1
- 138 Minimum Age Convention, 1973: Working Hours Act, Chapter 3: prohibition of child labour: clause 3:2, 1: The one responsible sees that a child does not conduct labour.
- 182 Worst Forms of Child Labour Convention, 1999: Working Hours Act, Chapter 3: prohibition of child labour: clause 3:2, 1: The one responsible sees that a child does not conduct labour, Civil Code, Clause 273 f 4e lid.

Verifiers:

Interview with manager:

- ☐ Were there any cases where the law was violated?
- ☐ If yes, how where these cases resolved or what steps are being taken to do so?
- ☐ If yes, what measures are taken to prevent this from happening in the future?
- ☐ What are the contact details of the parties involved in violation of the law?

Consultation:

☐ Consultation of relevant parties that are or have been involved in violation of the law to investigate whether the manager has taken steps to resolve the issues.

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

Indicator 2.2.1 The Organization complies with Clause 1, article 1 and Clause 3 article 5 of General Equal Treatment Act.

Note: General Equal Treatment Act Clause 1, article 1: definition direct distinction: when a person is or would be treated differently than another person in a comparable situation, on the basis of religion, belief ('levens-overtuiging'), political orientation, race, gender, nationality, heterosexual or homosexual orientation or civil state. General Equal Treatment Act, Clause 3, Article 5: Discrimination is prohibited at: a. offering a job and when filling in an vacant job; b. labour mediation; c. enter into and terminate an employment relationship; d. appointing an official and terminating the employment of an official; e. labour conditions; f. to follow education and training during or prior to an employment relationship; g. promotion; h. working conditions.
Indicator 2.2.2 The Organization complies with article 9 of Act Equal Treatment of men and women (clause 2 Equal payment for equal labour) **Note**: Act Equal Treatment of men and women, clause 2 Equal payment for equal labour article 9: the wage of the involved employee is deemed to be equal to the wage of an employee of the other sex for work of the equal value, if calculated on the basis of equivalent standards. http://wetten.overheid.nl/BWBR0003299/2015-07-01#Paragraaf2
Indicator 2.2.3 The Organization complies with Dutch Civil Code (Burgerlijk Wetboek), book 7, Title 7.10 (employment agreement) **Note**: Dutch Civil Code, Book 7, Title 7.10: article 620 The payment of the salary (determined in cash) is made in Dutch legal means of payment or by bank transfer in accordance with Article 114 of Book 6. http://mijnwet-ten.nl/burgerlijk-wetboek-boek-7/boek7/titel10/afdeling2
Indicator 2.2.4 The Organization complies with Work and Care Act (Wet arbeid en zorg), article 3 (maternity leave). **Note**: Work and Care Act, Article 3 Maternity leave and child birth leave are at least 16 weeks. 6 weeks before the calculated birth date and at least 10 weeks after the birth. 1 In connection with her childbirth, the female employee is entitled to childbirth and maternity leave. 2 The right to pregnancy leave consists of six weeks before the day after the calculated (presumed) date of delivery or from ten weeks before that date if it concerns a pregnancy of more than one child as indicated in a written submission of a doctor or obstetrician to the employer, up to and including the day of childbirth. Pregnancy leave is due no later than four weeks before the day after the calculated (presumed) date of delivery or no later than eight weeks before that date if it concerns a pregnancy of more than one child. 3 The maternity leave enters into force on the day after the childbirth and amounts to ten consecutive weeks plus the number of days that pregnancy leave until the presumed date of delivery or, if earlier, until the actual date of childbirth, were less than six weeks. http://wetten.overheid.nl/BWBR0013008/2017-01-01#Hoofdstuk3
Indicator 2.2.5 The Organization complies with Work and Care Act (Wet Arbeid en Zorg), article 4.2 (paternity leave).

Note: Article 4.2: After birth, the spouse, the registered partner, the person with whom he or she cohabits, or the person whose child he recognizes, the employee is entitled to leave for two days within a time frame of four weeks while retaining salary. The right exists from the first day that the child actually lives at the same address as the mother. http://wetten.overheid.nl/BWBR0013008/2017-01-01#Hoofdstuk3

Indicator 2.2.6 The Organization complies with article 5.1 of General Equal Treatment Act

Note: The General Act Equal Treatment in art. 1 lais down the grounds for discrimination (see note under Indicator 2.2.1). On all those grounds, discrimination is prohibited among other things regarding working conditions (Article 5, paragraph 1, preamble and part h, AWGB). This prohibition also includes the following positive obligations: 1. properly handling of a discrimination complaint and 2. providing a work space free of Discrimination

Indicator 2.2.7 Meetings, management committees and decision-making forums are organized to include women and men, and to facilitate the active participation of both.

***Criterion** **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.

Indicator 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.

Indicator 2.3.2 The Organization has a maximally four years old Risk Inventory and Evaluation (RI&E) and an accompanying Action Plan and executes this plan.

Verifiers:

Check of administration:

- Check whether there is a maximum of four years old Risk Inventory and Evaluation (RI&E) and an accompanying Action Plan available and whether the Action Plan is implemented.
- Check whether overview of accidents, and related absence in the last five years is included in the RI&E.

Interview with manager:

- Have you executed the Action Plan?

If no, can you explain why not?

Note: Working Conditions Act requires that organizations that employ staff over which they can exercise authority make and implement a Risk Inventory and Evaluation (RI&E) as well as an Action Plan based on this RI&E. For more information on RI&E in general: www.rie.nl. To accommodate compliance and reduce costs for companies in the forest and wildlife sector a digital instrument is available. While preparing the RI&E and the Action Plan the Health and Safety Catalogue is of interest. In this Catalogue the Working Conditions Act is further elaborated for the forest sector(http://www.agroarbo.nl/bos-en-natuur/). This sets out the critical points which may go wrong at work and are not always well controlled. Furthermore, a list of measures and/or solutions for employers is proposed. A checklist indicates what employees can do in preparation of a

specific task. The Health and Safety Catalogue has been drawn up by the social partners and is approved by the Inspection of the Ministry of Social Affairs. In principle, employers and employees must adhere to the catalogue. Deviations are only allowed if a procedure complies with the law and at least provides the same level of protection / safety as the procedures described in the Health and Safety Catalogue. Reviewing of health and safety practices are a compulsory element of the RI&E
Indicator 2.3.3 The Organization complies with the Working Conditions Act, article 3 (personnel protective equipment). **Note**: Working Conditions Act, Article 3: “appropriate and properly-fitting personal protective equipment shall be supplied to the employee (…)”
Indicator 2.3.4 The Organization complies with Arbobesluit artikel 8.1.1 -8.1.3 (Workers have personal protective equipment appropriate to their assigned tasks.) **Note**: Chapter 8. Personal Protective Equipment and Safety and Health Signaling Section 1. Personal protective equipment Article 8.1. General requirements personal protective equipment 1 Personal protection provided by the employer to the employee is in accordance with the relevant design and construction provisions in the area of safety and health, as defined in the Commodity Law Decree Personal Protective Equipment (Warenwetbesluit Persoonlijke Beschermmiddelen). The previous sentence applies only to the extent that the intended personal protection means is within the scope of the said decision. 2 In all cases a personal protective device must: a. be suitable for the hazards to be avoided whereby the device should not cause an increased danger it self; b. respond to the existing conditions at the workplace; c. are tailored to the ergonomic requirements and requirements regarding employee health; d. after the necessary adjustments are suitable for the wearer. 3 If several hazards require the simultaneous wearing of more than one personal protective device, these personal protective devices are matched and remain effective against the particular hazard or the hazards involved.
Indicator 2.3.5 The Organization complies with Article 8.3 of the Working Condition Decree (Arbobesluit) (Use of personal protective equipment is enforced) **Note**: Article 8.3. Availability and use personal protective equipment 1 If there is or may be a danger to the health or safety of an employee at the place of work, personal protective equipment are available in sufficient amounts to workers who are exposed or exposed to such hazards. 2 In cases referred to in the first paragraph, it is ensured that employees use personal protective equipment. 3 Personal protective equipment is maintained, repaired and kept clean. 4 For the proper functioning of personal protective equipment, necessary replacements take place.
Indicator 2.3.6 The Organization complies with Article 9.2 of the Working Conditions Act.

Note: Article 9.2: The employer keeps a list of the occupational accidents and accidents at work which have led to an omission of more than three working days and record the nature and date of the accident.
Indicator 2.3.7 The frequency and severity of accidents are consistently low compared to averages for the agricultural and forest sector ('groep agrarisch en groen')
***Criterion** **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**.
Indicator 2.4.1 The Organization ensures that workers of the age of 23 years or older receive minimum wage that meets or exceed the Act on Minimum Wage and Minimum Holiday Allowance, article 7 & 8. **Note**: Act on Minimum Wage and Minimum Holiday Allowance, Article 7 1.The employee who has reached the age of 23 years is for the work conducted by him in employment, entitled to a wage of at least the amount, according to the following articles determined under the name of minimum wage. (...) Act on Minimum Wage and Minimum Holiday Allowance Article 8 1. the minimum wage amounts per payout period of: a. a month or a multiple of a month: € 1264.80 [as of 1 January 2017: € 1,551.60], or an equal multitude of this; b. a week or a multiple of a week: € 291.90 [as of January 1, 2017: € 358.05], or an equal multitude of this; c. other duration: € 58.38 [as of 1 January 2017: € 71.61] multiplied by the number of working days covered in that term. Workday means a day on which the employee has performed work or is entitled to be paid a wage as referred to in article 7, fifth section.
Indicator 2.4.2 The Organization ensures that Workers of younger age (15-23 years) receive the minimum youth wage. **Note**: In compliance with the Minimum Youth Wage Decree, set on 29/6/1983. Article 2 of that Decree reads as follows: "The minimum wage which Article 1 entitles is for the age categories to be specified hereafter the specified percentage of the minimum wage applicable pursuant to Article 8, paragraphs 1 and 14 of the Act on Minimum Wage and Minimum Holiday Allowance "
Indicator 2.4.3 The Organization pays the employee's wages on a specific date as set under the employment agreement, in compliance with Dutch Civil Law Book 7, Title 10, Dept. 2 Article 616: The employer is obliged to pay the employee his salary at the specified time.
***Criterion** **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.
Indicator 2.5.1 The Organization ensures that relevant workers deployed in the planning and execution of management operations are qualified for the job.
Indicator 2.5.2 Up to date training and work experience records are kept for all relevant workers.

Indicator 2.5.3 The Organization ensures that all volunteers deployed in the planning and execution of management operations have received sufficient training to safely perform the work.

Indicator 2.5.4 For management operations there is supervision which at least consists of instructions at the start-up of the work and a check at completion of the job.

Indicator 2.5.5 For outsourced management operations with a total contract sum of more than 5,000 euros excluding VAT, the requirements of the Forestry Recognition Scheme (ErBo Scheme) or Groenkeur or an equivalent scheme are met.

Verifiers

Check of administration

- Randomly check if person concerned is and continues to be qualified for the job based on a comparison of the job profile with:
  - o summary of work experience, and/or;
  - o training list (incl. refresher), and/or;
  - o training plan.

Interviews:

- Random interviews with persons who are employed directly in the planning and implementation of management activities:
  - o What are the requirements for the work you do?
  - o Are you sufficiently qualified for this job?
  - o If so, why?

Note:

This criterion relates (only) to personnel and volunteers deployed in the actual planning and execution of management operations. Personnel involved in administration are for example excluded.

***Criterion** 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**.

Indicator 2.6.1 The Organization has a publicly available complaint procedure (to identify, prevent and resolve amongst other things disputes related to legislation) and responds to written complaints (received by e-mail, fax or letter) in a timely manner in order to resolve the disputes in accordance with requirements of the law.

Indicator 2.6.2 Workers grievances are either resolved or are in the resolution process.

Indicator 2.6.3 The Organization administers the written complaints and related correspondence for a period of at least two years, which includes:

1) Steps taken to resolve grievances;

2) Outcomes of all dispute resolution processes including fair compensation to individuals where appropriate; and

3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved.

Indicator 2.6.4 Fair compensation is provided to workers in accordance with Civil Act (Article 658) and the Working Conditions Act.

***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. There are no *Indigenous Peoples** in the Netherlands. The absence of Indigenous Peoples has been demonstrated in a document produced by FSC Netherlands and submitted to FSC PSU (Demonstrating the Absence of Indigenous People in the Netherlands). Therefore, principle 3 is not applicable to the Netherlands.
***Criterion** 3.1.** *The Organization** shall identify the *Indigenous Peoples** that exist within the *Management Unit** or those that are affected by management activities. *The Organization** shall then, through *engagement** with these *Indigenous Peoples**, identify their rights of *tenure*,* their rights of access to and use of *forest** resources and *ecosystem services*,* their *customary rights** and *legal** rights and obligations, that apply within the *Management Unit**. *The Organization** shall also identify areas where these rights are contested.
N/A
***Criterion** 3.2.** *The Organization** shall recognize and *uphold** the *legal** and *customary rights** of *Indigenous Peoples** to maintain control over management activities within or related to the *Management Unit** to the extent necessary to protect their rights, resources and *lands* and *territories**. Delegation by *Indigenous Peoples** of control over management activities to third parties requires *Free, Prior and Informed Consent**.
N/A
***Criterion** 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.
N/A
***Criterion** 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).
N/A
***Criterion** 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**.
N/A
***Criterion** 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.
N/A

***PRINCIPLE* 4*: COMMUNITY RELATIONS**
*The Organization** shall contribute to maintaining or enhancing the social and economic wellbeing of *local communities**.
***Criterion* 4.1.** *The Organization** shall identify the *local communities** that exist within the *Management Unit** and those that are affected by management activities. *The Organization** shall then, through *engagement** with these *local communities**, identify their rights of *tenure**, their rights of access to and use of *forest** resources and *ecosystem services**, their *customary rights** and *legal** rights and obligations, that apply within the *Management Unit**.
Indicator 4.1.1 The Organization identifies (representatives of) those entitled to use ("gebruiksgerechtigden"), that may be affected by management activities. **Verifier** *Check of administration* • The manager has a list of (representatives of) those entitled to use ("gebruiksgerechtigden"). **Note**: The list of (representatives of) those entitled to use ("gebruiksgerechtigden") only consists of legal entities (and not natural persons). This may concern for example rules for rent, lease ('pacht en erfpacht') and public access. In the case of the rules for public access it concerns local Organizations or local branches of national Organizations such as sports, nature and environmental organizations.
Indicator 4.1.2 The Organization does not limit the of use the management unit by those entitled to use (gebruiksgerechtigden) identified in 4.1.1, except in the case where the Organization can justify that this poses threats to the achievement of management objectives and there is absence of alternative solutions, or when forced by legislation and / or regulations. **Verifiers**: *Field assessment*: • Check whether the (public) uses are limited (e.g. Public Access) • Interview with manager: o Are the (public) uses of the management unit restricted since the previous audit? o If yes, can you justify this? *Consultation stakeholders*: • Consultation of relevant parties of list of (representatives of) those entitled to use ("gebruiksgerechtigden"), assessing whether their opportunities for use of the FMU are restricted since the previous audit and if yes, whether this is justified by the manager? **Note**: Public use of the FMU can for example be defined as water collection, hiking, horseback riding, horse+ carriage, mountain biking, nature study, picking of mushrooms, beech nuts and chestnuts, outdoor camping and the like. A particular form of public use may affect (endanger) the management objectives through vandalism, disturbance of wildlife, damage to flora and vegetation, disturbance of soil and causing considerable social conflicts. We refer to significant effects on the management objectives, not to e.g. a temporary disturbance or damage.

The manager should have monitored the negative effects and causes and examined alternative solutions (e.g. moving paths or routes). The manager should aim for a solution which addresses the problem, but produces the least possible restrictions on the public use of the management unit. The management objectives which the manager refers to must be included in the management plan
***Criterion** **4.2.** *The Organization** shall recognize and *uphold** the *legal** and *customary rights** of *local communities** to maintain control over management activities within or related to the *Management Unit** to the extent necessary to protect their rights, resources, *lands and territories**. Delegation by *local communities** of control over management activities to third parties requires *Free, Prior and Informed Consent**.
~~**Indicator 4.2.1**~~**N.A.** ~~The Organization ensures that a contact person within the Organization is known to 'gebruiksgerechtigden' (those entitled to use) to clarify when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights (more than one contact person where necessary).~~
***Criterion** **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.
Indicator 4.3.1 Reasonable opportunities are communicated and provided to local contractors and local suppliers for: 1) Employment, 2) Training, and 3) Other services. **Verifiers** *Interview with manager:* • Do local contractors sometimes carry out work? • Are goods sometimes purchased from local suppliers? • Are there opportunities for training? If yes, are local people involved?
***Criterion** **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-
Indicator 4.4.1 Organizations managing more than 1000 hectares accommodate neighbours' and users' requests and wishes for use of the management unit for recreational activities, with the management objectives and economy taken into consideration. **Indicator 4.4.2**: Organizations managing more than 1000 hectares accommodate neighbours' and users' requests and wishes for use of the management unit for educational activities, with the management objectives and economy taken into consideration. **Verifiers** *Interview with manager:* • Have any requests been received for education and / or research projects?

- Correspondence received
- If yes, did you cooperate?

Note: Larger management units in particular have a role in the field of (nature) education and research. This indicator does not focus on performing of education and research activities by the organization itself, but whether cooperation is granted to other peoples' initiatives in this area.

***Criterion** 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.

Indicator 4.5.1 Parties whose interests may be affected by significant and structural changes in forest management are involved in the preparation of such operations.

Indicator 4.5.2 Involvement of those parties is aimed at contributing to identifying, mitigating and/or eliminating significant negative impact of those changes in forest management

Indicator 4.5.3 The results of the contribution of these parties are included in the elaboration, planning, execution and / or management.

Indicator 4.5.4 All communication is documented and presented to the parties involved.

Verifiers:

Interview with manager

- Have there been any claims suggesting that the parties' interests have been affected by changes in forest management?
- If so, how are resolved claims being dealt with or how are pending claims being worked on?
- What are the contact details of the parties who have submitted a claim?

Field visit:

- Assessment whether significant changes have been made

Consultation stakeholders:

- In the case of large, structural changes in forest management:
- Consultation of relevant parties of the list of those entitled to use (‘gebruiksgerechtigden’) whether their interests have been adversely affected by changes in forest management, and;
- Consultation of relevant parties which are or have been involved in a claim about their actual involvement and whether their views are taken into account in development, planning, implementation and / or management.

Note: This requirement concerns, e.g. changes that greatly affect public access, heritage, ecological values and production functions of the forest. Interests can be listed as either economic or non-economic interests. Harming economic interests is assigned a higher importance than harming of non-economic interests.
The involvement of these parties is aimed at contributing to the reduction of significant negative impacts.
The consultation does not necessarily need to be organized by the manager, but can also be part of a corresponding procedure through another organization (e.g. authorization or approval procedure management plan

N2000).
***Criterion* 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*.*
Indicator 4.6.1 The Organization has a publicly available complaint procedure and addresses written complaints in a timely manner in order to resolve the complaints.
Indicator 4.6.2 Grievances are either resolved or are in the resolution process (including the provision of fair compensation).
Indicator 4.6.3 Fair compensation is provided in accordance with Environmental Code (Omgevingswet) Section 6.1 Compensation of damages.
Indicator 4.6.4 The Organization administers the written complaints and related correspondence for a period of at least two years, which includes: 1) Steps taken to resolve grievances; 2) Outcomes of all dispute resolution processes including fair compensation to individuals where appropriate; and 3) Unresolved disputes, the reasons they are not resolved, and how they will be resolved **Verifiers** *Interview with manager*: • Have you received any complaints? • If so, have these complaints been resolved? • If not, why not and have you done to resolve the complaint? *Administration*: • Is a complaint procedure available? • in case of complaints: check whether the relevant documents are available *Consultation stakeholders:* • in case of complaints: consultation of parties who have submitted a complaint to assess whether a reasonable solution for the complaint was accomplished.
Indicator 4.6.5 Operations cease in areas while disputes exist of: 1) Substantial magnitude; 2) Substantial duration; or 3) Involving a significant number of interests. **Verifiers** *Interview with manager:* • Have there been conflicts with those entitled to use ("gebruiksgerechtigden") over management operations? • If yes, have you ceased operations? • Have you taken into consideration the concerns of those entitled to use ("gebruiksgerechtigden") in the further execution of the operation?

Consultation stakeholders:

- Have conflicts over operations occurred with the manager?
- If yes, has the manager ceased operations?
- Has the manager taken into consideration the concerns of those entitled to use ("gebruiksgerechtigden") in the further execution of the operation?

Note: This requirement only applies to serious conflicts. In assessing whether there is a serious conflict the following criteria could be considered:

- Number of people involved in the conflict, and/or;
- Severity of the effects of management activities for those involved, and/or;
- The effects of the required adjustments in the implementation of the management operations that are necessary in order to meet the objections.

Criterion* 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**.

Indicator 4.7.1 The following locations are recorded either digitally or in writing, based on (amongst other means) the contribution of third parties:

- Locations with cultural and historical value, and;
- Locations with geological value, and;
- Locations with an ecological value, and;
- Open water bodies, and;
- Publicly accessible areas with corresponding opening conditions.

Verifiers:

Check of administration:

- Check whether cultural-historical, geological and ecological sites are recorded (in documents or digitally), e.g. on maps, in documents or in a database.

Consultation stakeholders:

- Consultation of relevant parties of list of (representatives of) those entitled to use ("gebruiksgerechtigden"), assessing whether their potential comments related to cultural-historical, geological and ecological sites are taken into account by the manager.

Field assessment:

- Assessment whether cultural-historical, geological and ecological sites identified during field assessments are recorded digitally or pen-and-ink.

Note: This requirement focuses on field knowledge. This requirement is not about monitoring. Monitoring is about data which are more dynamic of nature and therefore need to be regularly mapped. So, field knowledge is more about static data.

Application of contribution of third parties is based on information given spontaneously to the manager. So - referring to this requirement - the manager has no obligation to actively approach third parties to extend

knowledge of the domain (FMU). Whether or not the administrator has to take into account the contribution of a third parties in his field description depends on the value of the element. The administrator must be able to justify why a particular element which is submitted by third parties is not recorded.
For more information on geological values see e.g. Ancker, J.A.M. van den, H.G. Baas, M.E.G. Visscher, *Natuur met (w)aarde*, Landschapsbeheer Nederland, 2004. For more information on cultural historical values in forests see e.g.: Jansen, P, M. van Benthem, *Historische boselementen; geschiedenis, herkenning en beheer*, Stichting Probos, 2005.

Indicator 4.7.2 Valuable cultural and historical and geographical as well as ecological elements are protected from harmful influences, with involvement and/or in cooperation with third parties, where appropriate.

Verifiers:
Check of administration:
- The manager has documented the protection level of cultural-historical and geographical elements and;
- The manager has a written strategy as of how these elements are protected from harmful influences.

Field assessment:
- Check whether valuable elements are lost or damaged.
- If so, can the manager justify this and can he / she prove that he / she has taken measures to avoid this in the future?

Note: Not all remains from the past can be preserved and it is not a requirement for the conservation of distinctive cultural heritage values. This requirement therefore focuses primarily on the protection of valuable heritage, that is heritage that either contributes greatly to the characteristic cultural history of the management unit or is rare at national or regional level. Harmful influences are those that affect the visual quality, operating, and / or authenticity of the element. Natural erosion caused by human influences is included. Full protection is not always possible or desirable, for instance when the necessary measures have negative consequences for other management objectives or are financially not feasible. It is therefore that financially and technically feasible measures should be taken. There are even circumstances conceivable whereby valuable elements disappear, for example due to security, strengthen cultural historical elements, laws and regulations and protection of biodiversity. Examples of measures managers can take:
- Prevention of entry by moving or closing roads and paths in the vicinity, and/or;
- preventing damage of the elements by equipment by instructing the contractor and marking the elements, and/or;
- preventing the deposition of material on or in the vicinity of the elements, and/or;
- preventing damage by animals by fencing of elements.

Indicator 4.7.3 Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.

Indicator 4.7.4 In the event of a serious conflict with those entitled to use ('gebruiksgerechtigden'), the relevant work ceases until the moment the objections of these stakeholders are taken into account in the further execution of the work.

Indicator 4.7.5 The Organization ensures that a contact person within the Organization is known to 'gebruiksgerechtigden' (those entitled to use) to clarify when, where and how they can comment on and request modification to management activities to the extent necessary to protect their rights (more than one contact person where necessary).

Criterion* 4.8. *The Organization** shall *uphold** the right of *local communities** to *protect** and utilize their *Traditional Knowledge** and shall compensate *local communities** for the utilization of such knowledge and their *intellectual property**. A *Binding agreement** as per *Criterion** 3.3 shall be concluded between *The Organization** and the *local communities** for such utilization through *Free, Prior and Informed Consent** before utilization takes place, and shall be consistent with the *protection** of *intellectual property** rights.
Not applicable. In the Netherlands there is no traditional knowledge which means that there is no need of protection.

***PRINCIPLE* 5*: BENEFITS FROM THE FOREST**
*The Organization** shall efficiently manage the range of multiple products and services of the *Management Unit** to maintain or enhance *long-term** *economic viability** and the range of social and environmental benefits.
***Criterion* 5.1.** *The Organization** shall identify, produce, or enable the production of, diversified benefits and/or products, based on the range of resources and *ecosystem services** existing in the *Management Unit** in order to strengthen and diversify the local economy proportionate to the *scale** and *intensity** of management activities.
Indicator 5.1.1 The range of resources and *ecosystem services* that could strengthen and diversify the local economy are identified.
Indicator 5.1.2 The utilization of ecosystem services does not permanently exceed or affect production capacity and does not adversely affect management objectives.
Indicator 5.1.3 When the Organization uses FSC Ecosystem Services Claims, the Organization shall comply with applicable requirements in FSC-PRO-30-006. **Verifiers**: *Check of administration* • Check compliance with requirements of FSC-PRO-30-006. *Interview with manager*: • Are ecosystem services offered with an FSC-claim? • If yes, are you in compliance with the set requirements? • If yes, how does the manager make sure that the production capacity is not permanently exceeded or that the management objectives are adversely affected?
***Criterion* 5.2.** *The Organization** shall normally harvest products and services from the *Management Unit** at or below a level which can be permanently sustained.
Indicator 5.2.1 Timber harvesting levels are based on an analysis of current Best Available Information on growth and yield; inventory of the forest; mortality rates; and maintenance of ecosystem functions.
Indicator 5.2.2 Based on the timber harvesting level analysis, a maximum allowable annual cut for timber is determined so that the harvest level can be permanently sustained and the materialized average harvest level of the past five years does not exceed the calculated level of harvest.
Indicator 5.2.3 Actual annual harvest levels for timber are recorded. For the different size classes, the following requirements apply with respect to the determination of the increment (and the natural mortality): • For management units up to 20 hectares or for FMU's with a harvesting percentage of less than 20% of the annual increment monitoring may consist of a visual assessment. • For management units between 20 and 100 hectares visual assessments are to be linked to available statistical data, such as the results of the latest Dutch forest inventory. • For management units larger than 100 hectares, the monitoring includes verifiable observations. For instance Woodstock and Syhi meet this requirement sufficiently. • For a group certification scheme one statistically reliable sample measurement among members suf-

fices. Group members with more than 500 hectares need to carry out their own statistically valid sample measurement.

Verifiers:

Check of administration:

- Check whether the management plan contains a strategy for timber harvest and maintenance of the production capacity of the forest.
- Check whether (in the management plan) the harvest level is correctly determined based on increment- and volume data.
- Check whether the strategy is executed and the average harvest level over the past five years is in line with the calculated harvest level.

Field assessment:

- Check whether the strategy is executed.

Indicator 5.2.4: The harvest of non-timber forest products and ecosystem services does not permanently exceed or affect the production capacity of the organism or product in question in the long term and does not have any adverse effects on the management objectives.

Note 5.2.1 – 5.2.4: This requirement is only relevant if harvest takes place. The calculation of the harvest level has to take into account a deduction for natural mortality and forest area where no harvest takes place. Timber harvesting may be delayed for various reasons (e.g. bad weather conditions or poor timber prices) or (on the contrary) be conducted earlier (good timber prices). The annual harvest levels may therefore differ from the planned volume in the strategy, but the the actual average harvest level over the last five year can not exceed the calculated volume over this period

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

Indicator 5.3.1 Forest management planning takes into account the long-term positive and negative economic, environmental and social impacts of proposed operations, including potential impacts outside the forest management unit.

Criterion* **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.

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

Verifiers:

Interview with manager:

- Do local contractors sometimes carry out work?
- Are goods sometimes purchased from local suppliers?
- Are there opportunities for training? If yes, are local people involved?

***Criterion* 5.5.** *The Organization** shall demonstrate through its planning and expenditures proportionate to *scale, intensity and risk**, its commitment to *long-term* economic viability**.
Indicator 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
Indicator 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. **Verifiers**: *Check of Administration*: • Control whether a vision on financing of the implementation of the management plan is part of the management plan. *Interview with manager*: • Is there sufficient budget available for carrying out the activities in the work plan? • If no, what are the consequences for the responsible management of the area? **Note**: This requirement focuses on the economic component. The way forestry is financed differs over time and varies between forest owners. It is difficult or even impossible to foresee what financing is like in say ten years time. However, a future vision can be drafted, which, for example, describes the relative importance of subsidies, timber revenue, rental income, leasing and income from recreation and the options for the Organization to affect this.

PRINCIPLE* **6: ENVIRONMENTAL VALUES AND IMPACTS**
*The Organization** shall maintain, *conserve** and/or *restore** *ecosystem services** and *environmental values** of the *Management Unit**, and shall avoid, repair or mitigate negative environmental impacts.
Criterion* **6.1.** *The Organization** shall assess *environmental values** in the *Management Unit** and those values outside the *Management Unit** potentially affected by management activities. This assessment shall be undertaken with a level of detail, scale and frequency that is proportionate to the *scale, intensity and risk** of management activities, and is sufficient for the purpose of deciding the necessary *conservation** measures, and for detecting and monitoring possible negative impacts of those activities.-
Indicator 6.1.1 The Organization identifies environmental values using Best Available Information both within as well as outside the Management Unit prior to major activities. **Verifier**: *Check of administration*: • Check if manager has assessed environmental aspects prior to major impacts **Note**: Environmental values are 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). Major activities = those activities which are not daily routine and which can negatively impact achieving the objectives for forest management.
Indicator 6.1.2 Assessments of environmental values are conducted with a level of detail and frequency so that: 1) Impacts of major 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.
Criterion* **6.2.** Prior to the start of site-disturbing activities, *The Organization** shall identify and assess the *scale, intensity and risk** of potential impacts of management activities on the identified *environmental values**.

Indicator 6.2.1 Prior to the start of site-disturbing activities the Organization identifies and assesses the potential impacts and risks of those activities on the identified environmental values from the stand level to the landscape level.

Verifier:

Check of administration:

- Check if manager has assessed and analysed potential negative impacts of site-disturbing activities

Indicator 6.2.2 An appropriate tool for impact assessment is used to identify and assess these impacts.

Note: examples of tools are *Passende beoordeling* and *Leidraad bepaling significantie*

Criterion* **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.

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

Indicator 6.3.2 Management activities prevent negative impacts to environmental values.

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

Verifiers:

Check of administration:

- Check if manager has planned and implemented activities to prebent negative impacts and to protect environmental values

Interview with manager:

- What measures are taken to prevent identified negative impacts?
- Have negative nonetheless occurred?
- If yes, what has the manager done to repair and/or mitigate these effects or is he planning to do so***?***

Field check:

- Are negative effects caused by major activities to be observed?

Criterion* **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**.

Indicator 6.4.1 The Organization - using Best Available Information – has an overview of all red listed species and the locations where they occur in the Management Unit or in the vicinity of the Management Unit.

Indicator 6.4.2 Management activities are planned and implemented to protect species and their habitais

identified under 6.4.1.

Verifiers

Check of administration:

- Check if overview of of all known locations of red listed species is available.

Interview with manager:

- What measures are taken and/or will be to protect the identified red lsted species?

Indicator 6.4.3 The Organization complies with the Code of Conduct for Forest Management (Gedragscode Bosbeheer)

Note: Text Code of Conduct page 14: The manager ensures that an inventory is carried out by an expert before the start of the forestry activities of the flora and fauna elements present which need to be spared or protected when carrying out forestry operations. (...)

The manager ensures that the contractor knows where flora and fauna elements are located to be saved and / or spared during forestry operations; the locations of flora and fauna elements are drawn on a sufficiently clear map or by designation and marking in the field. Holes of the european badger (Meles meles) are always marked in the field.

Indicator 6.4.4 The Organization complies with Wet Natuurbescherming Article 3.1 (Beschermingsregime soorten Vogelrichtlijn), Article 3.5 and 3.6 (Beschermingsregime soorten Habitatrichtlijn) and Article 3.10 (Beschermingsregime andere soorten)

http://wetten.overheid.nl/BWBR0037552/2017-03-01#Hoofdstuk3_Paragraaf3.3_Artikel3.10

Verifiers

Interview with manager:

- Were there any cases where the Code of Conduct/ law was violated?
- If yes, how where these cases resolved or what steps are being taken to do so?
- If yes, what measures are taken to prevent this from happening in the future?

Consultation:

- Consultation of relevant parties that are or have been involved in violation of the law to investigate whether or not the manager has taken steps to resolve the issues.

Indicator 6.4.5: Hunting and fishing of rare and threatened species are prevented as provided by provisions in the Wet Natuurbescherming.

***Criterion** **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.

Indicator 6.5.1 The Organization, using Best Available Information, has an overview of areas of locations of old forest where native forest is found with a chararcteristic, well-developed flora and fauna.

Indicator 6.5.2 The Organization, using Best Available Information, has an overview of areas of native forest within the Management Unit.

Indicator 6.5.3 The Organization plans and implements management activities to prevent damage to old forest and/or an increase of non-native tree species at the locations identified trough Indicators 6.5.1 and 6.5.2.

Indicator 6.5.4 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.

Note: Definition RSA: old forest (6.5.1) + native forest (6.5.2) + habitat types Natura 2000 protected by Wet Natuurbescherming.

Indicator 6.5.5 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.

Indicator 6.5.6 Representative Sample Areas in combination with other components of the conservation areas network comprise a minimum 10% area of the Management Unit.

Note: Definition Conservation Area Network = RSA + areas designated as Natura 2000 areas which are located within the Management Unit + forest reserves + High Conservation Values areas (Principle 9)

Verifiers:

Check of administration:

- Check whether the Organization has an overview of old forest stands hosting native forest with characteristic, well-developed flora and/or fauna.
- Assess whether the Organization has, for each of these forest stands, measured the baseline share of exotic tree species (baseline: the very moment that the forest stand was identified as such)

Field assessment:

- Check whether the share of exotic tree species is increasing on the old forest stands hosting native forest with characteristic, well-developed flora and/or fauna

Note 1: For FSC group certification the area may be calculated over the total area of FMU's.

Note 2: In general terms more organisms are bound to native trees and shrubs than to exotic trees. In specific circumstances, however, exotic trees and shrubs contribute significantly to biodiversity. Moreover, exotic trees can contribute significantly to the economic, cultural historical- and emotional value (belevingswaarde) of forests. A dogmatic approach to management of exotic trees and shrubs is therefore not favoured. Pursuing a balance between exotic and native trees and shrubs, depending on the forest management objectives, has been appointed to the Organization, without FSC setting requirements here. However, with a view on biodiversity, this requirement does not allow conversion of native forest to exotic woods at locations where native forest has been developing over a long time with a great likelihood of the occurrence of an interesting biodiversity.

Old forest localities are places where forest has continuously been present since about 1850. This age criterion is affiliated to the availability around that time of the first nationwide topographical map of the Netherlands, the Topographical and Military Map of the Kingdom of the Netherlands (TMK). TMK is produced between 1839-1859. For instance by using old (topographic) maps and forest inventory data one can demonstrate that forest transformation did not take place on ancient forest localities.

Criterion* **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.

Indicator 6.6.1 The Organization has developed a strategy for the maintenance and enhancement of biodiversity and landscape values and has implemented the strategy to ensure gaining quality in due time. The strategy addresses at least the following issues:

- ☐ Increasing availability of and variation in dead wood and decaying biomass;
- ☐ Variation at different levels of scale in horizontal and vertical structure (a.o. variation in forest development stages;
- ☐ Protection of biotope trees;
- ☐ Variation and selection of tree and shrub species.
- ☐ Maintenance of landscape values, and;
- ☐ Connectivity between forest habitats.

Verifiers

Check of administration:

- ☐ Check whether the management plan contains a Strategy with the set topics for biodiversity conservation.

Field assessment:

- ☐ Check whether the measures in the Strategy are actually executed.

Note: Biodiversity is defined here as abundance of species. Conservation of biodiversity does not necessarily mean that all species must be preserved at all times, yet measures are taken to adapt the management unit for the occurrence of a wide range of species. The Strategy describes the goals on biodiversity and how these are put into practise by describing general measures. The specific activities for each location are described in the work plan. See for more information for example: Jansen, P., M. van Benthem, *Bosbeheer en biodiversiteit*, Stichting Probos, 2008.

Indicator 6.6.2 The organization has an overview of areas of locations of old forest with native forest with a chararcteristic, well-developed flora and fauna. The Organization plans and implements management activities to prevent an increase of non-native tree species at those locations.

Indicator 6.6.3 Habitat features associated with native ecosystems are maintained, enhanced or restored provided by the provisions of Wet Natuurbescherming Article 3.1 (Beschermingsregime soorten Vogelrichtlijn), Article 3.5 and 3.6 (Beschermingsregime soorten Habitatrichtlijn) and Article 3.10 (Beschermingsregime andere soorten)

https://wetten.overheid.nl/jci1.3:c:BWBR0037552&hoofdstuk=3&paragraaf=3.3&z=2019-01-01&g=2019-01-01

Indicator 6.6.4 Effective measures are taken to manage and control hunting, fishing and collecting activities to ensure that naturally occurring native species, their diversity within species and their natural distribution are maintained as provided by the relevant articles of Wet Natuurbescherming.
***Criterion** **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.
Indicator 6.7.1 Protection measures are implemented to protect natural watercourses, water bodies, riparian zones and their connectivity, including water quantity and water quality.
Indicator 6.7.2 Where implemented protection measures do not protect watercourses, water bodies, riparian zones and their connectivity, water quantity or water quality from impacts of forest management, restoration activities are implemented.
Indicator 6.7.3 Where natural watercourses, water bodies, riparian zones and their connectivity, water quantity or water quality have been damaged by past activities on land and water by the Organization, restoration activities are implemented.
Indicator 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.
Indicator 6.7.5 The Organization when carrying out activities on banks and bottom (soils) of water bodies uses machinery and practices that cause no damage.
Indicator 6.7.6 Damage of banks and bottom (soils) of water bodies is mitigated and repaired. **Verifiers:** *Field assessment*: • Check whether the banks and bottoms of water bodies managed by the management unit are negatively affected. *Interview with manager:* • Has damage occurred to banks and bottom (soils) of water bodies due to management activities? • If yes, can you justify this? **Note**: This requirement is about bottom and banks of water bodies, where the bank is up to 2 meters from the water. This requirement focuses exclusively on the effects of management measures and not on natural processes, unless they are the direct result of management measures. Activities that fit within the management objectives of the water body, for example with a view to enhancing the natural values or the optimization of the drainage, are not covered by this requirement. This requirement is exclusively about operations carried out under the responsibility of the manager.
Indicator 6.7.7 Pollution of ground- and surface water is prevented, as far as the Organization is capable to.
Indicator 6.7.8 Pollution of ground and surface water is cleaned up where this occurs.

Verifiers:

Interview with manager:

- Have cases of groundwater contamination occurred since the last audit?
- If yes, have you eliminated and / or limited the degree of contamination, as far as in your ability.
- If yes, have you cleaned up the pollution?

Note: This requirement is aimed at preventing contamination of ground and surface water, both by the manager as well as by third parties. Any contamination must be cleaned up. In addition the manager must be able to demonstrate that he / she has taken measures to reduce pollution, as far as technically and financially possible.

***Criterion** 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**.

Indicator 6.8.1 The Organization has developed a strategy for the maintenance and enhancement of biodiversity and landscape values and has implemented the strategy to ensure gaining quality in due time. The strategy addresses at least the following issues:

- Increasing availability of and variation in dead wood and decaying biomass;
- Variation at different levels of scale in horizontal and vertical structure (a.o. variation in forest development stages;
- Protection of biotope trees;
- Variation and selection of tree and shrub species:
- Maintenance of landscape values, and;
- Connectivity between forest habitats.

Verifiers

Check of administration:

- Check whether the management plan contains a Strategy with the set topics for biodiversity conservation.

Field assessment:

- Check whether the measures in the Strategy are actually executed.

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

a) Affects a *Very Limited portion** of the area of the *Management Unit**, and

b) Will produce clear, substantial, additional, secure long-term conservation 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**.

Indicator 6.9.1 Any conversion of forest to non-forest land or High Conservation Value Areas* to plantations* or to non-forest land-use:

a) Does not occur in forest areas with high concentration of rare species or rare cultural-historical elements and structures and

b) Does not exceed a total of more than 5% of the area of the FMU, and

~~c) Does not exceed 0,5% of the area of the FMU in any one year, and~~

~~d)~~c) Enables clear, substantial, additional, secure, long-term conservation benefits across the FMU.

de) Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values.

Note: Conversions before May 4, 2015 at FMU's already certified before this date (when a clear maximum of conversion of the total area of an FMU was (mistakenly) left out of the indicator) are not counted. May 4 2015 is used as a cut off date for the reason that the text of the indicator dealing with conversion in the old standard was ambiguous and made conversion of much larger areas possible. This omission was repaired on May 4, 2015. Since this omission clearly was NOT the fault of CH's already certified by that time the consequences of the 'repair' cannot be passed on those CH's. Therefore the milestone is incorporated.

Verifiers:

Check of Administration:

- Assessment of the following documents showing that the conversion project complies with the conditions of the requirement:
  - Description of the natural, cultural historic or religious/spiritual values vanishing as a result of the conversion and;
  - Overview of total area converted since May 4, 2015 (if Organization was FSC-certified before that date).
  -

Field assessment:

- Assessment whether conversion of forest to non-forest use has occurred not complying with the conditions (a.o. checking boundaries of conversion areas).

Indicator 6.9.2 In those cases where conversion takes place (within the limits allowed by Indicator 6.9.1), The Organization* has provided credible evidence that there were no viable alternatives to conversion. For compensation of the converted forest the Organization* demonstrably strives for planting at least a forest area elsewhere proportionate to the converted area within a period of three years.

Note: For compensation of the converted forest, The Organization* is expected to demonstrate (by using relevant documentation) that serious attempts have been made for planting at least a forest area elsewhere proportionate to the converted area within a period of three years. If this has not been possible, the reasons for this must be clear and convincing.

Criterion* 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 longterm 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.

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

~~a) Clear and sufficient evidence is provided that *The Organization** was not directly or indirectly responsible for the conversion, or~~

~~b) The conversion affected a *Very Limited portion** of the area of the *Management Unit** and is pro-~~

~~ducing clear, substantial, additional, secure long-term *conservation** benefits in the *Management Unit**.~~
This criterion does not apply to Dutch circumstances as the SDG rules that natural forest do not exist in the Netherlands (and were not present at the time of the cut off date).
Criterion 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*: Affected a very limited portion* of the Management Unit*, and Is producing clear, substantial, additional*, secure long-term* conservation* and social benefits in the Management Unit*, and Did not threaten High Conservation Values*, nor any sites or resources necessary to maintain or enhance those High Conservation Values*
Indicator 6.11.1 Based on Best Available Information*, accurate data is compiled on all conversions of forests and High Conservation Value Areas* after 31 December 2020 within the Management Unit. **Indicator 6.11.2** Areas where 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.
***Criterion** **7.1.** *The Organization** shall, proportionate to *scale, intensity and risk** of its management activities, set policies (visions and values) and *objectives** for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and *objectives** shall be incorporated into the *management plan**, and publicized.
Indicator 7.1.1 For the entire management unit a management plan is available defining vision, mission and long term objectives that contribute to meeting the indicators of this standard, taking into account economic, social and ecological aspects.
Indicator 7.1.2 The management plan includes management actions, procedures, strategies and measures to achieve the management objectives.
Indicator 7.1.3 A summary of management aims and objectives and other related aspects (based on Annex E of this standard) is included in the management plan and publicly available.
***Criterion** **7.2.** *The Organization** shall have and implement a *management plan** for the *Management Unit** which is fully consistent with the policies and *management objectives** as established according to *Criterion** 7.1. The *management plan** shall describe the natural resources that exist in the *Management Unit** and explain how the plan will meet the FSC certification requirements. The *management plan** shall cover *forest** management planning and social management planning proportionate to *scale, intensity and risk** of the planned activities.
Indicator 7.2.1 For the entire forest management unit a management plan is available of maximum 18 years old (see Annex E). **Verifier**: *Check of administration*: • Check whether a maximum of eighteen years old management plan is available and whether the obligatory elements are included (see Annex E). **Note**: The management plan is not necessarily a single document, but may consist of one or more documents or computer files. This planning has to be available either on paper or digitally. This may be either a multi-annual planning with annual elaboration or only an annual planning.
Indicator 7.2.2. The Organization in its management plan addresses the elements in Annex E of this standard
Indicator 7.2.3 For the entire management unit a work plan is available for the implementation of the management plan.

Verifier:

Check of administration:

- Check whether a work plan is available, either digitally or in writing

Note: A workplan aims at achieving the management objectives. This planning needs to be available either on paper or digitally. This may be either a multi-annual planning with annual elaboration or only an annual planning.

Indicator 7.2.4 The activities in the work plan are implemented, unless the Organization can justify a derogation.

Verifiers:

Interview with manager:

- Are the activities carried out the work schedule?
- If not, can the manager justify deviations from the work schedule?

Field assessment:

- Random checks whether activities are performed according to the work schedule.

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

Indicator 7.3.1 Objectives in the managemant plan are formulated SMART where possible (to allow monitoring and evaluation).

Note: SMART stands for:

Specific - Is the objective unequivocal?

Measurable - Under which (measurable / observable) conditions or form is the goal achieved?

Acceptable - Is this acceptable to the target group and / or for the management?

Realistic - Is the goal achievable?

Time bound - When needs the goal to be achieved (in time)?

Indicator 7.3.2 The frequency of assessment of obectives is determined in the management plan.

***Criterion** **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.

Indicator 7.4.1 The management plan is updated periodically taking into account the following aspects:

- The results of the monitoring (consistent with Annex F), including reports of certification audits and;
- Results of the evaluation and;
- Engagement of stakeholders (those entitled to use), and;
- New scientific and technical knowledge, and;
- Changed environmental, social and economic circumstances.

Verifiers:

Check of administration:

- Check how the aspects mentioned above are included in the management plan.

Interview manager:

- How are these here above mentioned aspects included in the update of the management plan?

Note: This requirement is only relevant to the extent that there has been an update/ revision of the management plan at a time when the management unit was FSC certified. For the inclusion of the contributions of third parties it is not required to submit the (draft) management plan for input. This may also consist of contributions which have been brought forward prior to the updating of management in the form of, for example, publications, oral and written advices, and the like. As proof that the aspects from the requirement are included in the update a reference to the source, (such as publications, verbal and written opinions, minutes and so on) may be made in the management plan.

***Criterion** **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.

Indicator 7.5.1 The most recent draft of the management plan, including maps or a summary thereof, is available on request for free in digital or physical format, including at least the goals of monitoring, the monitoring program and the main results. Confidential information may be left out, including

- that is related to investments, or;
- concerning intellectual property rights, or;
- that is confidential for clients, or;
- that is confidential under the law, or;
- that may have a negative impact on flora and / or fauna, or;
- that may endanger valuable cultural, historical, economic, religious and / or spiritual sites.

Verifier:

Check of administration:

- Check if the management plan or a summary, is publicly available digitally or in print.

Note: The management plan, or a summary thereof is either physically available for inspection or sent on request or digital downloadable or sent in digital format (mail, DVD drive, USB stick and the like). With regard to negative effects on flora and / or fauna, this may involve the risk of damage, disturbance, killing or theft of plants and / or animals.

Indicator 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.

***Criterion** **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.

Indicator 7.6.1 The Organization consults appropriately with affected and interested stakeholders and provides opportunities 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**.
Criterion* **8.1.** *The Organization** shall monitor the implementation of its *Management Plan**, including its policies and *management objectives**, its progress with the activities planned, and the achievement of its *verifiable targets**.
Indicator 8.1.1 The Organization has an implementation plan available for monitoring the developments in the forest keeping the management objectives in mind, including policies, and achievement of verifiable targets and implements this plan.
Indicator 8.1.2. When drafting and executing the plan third parties are offered the opportunity to provide input.
Indicator 8.1.3 The level of detail of the monitoring plan is appropriate to the size of the management unit, the intensity and impact of the management, the management objectives and the vulnerability of the area. **Verifiers**: *Check of administration*: • Check whether the manager has available a monitoring plan that sufficiently monitors the management objectives. • Check whether the monitoring results are such as expected (based on the plan).
Indicator 8.1.4 At minimum those parts mentioned in Annex F: Monitoring Requirements are monitored.
Indicator 8.1.5 Monitoring is carried out at least every 6 years.
Criterion* **8.2.** *The Organization** shall monitor and evaluate the environmental and social impacts of the activities carried out in the *Management Unit**, and changes in its environmental condition.
Indicator 8.2.1 The social and environmental impacts of management activities are monitored consistent with Annex F.
Indicator 8.2.2 Changes in environmental conditions are monitored consistent with Annex F.
Criterion* **8.3** *The Organization** shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process.
Indicator 8.3.1 The Organization assesses the monitoring results and uses them in the periodic evaluation of the management planning and execution thereof. **Verifier:** *Interview with manager*: • How did you apply the monitoring results in strengthening of your management? • Do adaptations in the management (plan) result in achieving the management objectives?
Indicator 8.3.2 If monitoring results show non-conformities with the FSC Standard then *management objectives*, *verifiable targets* and/or management activities are revised. **Verifiers**:

Interview with manager: • Has the evaluation indicated any non-conformities with the FSC-standard? • If so, are the management objectives and / or the management adjusted?
***Criterion** 8.4. The Organization** shall make *publicly available** a summary of the results of monitoring free of charge, excluding *confidential information**.
Indicator 8.4.1 Monitoring data, or a summary thereof, are available on request for free in digital or physical format, including at least the goals of monitoring, the monitoring program and the main results.
Indicator 8.4.2 No data need to be provided when used for commercial purposes. Confidential information may be left out, including information: • that is related to investments, or; • concerning intellectual property rights, or; • that is confidential for clients, or; • that is confidential under the law, or; • that may have a negative impact on flora and / or fauna, or; • that may endanger valuable cultural, historical, economic, religious and / or spiritual sites. **Verifiers**: *Check of administration*: • Check whether the monitoring results, or a summary thereof, are digitally or physically available to the public. **Note**: The monitoring data or a summary thereof are either physically available for inspection or sent on request or digital downloadable or sent in digital format (mail, DVD drive, USB stick and the like).
***Criterion** 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.
Indicator 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.~~The administration of timber harvesting and timber sales allows the tracking and tracing of all products sold with an FSC-claim.~~

Indicator 8.5.2. The following information on products harvested is kept and recorded in the administration:

- Common and scientific name of species and
- Location, and;
- Starting and finishing dates of product harvest, and;
- Product name or description, and;
- Volume, and;
- Information to trace the material to the source of origin logging block, and;
- Sales Method, and;
- Method of supplying, and;
- Method of measuring
- Whether the timber is sold with an FSC-claim.

Indicator 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.

Verifier:

Check of administration:

- Check the availability of a list of timber sales and sales invoices with the required data

Note: Method of Supplying refers to for example on trunk, felled (Langhout) assortment at the road, customer-delivered. Sales Method refers to for example direct sales, sales by invitation (after prior selection), tender (the way the wood is offered to the buyer). Method of measuring refers to example on trunk (in the forest), Langhout (at the forest road, at the customer), rolstapelmeting (at the forest road, on truck, at the buyer's, harvester measurement), measurement op uitlossing (at the customer's: stere, tonnes m3 measured electronically), photo measurement (roll stack), manual measurement in accordance with guidelines, using conversion factors.

***PRINCIPLE** 9: HIGH CONSERVATION VALUES**
The *Organization** shall maintain and/or enhance the *High Conservation Values** in the *Management Unit** through applying the *precautionary approach**.
***Criterion** 9.1**. *The Organization**, through *engagement** with *affected stakeholders**, *interested stakeholders** and other means and sources, shall assess and record the presence and status of the following *High Conservation Values** in the *Management Unit**, proportionate to the *scale, intensity and risk** of impacts of management activities, and likelihood of the occurrence of the *High Conservation Values**: HCV 1 – Species diversity. Concentrations of *biological diversity** including endemic species, and *rare**, *threatened** or endangered species, that are *significant** at global, regional or national levels. HCV 2 – *Landscape**-level *ecosystems** and mosaics. *Intact Forest Landscapes** and large *landscape**-level *ecosystems** and *ecosystem** mosaics that are *significant** at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance. HCV 3 – *Ecosystems** and *habitats**. *Rare**, *threatened**, or endangered *ecosystems**, *habitats** or *refugia**. HCV 4 – *Critical** *ecosystem services**. Basic *ecosystem services** in *critical** situations, including *protection** of water catchments and control of erosion of vulnerable soils and slopes. HCV 5 – Community needs. Sites and resources fundamental for satisfying the basic necessities of *local communities** or *Indigenous Peoples** (for livelihoods, health, nutrition, water, etc.), identified through *engagement** with these communities or *Indigenous Peoples**. HCV 6 – Cultural values. Sites, resources, *habitats** and *landscapes** of global or national cultural, archaeological or historical significance, and/or of *critical** cultural, ecological, economic or religious/sacred importance for the traditional cultures of *local communities** or *Indigenous Peoples**, identified through *engagement** with these *local communities** or *Indigenous Peoples**.
Indicator 9.1.1 The Organization records using Best Available Information within the Management Unit the location, status (e.g. threats) and condition of: • Areas of exceptionally high concentration of rare, threatened or endangered species (HCV 1), and / or protected Natura 2000-habitat types outside designated Natura 2000-areas of outstanding quality and in-situ populations of genetically native trees and shrubs (gene bank). (HCV3) • Clean water catchments (HCV 4) • Areas with an exceptionally high concentration of rare cultural historical elements and structures (HCV 6).
Indicator 9.1.2 The assessment is conducted with the involvement of statutory bodies, local authorities, wild-life trusts and national and/or regional experts. **Verifiers**: *Check of administration:* • Check whether the manager has an overview of HCV areas • Check whether for identification of these areas the input of national and regional experts was used. *Field check:* • Interview met beheerder: Check whether areas with HCVs are included in the overview. *Interview with manager:* • How was the input of national and regional experts used while identifying HCV areas

***Criterion* 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.
Indicator 9.2.1 The Organization has developed an effective strategy to maintain and/or enhance (areas with) HCVs and implements this strategy.
Indicator 9.2.2 Affected and interested stakeholders and experts are engaged in the development of management strategies and actions to maintain and/or enhance the identified High Conservation Values. **Verifiers**: *Check of administration:* • Check whether the management plan contains a strategy to maintain and/or enhance areas with HCVs. *Field assessment:* • Check whether the strategy to protect and or enhance these areas is implemented. **Note**: The strategy consists of an analysis of the threats to areas with exceptionally high concentration of rare species or rare cultural historical elements and structures and an elaboration of the activities conducted to preserve and/or enhance these areas. The contribution of third parties may appear from references to publications, oral and written opinions, etc., but the administrator may also explain verbally.
***Criterion* 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.
Indicator 9.3.1 The Organization implements the strategy so that areas with HCV's are maintained and/or enhanced.
Indicator 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.
Indicator 9.3.3 Activities that harm High Conservation Values cease immediately and actions are taken to restore and protect the High Conservation Values.
***Criterion* 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.
Indicator 9.4.1 The Organization has an implementation plan available for periodically monitoring the status of the (locations with) HCVs and the implementation and effectiveness of the strategy to conserve and/or enhance HCVs.
Indicator 9.4.2 When drafting and executing this plan there is opportunity for stakeholders to provide input.
Indicator 9.4.3 The extent and frequency of monitoring is organized so that it can identify the status and changes in the state of the high conservation values.
Indicator 9.4.4 The Organization assesses the monitoring results and uses them in the evaluation of the management strategy. 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.
***Criterion** 10.1.* After harvest or in accordance with the *management plan**, *The Organization** shall, by natural or artificial regeneration methods, regenerate vegetation cover in a timely fashion to pre-harvesting or more *natural conditions**.
Indicator 10.1.1 The Organization complies with Article 4.3 clause 1 and 2 of the Wet Natuurbescherming. **Note:** Article 4.3 Nature Conservation Act 1. In the event that a forest block is fully or partially logged, with the exception of the periodic cutting of coppice (including osier), or if the block is cleared by other means, the owner shall ensure that the same soil is replanted in a competent manner within three years after the felling or destruction of the block. 2. The owner will repeat replanting within three years if the replanting, meant in the first paragraph, is not succesful. replanting: by planting, sowing or natural rejuvenation or otherwise achieving a new forest block
Indicator 10.1.2 Regeneration activities are implemented in a manner that pre-harvest or more natural conditions are recovered.
***Criterion** 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.
Indicator 10.2.1 Species chosen for regeneration are consistent with the regeneration objectives and with the management objectives. **Note:** regeneration objectives are by definition addressing ecological, as well as economic aspects. Managemant objectives address and balance economic, social as well as ecological aspects
Indicator 10.2.2 As a rule (the exceptional circumstances are described in Indicator 10.2.4), plant material is exclusively purchased originating from the Nederlandse Rassenlijst Bomen (Netherlands Catalogue of Races/Varieties Trees).
Indicator 10.2.3 If no plant material from provenances listed from the Nederlandse Rassenlijst is available, plant material not from the Nederlandse Rassenlijst may also be used, provided that: - the manager can demonstrate the efforts made to provide plant material that is included on the Nederlandse Rassenlijst: - the manager uses provenances of native and/or established species that meet the following criteria: o The provenances are included on current Lists of Varieties (Rassenlijsten) from Germany and Belgium. o The provenances from Germany are exclusively seed orchards and stands registered in a " erntezulassungsregister " or selected by the DKV. o The provenances from Belgium are exclusively seed orchards and stands registered in the categories "selected," "inspected," "tested," or "of known origin" (native) in the Register Vlaams Bosbouwkundig Uitgangsmateriaal. o The elevation of the stand has been taken into account. German origins from areas at altitudes above 200 meters are not considered, as this often involves material adapted to different climatic requirements due to its

location further east (continental climate). For Belgium, a threshold of 500 meters altitude is used, as these origins are located further south than any potential planting location in the Netherlands.

The origins must actually occur in the areas in question (and therefore not be from other countries or areas added to the German or Belgian Variety Lists).
- These criteria are based on: J. Buiteveld and S.M.G. de Vries (2002), Inventarisatie van bosbouwkundig uitgangsmateriaal in België en Duitsland. Alterra-rapport 457, Wageningen.

Indicator 10.2.4~~3~~ If the seedlings are grown by the Organization itself from self-collected seed, the Organization is able to justify why it has chosen the particular seed (see Indicator 10.1.2).

Verifiers

Check of administration:

- In case of procurement: assessment of certificates and / or delivery notes. If plant material procured is not listed on the Nederlandse Rassenlijst Bomen (Netherlands Catalogue of Races/Varieties trees), the manager is able to proof that the relevant planting stock was not available.

Interview with manager:

- Is the plant material used grown from seed which was self-collected (or collected under his authority)?
- If so, why was chosen for this particular seed?
- Was plant material used that is not on the Nederlandse Rassenlijst?
- If so, what efforts did the manager make to obtain plant material that is on the List of Varieties? Did the manager check the origin against the criteria mentioned in J. Buiteveld and S.M.G. de Vries (2002), Inventarisatie van bosbouwkundig uitgangsmateriaal in België en Duitsland. Alterra-rapport 457, Wageningen?

Note: For procurement of plant material (trees and shrubs only) only origins listed on the Nederlandse Rassenlijst Bomen (Netherlands Catalogue of Races/Varieties trees) are allowed. However, this is not the case if the manager has grown plant material from self-collected seed or seed collected under his authority. In this case the manager needs to be able to substantiate his choice. It may happen that growers cannot supply the required origin. In this case, the manager must first consider to choose another Rassenlijst-origin or postpone planting. If this is not feasible or desirable, plant material may be used which is not of Rassenlijst-origin, provided that the operator can demonstrate that the desired Rassenlijst-origin was not available.
For more information on backgrounds and practical guidance for the delivery of plant material from the Nederlandse Rassenlijst see for example Jansen, P., M. Boosten, ***Bestellen van bosplantsoen***, Stichting Probos, 2015.

Indicator 10.2.5~~4~~ For *small-scale planting** (for example in the context of climate-adaptive forest manage- ment; small-scale planting is defined as planting at maximally 10% of the total planting area (calculated for the entire period of the current management plan), the use of origins not mentioned in the Rassenlijst and/or the use of plant material from imported seeds of non-native species is allowed provided that The Organization*:

a. provides clarification and justification, why this particular origin has been chosen; and

b. has identified the risks of introducing new origins or non-native species in advance; and

c. that risk assessment involves at least an assessment of the potentially invasive nature of the origin or species and the possibility of the transfer of diseases or pests; and

The manager shall document in writing (preferably based oninternal policy) how criteria a through c are applied when selecting new species and/or provenances, and which (scientific) sources have been consulted. At a minimum, the following sources shall be consulted:~~only origins without (expected) negative consequences are used.~~

- https://www.nvwa.nl/binaries/nvwa/documenten/plant/planten-in-de-natuur/exoten/risicobeoordelingen/uitheemse-boomsoorten/risicobeoordeling-uitheemse-klimaatbestendige-boomsoorten.pdf
- https://gereedschapskist.vbne.nl/factsheets
- https://edepot.wur.nl/567954
- https://www.nvwa.nl/binaries/nvwa/documenten/plant/planten-in-de-natuur/exoten/publicaties/veldgids-invasieve-houtige-planten-in-nederland/invasieve-houtige-planten-in-nederland.pdf

New species or provenances are assessed by experts within the organization.
The manager records the assessments and recommendations.

Verifiers:
Check of administration:
· Report of considerations made by the manager and the advice of the internal experts

Interview with the manager:
· How is the planting 'behaving'? Are there any potential negative effects?
· How likely is it that the newly introduced species or provenances will not (eventually) lead to negative consequences for biodiversity?

~~*Note*:~~
~~The assessment must be more rigorous here than when using plant material from native and/or established species not on the Rassenlijst, because introducing new species and provenances carries risks in terms of diseases and pests; invasiveness, including hybridization; and negative consequences for biodiversity.~~

***Criterion** 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.

Indicator 10.3.1 The Organization prevents negative impacts of invasive alien species on the management objectives by not introducing them, except American oak in certain circumstances (see the noteon Invasive exotic species below).

Indicator 10.3.2 Management activities are implemented, preferably in cooperation with separate regulatory bodies where these exist, with an aim to control the invasive impacts of alien species that were not introduced by The Organization.

Verifiers

Check of administration:

- Check whether the management plan contains a control strategy in case invasive exotic species have negative impacts on the management objectives.

Field assessment:

- Check whether there are circumstances where invasive exotic species (may) have adverse impacts for the management objectives.
- If so, check whether the measures from the strategy are implemented.

Interview with manager

- Do invasive exotic species occur in your management unit which (may) have a negative impact on the management objectives?
- If so, do you have and execute a control strategy?
- If no, why not?

Note: Invasive exotic species occur that may pose a threat to the ecological function of the forest, such as black cherry, Japanese / Sacha Linse / Bohemian knotweed, giant hogweed, rhododendron, Hemelboom and Himalayan balsam. Such species may not be introduced on sites where they cause problems. The introduction of species that are known for their invasive behaviour at certain locations and have negative consequences on management objectives, such as American oak, is only allowed in exceptional circumstances and provided that the greatest care is taken into consideration. The fight against invasive exotic species is the most effective and efficient at an early stage. Therefore, it is demanded that a manager develops a control strategy at an early stage. This also implies that the manager monitors problematic species at an early stage.

The fight against invasive exotic species is not always easy. Therefore, the manager is required to take measures, provided that they are feasible, for example in view of effectiveness, cost, negative side effects and practicability. Allignment with neighbors is advisable for reasons of effectiveness.

The Strategy describes the management objectives in combating invasive exotic species and how they are executed. Described measures are general. The specific activities for each location are described in the work plan.

See for more information e.g.: Groot, C. de, J. Oldenburger, P. Jansen, *Invasieve plantensoorten; handreikingen voor het beheer*, Stichting Probos, 2011.

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

Indicator 10.4.1 Genetically modified organisms are not used.

Verifier

Check of administration:

Random checks of invoices for seed and planting stock

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

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

Indicator 10.5.2 Soil compaction with possible negative effects on the management objectives is prevented.

Verifiers

Field Verification:

- Check whether there is soil compaction with possible negative implications for the management objectives.

Interview with manager:

- Has soil compaction occurred with possible negative effects on the management objectives?
- If so, can the manager justify this?

Note: Soil Compaction may have negative consequences for the physical, chemical and biological soil characteristics, flora, soil fauna and the growth of the forest. At each (mechanical) entry a certain extent of soil compaction occurs, but a small degree of soil compaction may be restored as a result of, for example, soil processes and the soil fauna. Negative effects mainly occur where there is significant soil compaction. Current

scientific knowledge suggest that this is not necessarily negative.

Deeper soil compaction on a small scale is not necessarily negative and may even result in interesting micro-habitats. This requirement therefore concerns only soil compaction with negative consequences for the management objectives. This involves mainly large-scale and deep soil compaction, where it takes a long time to recover in a natural manner.

There are several measures to prevent soil compaction such as:

- Limit activities to dry periods (although not always possible seen the Code of Conduct Forest Management), and;
- Use machines with low soil pressure, and;
- Ride fixed tracks for timber dragging, and;
- Use ramps (rijplaten), and;
- Use winch or horse, and;
- Prohibit use of tires filled with water.

Indicator 10.5.3 The Organization uses machinery and practices that minimize the damage to flora and fauna, remaining forest, dead wood, soil and geological / spiritual / cultural-historical values.

Verifiers:

Field assessment:

- Check whether damage to the flora and fauna, remaining forest, dead wood, soil and geological / spiritual / cultural-historical values has occurred due to the use of machines and the working method

Interview with manager:

- Has damage occurred due to management activities to flora and fauna, remaining forest, dead wood, soil and geological / spiritual / cultural-historical values ?
- If so, can you justify this?

Note: Choosing the wrong equipment and/ or improper use can greatly affect flora and fauna, remaining forest, dead wood, soil and geological / spiritual / cultural-historical values . For choice of equipment and operating methods no standards are available, as this is for instance highly dependent on soil, hydrology and values present. The deployment of equipment is customized and therefore the responsibility of machine selection and operating methods lies with the manager. Often the implementation of forestry work is outsourced to a contractor, but it is up to the manager, in consultation with the contractor, to determine the proper machine selection and working method, or select a contractor deploying proper machine and working method. Also, when using, for example, a horse (dragging) or a chain saw, proper methods must be used to prevent damage.

***Criterion** **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.

Indicator 10.6.1 The use of fertilizers is minimized or avoided

Indicator 10.6.2 Organic or inorganic fertilizers are only applied if:

- This is necessary to eliminate nutrient deficiencies which have a (visibly or measurably) negative influence on the growth and / or vitality of trees and shrubs, and;
- The choice of tree species is adapted to the soil, and;
- It was made clear that there are no viable alternatives,

Indicator 10.6.3 The use of fertilizers is recorded in writing, including at least:

- Type of fertilizer, and;
- Quantity of fertilizer, and;
- Period of application, and;
- Frequency, and:
- Site of application and;
- Reason for application (objective), and;
- Rationale for application, and;
- Applied method.

Indicator 10.6.4 Fertilizers are not used within 3 meters of surface water

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

Verifiers:

Check of administration:

- Check the list of applied fertilizers for unauthorized fertilizers and for methods which demand special care and specifically check the arguments for application.

Interview with manager:

- Have you used organic or inorganic fertilizers?
- If so, was this necessary to eliminate nutrient deficiencies?
- If so, were there no viable alternatives?
- If so, did you monitor and evaluate the effects?
- Has any damage occurred due to the use of organic or inorganic fertilizers?
- If so, how did you reduce or repair the damage?

Note: In the explanation for application (of fertilizers) it must be indicated how a nutrient deficiency is detected, for example, by alerts or measurements (e.g. leaf or soil analysis). The requirement poses that the application of organic or inorganic fertilizers is only allowed if viable alternatives are absent. In assessing the feasibility the following factors apply: effectiveness, cost, negative side effects and practicality

***Criterion** **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.

Indicator 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. **Note**: applicable to all indicators under 10.7: the use of pesticides in forest management in the Netherlands is limited: the only pesticide applied in forestry is Glyfosate ('Roundup') and its use is limited to control of Prunus serotina (considered a pest) where it is applied to stumps (after mechanical removal of branches)
Indicator 10.7.2 ~~When~~ If pesticides are used the Organization complies with Wet gewasbeschermingsmid-delen en biociden
Indicator 10.7.3 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.
Indicator 10.7.4 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.
Indicator 10.7.5 The Environmental and Social Risk Assessment* is reviewed and, if necessary, revised within the certificate cycle.
Indicator 10.7.6 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.
Indicator 10.7.7 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.
~~**Indicator 10.7.3** 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.~~
~~**Indicator 10.7.4** Chemical *pesticides* prohibited by FSC's Pesticide Policy are not used or stored in the Management Unit unless FSC has granted derogation.~~
~~**Indicator 10.7.5** If chemical pesticides are used application methods minimize quantities used.~~

~~**Indicator 10.7.6** The use of chemical pesticides is recorded; the following data are minimally recorded:~~ • ~~Period, and;~~ • ~~Location, and;~~ • ~~Trade name, and;~~ • ~~Name active ingrededient, and;~~ • ~~Reason for application (objective), and;~~ • ~~Area, and;~~ • ~~Quantity of active ingredient, and;~~ • ~~Applied method.~~
Indicator 10.7.8 If pesticides* are used, application methods minimize quantities used, while achieving effective results, and provide effective protection* to surrounding landscapes*.
Indicator 10.7.9~~7~~ If chemical pesticides are used the person(s) responsible for ~~procurement, storage and~~ application is holding a certificate for the relevant proof of professionalism.
Indicator 10.7.10~~8~~ If chemical pesticides are used the legal prescription (instructions) on the product label is adhered to.
Indicator 10.7.11 Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.
Indicator 10.7.12~~9~~ Chemical pesticides are not used within three meters of a water surface.
Indicator 10.7.13~~0~~ Damage to environmental values and human health from pesticide use is prevented and mitigated or repaired where damage occurs.
Indicator 10.7.14 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.
Verifiers*:* *Check of administration:* • Is the person purchasing, storing and using pesticides holding a relevant certificate of professional competence? • Check the pesticide use list for unauthorized means and methods. *Interview with manager:* • Have you applied chemical and / or biological pesticides? • If so, were there no viable alternatives?

- If so, are these resources permitted by law and by FSC's Pesticide Policy?
- If so, how did you minimize the amount applied?
- Are you aware of the conditions imposed on the use of chemical and biological pesticides?
- Have you used biological pesticides?
- If so, have you monitored and evaluated the effects?
- Has damage occurred due to the use of chemical and/or biological pesticides?
- If so, how do you prevent these consequences in the future?
- If so, have you repaired the damage?

Field assessment:

- Check if pesticides are stored which are not permitted by law and by FSC's Pesticide Policy.

***Criterion** **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**.

Indicator 10.8.1 The Organization uses biological control agents only if objective evidence demonstrates that the control is the only effective, practical and cost effective way to control the pest (and achievable alternatives are lacking).

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

Indicator 10.8.3 If biological control agents are used application methods minimize quantities used.

Indicator 10.8.4 If biological control agents are used the person(s) responsible for procurement, storage and application is holding a certificate for relevant proof of professionalism.

Indicator 10.8.5 If biological control agents are used the legal prescription (instructions) on the product label is adhered to.

Indicator 10.8.6 The use of biological control agents is monitored and evaluated

Indicator 10.8.7 The use of biological control agents is recorded; the following data are minimally recorded:

- ☐ Period, and;
- ☐ Location, and;
- ☐ Trade name, and;
- ☐ Name active component, and;
- ☐ Reason for application (objective), and;
- ☐ Area, and;
- ☐ Quantity of pesticides, and;
- ☐ Applied method.

Indicator 10.8.8 Damage to environmental values caused by the use of biological control agents is prevented and mitigated or repaired where damage occurs.

Verifiers

See 10.7

Criterion* 10.9. *The Organization** shall assess *risks** and implement activities that reduce potential negative impacts from *Natural Hazards** proportionate to *scale, intensity, and risk**.
Indicator 10.9.1 The Organization has a strategy to assess and minimize the risks and potential negative impacts of forest fires and other relevant large scale damage caused by natural hazards
Indicator 10.9.2 The Organization implements the strategy.
Indicator 10.9.3 The Organization refrains from taking measures that may increase the frequency, distribution or severity of natural hazards.
Indicator 10.9.4 The Organization takes, with a view to the prevention of large scale damage due to natural causes, the following measures, in so far as these are financially feasible and have no adverse side-effects on the management objectives: • National advices for pest and disease control are taken into account in management decisions; • Roads designed for the fire service are documented and kept accessible, and; • The manager actively participates in the development and implementation of plans for prevention of risks of forest fire (produced by the fire department). **Verifiers:** *Interview with manager:* • Have there been any national recommendations for pest and disease control? • If so, what have you done with this? • Have you designated and kept roads for the fire brigade? • Have any requests been received to cooperate in the risk management of forest fire? • Has the fire brigade requested cooperation in risk management? • If so, how did you cooperate? *Field assessment*: • Check whether measures are taken to prevent or reduce damage from fire and pests and diseases. **Note**: Natural dynamics is an important part of forest ecology. For example, it may contribute to the increase of the variation of the associated habitats. It is therefore inextricably linked to sustainable forest management. But large-scale natural disasters may drastically affect the quality or even the survival of a particular forest area. This requirement is aimed at taking measures to prevent the large-scale forest degradation by pests and diseases, forest fires, and climate change. Pests and diseases can be a major threat to forest. When significant threats occur guidelines or recommendations are provided at national level. This requirement opts for focussing on these national guidelines or advices, particularly the advice of government, VBNE or NVWA. Of course, this only applies if the management unit suffers from the disease or pest and when the management unit can act as a threat to neighboring woodlands. The effective measure against forest fires is to identify and keep accessible access routes for the fire brigade. The accessibility of roads requires that any barriers (gates, parking blocks and the like) do not constitute an obstacle for the fire brigade and that the roads are passable for fire trucks. It is also important to cooperate in planning by the fire department for risk management, which may include the development of a risk index, operational maps and risk management plans (see VBNE guide "Risk management of wildfires, collectively,

regionally, locally customized '). The addition 'if financially feasible' is included to avoid that managers perform very costly measures. By including the addition of 'no adverse side effects to the management objectives' it is avoided that administrators are forced to implement measures with adverse effects on (other) management objectives.
***Criterion** **10.10.** *The Organization** shall manage infrastructural development, transport activities and s*ilviculture** 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.
Indicator 10.10.1 Silviculture activities as well as associated operations (such as building and maintenance of forest roads) are managed to ensure protection of the environmental values identified in Criterion 6.1.
Indicator 10.10.2 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.
***Criterion** **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.
Indicator 10.11.1 The Organization uses machinery and practices that minimize the damage to flora and fauna, standing residual trees, soil, geological values and/or cultural historical values and/or spiritual values.
Indicator 10.11.2 Harvesting practices optimize the use of forest products (including NTFP's) and merchantable materials.
Indicator 10.11.3 The Organization has developed a strategy for the conservation and enhancement of biodiversity and landscape values and has implemented the strategy to ensure gaining quality in due time. The strategy addresses at least the following issues: • Increasing availability of and variation in dead wood and decaying biomass; • Variation at different levels of scale in horizontal and vertical structure (a.o. variation in forest development stages); • Protection of biotope trees; • Variation and selection of tree and shrub species. • Maintenance of landscape values, and; • Connectivity between forest habitats.
Indicator 10.11.4 In nutrient-poor, dry soils sensitive to acidification, burning or removal of wood from branches and treetops is not allowed, except in the following circumstances: • when coppice management is conducted, or; • within a particular forest unit management aimed at impoverishment of the soil is conducted for the purpose of biodiversity, or; • for cultural historical reasons, or; • in case of conversion to other land use, or; • in case of combating invasive exotic species, or; • for safety reasons.

Indicator 10.11.5 On other soils, disposal of the wood from branches and treetops with a minimum of leaves and needles is permitted if this has no significant adverse consequences for the soil and / or biodiversity according to the current state of knowledge.

Verifiers:

Interview with manager:

- Are branches and treetops incinerated or disposed of?
- If so, can you can justify this for nutrient-poor, dry soils and soils sensitive for acidification based on the soil and the extent to which significant adverse effects may occur.

Note: This is applicable to soils that fulfil all three criteria: nutrient-poor, dry as well as acidification sensitive. The available scientific evidence suggests that the harvest of branches and treetops on this type of soils has significant negative impact on the soil. For other soils this scientific evidence does not exist. Therefore, the removal of branches and treetops for the first mentioned soils is prohibited. For the other soils a thoughtful approach is in place, whereby the manager must produce additional scientific information to justify his choice of whether or not to dispose of branches and treetops. This information may be of a general nature and therefore not specifically aimed at the area in question.In the case of (soil) impoverishment management, the manager must clarify the objective and must be able to justify the management with data showing that the impoverishment will lead to the desired result

Indicator 10.11.6 Removing underground biomass is not allowed except in the following circumstances:

- in case of conversion to other land use (in compliance with 6.9.1), or;
- for phytosanitary purposes, or;
- when it concerns the removal of invasive species with a large expansive power (uitstoelingsvermogen).

Verifiers:

Field assessment:

- Check whether underground biomass is removed.
- If so, can the manager justify this based on the exceptions mentioned.

Note: Removal of underground biomass is allowed when it is likely that fyto sanitary problems may occur. Underground biomass may also be removed when it comes to combating invasive species with a large expansive power (uitstoelingsvermogen) such as black cherry, velvet tree, robinia, rhododendron and in in some cases red oak.

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

Indicator 10.12.1 Waste (including chemical waste) is collected, stored and disposed of separately in an environmentally appropriate manner.

Indicator 10.12.2 Only biological degradable chain and hydraulic grease is used.

Verifier:

Field assessment:

- Check separate storage and disposal of chemical waste.

9. Annexes to a Forest Stewardship Standard

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

Note: for the relevant indicators reference is made to specific sections of legislation (see text of indicators).

General
- Constitution
- Penal Law (Wetboek van Strafrecht)
- Civil Act

Specific
- Working Hours Act
- Equal Remuneration Convention
- General Act on Equality and Equal Treatment of men and women
- Competition Act
- Law General Provisions for the Environment (Wet algemene bepalingen omgevingsrecht (Wabo)
- Nature Protection Act 2015
- Spatial Planning Act
- Pesticides and Biocides Act (Wet gewasbeschermingsmiddelen en biociden)
- Habitats and Birds Directives
- Flora and Fauna Act
- EU Timber Regulation
- Act on Works Council (Wet op Onderneminsraad)
- Working Conditions Act
- Environmental Code

- Code of Conduct Forest Management

Conventions
- Freedom of Association and Protection of the Right to Organise Convention
- Civil Act
- Freedom of assembly and association,
- Right to Organise and Collective Bargaining Convention
- Abolition of Forced Labour Convention
- Minimum Age Convention
- Worst Forms of Child Labour Convention
- Civil Act
- Discrimination (Employment and Occupation) Convention

Annex B Training requirements for workers

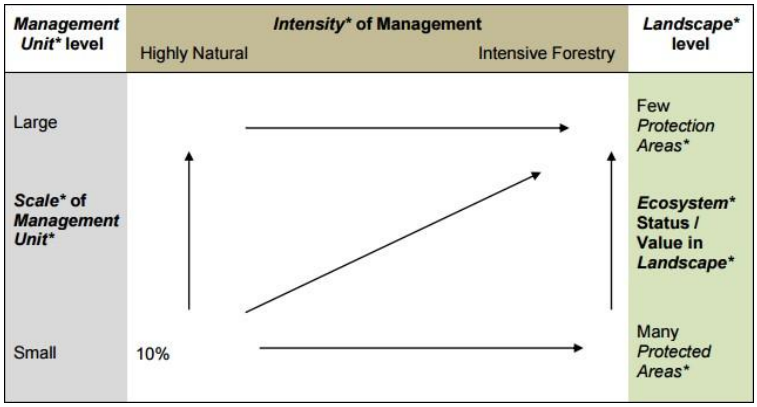
Workers shall be able to:

- Implement forest activities to comply with applicable legal requirements (Criterion 1.5);
- Understand the content, meaning and applicability of the eight ILO Core Labour Conventions (Criterion 2.1);
- Recognize and report on instances of sexual harassment and gender discrimination (Criterion 2.2);
- Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (Criterion 2.3);
- Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (Criterion 2.5);
- Handle, apply and store pesticides (Criterion 10.7); and
- Implement procedures for cleaning up spills of waste materials (Criterion 10.12).

(the above requirements are covered in great deal in the Arbo Catalogus; Arbo = labour conditions)

- Identify sites of special cultural, historical, geological and ecological significance and implement the necessary measures to protect them before the start of forest management activities to avoid negative impacts (Criterion 4.7);
- Carry out social, economic and environmental impact assessments and develop appropriate mitigation measures (Criterion 4.5)
- Implement activities related to the maintenance and/or enhancement of declared ecosystem services (Criterion 5.1)

Annex D Conservation Area Network Conceptual Diagram



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

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

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

Annex E Elements of the Management Plan

Table: *Elements of the management plan*	
Subject	**Minimum required elements**
Summary	Summary
Vision & Mission	(up to Organization to decide)
Ownership structure	Map of property (including boundaries)
Finance	View on the financing of the implementation of the management plan for the duration of the management plan
Government Policy	Summing up the major policy tasks of the government relevant for the area
Soil	Overview of soil suitability for tree and shrub species
Water	Map with waterways and water bodies
Geological values	Map with geological values
Infrastructure	Map with roads and tracks, including permitted use
Cultural history	Map with culturally and historically valuable elements and structures
Flora	Map with plants and vegetation worth protecting (minimum red listed species)
Fauna	Map with animals worth protecting (minimum red listed species)
Timber production and harvest	Overview of harvest levels in the past, species composition, stock and increment
Population management (wild animals) and damage control	Description of the way this is organized
Economic Objectives	Objectives for economic base, including timber production, subsidies, renting
Ecological Objectives	Objectives for biodiversity and extent of naturalness
Social Objectives	Objectives for recreation and cultural history

Timber Harvest	Strategy timber harvest based on sustainable harvest level
Forest Regeneration	Strategy: extent and way of rejuvenation
Forest Fires	Strategy on the reduction of risk of forest fires
Biodiversity	Strategy for biodiversity conservation
Recreation	Strategy for recreational zoning
Cultural history	Strategy for conservation of characteristic cultural history
HCVs	Map with identified HCVs
Invasive species	Strategy for combating invasive species
Monitoring and evaluation	Summary result of monitoring and evaluation
Effect of management	Positive and negative social and environmental effects of the management

Annex F Monitoring Requirements

Subject	**Minimum required elements**
Objectives re recreation	(up to Organization to decide)
Objectives re cultural history	(up to Organization to decide)
Social objectives	(up to Organization to decide)
Biodiversity objectives	(up to Organization to decide)
Timber geometrical monitoring	(up to Organization to decide)
Forest types	In ha
Tree species composition	In ha or m^3
Increment	In m^3/ha/yr (preferably per tree species)
Volume	In m^3 (preferably per tree species)
Age or forest development phase	In ha
Timber harvest (planned versus actual)	(up to Organization to decide)
Areas with HCVs	Status HCVs Implementation and effectiviness of strategy
Prevention of invasive species	(up to Organization to decide)
Effect of large-scale damage caused by natural events	(up to Organization to decide)
Illegal use	(up to Organization to decide)
Long term financing	(up to Organization to decide)

Annex G HCV Framework for the Netherlands

~~**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.~~

~~**Definition for Netherlands**: Areas with an exceptionally high concentration of rare, threatened or endangered species.~~

~~**Note**: To distinguish between species to be included under FSC's Principle #6 ('conservation values') or Principle #9 ('*high* conservation values') it is fundamental to consider the degree of threat of the species concerned: critically endangered or threatened species when they occur in exceptionally high concentrations shall be included under the Principle #9, the remaining will be safeguarded under Principle #6.~~

~~**Sources**: There are Red Lists for the Netherlands for 18 groups of species. For an up to date overview see: http://minez.nederlandsesoorten.nl/content/rode-lijsten~~

~~**Strategies for maintaining HCV1**~~
~~Protection zones, harvest prescriptions, and/or other strategies to protect threatened, endangered, endemic species, or other concentrations of *biological diversity* and the ecological communities and *habitats* upon which they depend, sufficient to prevent reductions in the extent, integrity, quality, and viability of the *habitats* and species occurrences. Where enhancement is identified as the objective, measures to develop, expand, and/or restore habitats for such species are in place.~~

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.

Definition for Netherlands: N.A.

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

~~**Definition for Netherlands**: Protected Natura 2000-habitat types outside designated Natura 2000-areas of outstanding quality and in-situ populations of genetically native trees and shrubs (gene bank).~~

~~**Strategies for maintaining HCV3**~~
~~*1)* Strategies that fully maintain the extent and integrity of rare or threatened ecosystems, habitats, or refugia.~~
~~*2)* 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** Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.~~

~~**Definition for Netherlands:** clean water catchment is relevant for the Netherlands but sufficiently protected through Wet Milieubeheer.~~

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.

Definition for Netherlands: N.A.

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. (C9.1 P&C V4 and Motion 7:2014)

Definition for Netherlands: Areas with an exceptionally high concentration of rare cultural historical elements and structures.

Source: Jansen, P, M. van Benthem, *Historische boselementen; geschiedenis, herkenning en beheer*, Stichting Probos, 2005.

Strategies for maintaining HCV6
Strategies to protect the cultural values are developed in cooperation with interested stakeholders.

Monitoring requirements for HCVs
Monitoring measures will vary depending on the type of HCV. The protocols proposed for assessing an area's status are to be designed for repetitive use, so as to compare the initial state of an HCV with the situation at a later stage.
Direct monitoring may be envisaged for some species, by the Organization or one of its stakeholders. The protocol identified may also include indicators for the implementation of good management practices.
The monitoring period is adapted to the HCV under consideration (on the basis of the best available information). Assessments may rely on revisions of the management documents, or on mid-management plan surveys.

HCV Framework the Netherlands (“Bijzondere beschermingswaarden”)

Category		
Definition **What values are in Netherlands context covered by this category?**	**Identification** Are the values found in the *forest** and what is the status?	**Management and monitoring** How are the values maintained and/or enhanced?
Species diversity (HCV 1) **Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.**		
• Leefgebied van wettelijk beschermde soorten, die volgens de gedragscode bosbeheer en de omgevingswet beschermd zijn. •	• Eigen inventarisaties /natuurdatabanken en/of NDFF	• Werken volgens de tekst van de laatste geldende Gedragscode Soortenbescherming Bosbeheer (*)
Opmerking: de auditor controleert of er conform de gedragscode Soortenbescherming Bosbeheer (per locatie waar boswerkzaamheden zijn uitgevoerd) een ondertekend werkprotocol soortenbescherming bosbeheer beschikbaar is waarin de beschermde soorten zijn ingevuld (op basis van NDFF en eigen inventarisaties/databases) (*) er wordt gewerkt volgens dan geldende Gedragscode; in het geval dat er (tijdelijk) geen Gedragscode is, dan geldt de laatst geldende Gedragscode		

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

1. Potentieel en bekend landschap met oude boskernen en houtwallen en bossen met een hoog aandeel inheemse bomen en struiken (als aangegeven door het RCE) 2. Bossen met een 'high scientific value': bos-reservaten en A-locaties 3. N2000 habitattypen binnen en (mits bekend) buiten N2000 gebieden	Landschappelijk groen erfgoed (RCE) Bestaat uit 2 lagen: • Landschap met oude boskernen, houtwallen en heggen (RCE) os://rce.webgispublisher.nl/Viewer.aspx?map=groen_erfgoed&bookmark=6ba60a9c-04fd-4f63-811a-07221e3c5f15 • Inheemse bomen en struiken (RCE) os://rce.webgispublisher.nl/Viewer.aspx?map=groen_erfgoed&bookmark=e231df53-2f1c-4343-8600-0b641d030b10Rapporten met ligging bosreservaten en A-locaties (eventueel digitale kaartlaag) • N2000 habitatkaarten	• Voor 1 en 2: eigen beheerplan • Voor 3: Natura 2000 beheerplan
Critical *ecosystem services* (HCV 4) **Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.**		
• Beschikbaarheid schoon drinkwater	• Kaart met ligging waterwingebieden	• Specifieke wettelijke beperkingen die voor waterwingebieden gelden worden in acht genomen
Cultural values (HCV 6) **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 cul-tures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.**		
• Rijksmonumentpunten en Rijksmonumentcontouren • (hierin ondermeer Grafheuvels, Hunebedden, Celticfields, etc.) • Monumentale bomen (in de beheer-eenheid)	• Kaartlaag RCE en/of eigen database • Rijksmonumentpunten In de laag Rijksmonumentpunten is van zoveel mogelijk rijksmonumenten een puntlocatie opgenomen. Die locaties zijn uit verschillende bronnen afkomstig. Niet alle locaties zijn nauwkeurig. Zij vormen in veel gevallen nog slechts een globale plaatsbepaling	• Eigen beheerplan

	die gaandeweg verder gepreciseerd wordt. https://rce.webgis.nl/nl/map/erfgoedatlas?snapshot=8b157657-5b01-4f05-8e3d-b969d0b146fc • Rijksmonumentcontouren Rijksmonumentcontouren bevat alle beschikbare contouren (vlakken) van rijksmonumenten waarvan de contour bij besluit is vastgesteld. Dat is echter lang niet voor alle Rijksmonumenten het geval. Daarom is maar van een deel van de rijksmonumenten een contour in de laag opgenomen. Van veel rijksmonumenten waarvoor geen contour is opgenomen is wel een puntlocatie in de laag Rijksmonumentpunten opgenomen.https://rce.webgis.nl/nl/map/erfgoedatlas?snapshot=8b157657-5b01-4f05-8e3d-b969d0b146fc • Landelijk Register Monumentale bomen Te vinden op: monumentalebomen.nl (Bomenstichting) of Atlas Leefomgeving Monumentale bomen	

HCV 2 en HCV 5 komen niet voor in Nederland

10. FSC Glossary of Terms

This glossary includes internationally accepted definitions whenever possible. These sources include, for instance, the Food and Agriculture Organization of the United Nations (FAO), the Convention on Biological Diversity (1992), the Millennium Ecosystem Assessment (2005) as well as definitions from online glossaries as provided on the websites of the World Conservation Union (IUCN), the International Labour Organization (ILO) and the Invasive Alien Species Programme of the Convention on Biological Diversity. When other sources have been used they are referenced accordingly.
The term 'based on' means that a definition was adapted from an existing definition as provided in an international source.
Words used in the International Generic Indicators, if not defined in this Glossary of Terms or other normative FSC documents, are used as defined in the Shorter Oxford English Dictionary or the Concise Oxford Dictionary.

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

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

- Workers
- Neighbors
- Downstream landowners
- Local processors
- Local businesses
- Tenure and use rights holders, including landowners
- Organizations authorized or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labor unions, etc.

(Source: FSC-STD-01-001 V5-0).

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

Applicable law: Means applicable to *The Organization* as a *legal* person or business enterprise in or for the benefit of the Management Unit and those laws which affect the implementation of the FSC Principles and Criteria. This includes any combination of statutory law (Parliamentary-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution (if present) which invariably takes *legal* precedence over all other *legal* instruments (Source: FSC-STD-01-001 V5-0).

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

Beneficiaries: those entitled to use; organizations, not individual persons, who can exercise any right to the use of the forest.

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

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

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

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

Biotope tree: a living tree that fulfills a special ecological function now or in the future as an individual, for example as a carrier of autochthonous genes or as a habitat for protected species. Examples are: horst trees and trees with hollows and crevices.

Branches and tree top: The above-ground biomass minus the logs that are capped to a certain height.

Certification body: the organization hired by Forest Management Organization to conduct the certification against a relevant standard.

Chemical waste: waste from chemicals or use of chemicals, such as lead, mercury, cadmium, chromium or organic solvents (oil, for example). When burned, these substances cause air pollution and when dumped they pollute the groundwater. Chemical waste must therefore be collected separately. The complete list of chemical waste is included in the European list of waste (Eural).

Claim (legal): a written declaration (letter, fax, mail) that the rights of person or organization concerned have been affected.

Complaint: written expression of dissatisfaction with a service, a person or a product.

Complaints procedure: procedure that describes the way in which complaints from third parties are treated with a view to the adequate settlement.

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

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

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

Contractor: A contractor is a company which, without an employment contract, accepts the responsibility at an agreed price to realize and coordinate certain activities (work) in the field. An enterprise that performs activities for free is also covered by this definition. A contractor is different from a volunteer, as the former party is a (registered) company and the work is carried out based on a contract.

Conservation/Protection: These words are used interchangeably when referring to management activities designed to maintain the identified environmental or cultural values in existence long-term. Management activities may range from zero or minimal interventions to a specified range of appropriate interventions and activities designed to maintain, or compatible with maintaining, these identified values (Source: FSC-STD-01-001 V5-0).

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

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

Consultancy: commercial company that provides advice in a specific area, for example in the technical, organizational, legal or financial area. They do not carry out construction work in the field (see sub-contractor).

Consultation stakeholders: interviewing people to assess whether the Organization complies with the requirements of the Dutch NFSS.

Corruption: the political, social or economic phenomenon whereby someone in a dominant position grants unauthorized favors in exchange for reciprocal services or as a friends service.

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

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

Cultural-historical value: the value attributed to an element or area characterized by the image created by the use that man has made of that structure or area over the course of history.

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:

- 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*.

Ecological value: The value assigned to an area or element for the flora & fauna, naturalness, originality, rarity, substitutability, vastness and / or self-reliance.

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).

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).

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

001 V5-0).

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

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

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

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

Erbo-scheme: Recognition scheme for forest contractors (ErBo scheme): Independent accreditation scheme for Dutch forest contractors. ErBo-certified companies are inspected at least once a year for a large number of issues such as working conditions, operational management and professional competence.

Erosion: the process of wearing of a solid surface where material is moved or completely disappears.

Exploitation activities: activities such as thinning, sheeting, cutting, towing, spreading, stacking, folding, stubble digging, on-site working of wood and pruning.

Expansive power ('uitstoelingsvermogen'): the extent to which a tree or shrub can sprout once again from the stem by means of the formation of shoots from sleeping buds.

Exotic trees: Trees that are not on the list of native species, as drawn up by the government.

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

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

Fauna management units: cooperation of hunters responsible management and damage control (caused by wild animals) in accordance with the provincial policy. Hunters are persons or organizations that have hunting rights based on ownership, lease or rent of land. This does not necessarily mean that they actually carry out these (hunting) rights themselves. Nationally, there are 14 fauna management units.

Fertilizer: Mineral or organic substances, most commonly N, P_2O_5 and K_2O, which are applied to soil for the purpose of enhancing plant growth.

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

Forest: All plantings of trees larger than 0,10 hectare and row plantings where the row consists of more than 20 trees.

Forest development phases: Phases that a forest goes through when growing up: open phase, young phase, dense phase, stakes phase, tree phase and decay phase.

Forest Manager: person or persons who are responsible for the management vision and management planning and the implementation thereof.

Forest user: a person who makes use of products or services supplied by a forest as specified by management objectives.

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.

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

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

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

Geographical element: Parts of the landscape revealing something about the natural origin of the area. These values are related to the geological structure, the geomorphology (landforms), the geohydrology and the soils of an area. Examples of geological elements are sandheads / ridges, bogs, old meanders, drift sand areas (see for example: Ancker, J.A.M. van den, H.G. Baas, M.E.G. Visscher, Natuur met (w)aarde, Landschapsbeheer Nederland, 2004).

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.

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

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

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

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

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)).

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*.

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

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

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

- Conservation organizations, for example environmental NGOs;

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

(Source: FSC-STD-01-001 V5-0)

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

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

Job profile: Unambiguous description of the duties of an employee or a group of employees. It also indicates the responsibilities and powers of an employee.

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

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

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

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

Legal entity: an organization that operates as a legal subject and has its own rights and obligations separate from the rights and obligations of the owner or director.

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

Legal status: The way in which the Management Unit is classified according to law. In terms

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

Legislation: National and European Union laws, regulations, provincial regulations and international treaties signed by the Netherlands.

Local group: association of at least ten people, proven by signing a letter or association agreement by at least ten people, or submitting statutes of association and a Chamber of Commerce registration of a legal entity with a relevant objective.

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

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

Management objective: Specific management goals, practices, outcomes, and approaches established to achieve the requirements of this standard, balancing economic, social as well as ecological aspects.

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

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

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

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

Management work: Work actually conducted in the forest.

Managerial control: Responsibility of the kind defined for corporate directors of commercial enterprises in national commercial law, and treated by FSC as applicable also to public sector

organizations (Source: FSC-STD-01-001 V5-0).

Monitoring data: information that is collected (e.g. by means of measuring and counting) or recorded in order to measure the progress in relation to the management objectives from the management plan and to comply with the monitoring requirements from this standard.

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

Native forest: forest consisting of at least 70% native species (in crown projection).

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

Natural conditions/native ecosystem: For the purposes of the Principles and Criteria and any applications of restoration techniques, terms such as 'more natural conditions', 'native ecosystem' provide for managing sites to favor or restore native species and associations of native species that are typical of the locality, and for managing these associations and other environmental values so that they form ecosystems typical of the locality. Further guidelines may be provided in FSC Forest Stewardship Standards (Source: FSC-STD-01-001 V5-0).

Natural forest: A forest area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations.
'Natural forest' includes the following categories:

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

The description of natural forests and their principal characteristics and key elements may be further defined in FSC Forest Stewardship Standards, with appropriate descriptions or examples.
'Natural forest' does not include land which is not dominated by trees, was previously not forest, and which does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest after some years of ecological progression. FSC Forest Stewardship Standards may indicate when such areas may be excised from the Management Unit, should be restored towards more natural conditions, or may be

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

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

(Source: FSC-STD-01-001 V5-0).

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

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

Obligatory code of practice: A manual or handbook or other source of technical instruction which The Organization must implement by law (Source: FSC-STD-01-001 V5-0).

Occupational accident: An occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational disease: Any disease contracted as a result of an exposure to risk factors arising from work activity (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Occupational injuries: Any personal injury, disease or death resulting from an occupational accident (Source: International Labour Organization (ILO). Bureau of Library and Information Services. ILO Thesaurus as provided on ILO website).

Old forest sites: locations where forest has been present since about 1850.

Organism: Any biological entity capable of replication or of transferring genetic material

(Source: Council Directive 90/220/EEC).

The Organization: The person or entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based (Source: FSC-STD-01-001 V5-0).

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

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

Phytosanitary reasons: reasons for preventing the spread and transfer of organisms harmful to plants and plant products.

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

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

(Source: FSC-STD-01-001 V5-0)

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

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

Principle: An essential rule or element; in FSC's case, of forest stewardship (Source: FSC-STD-01-001 V4-0).

Production capacity: the capacity of the forest to generate approximately the same growth (biomass) and value growth (in euros) over a period of several decades

Property- or userights: Property right gives someone the right to dispose of a property (eg land, object) at his own discretion. Use rights give the right to use the good of someone else in a certain way. Property right entitles a person to dispose of a property (eg land, object) at his own discretion. Use rights give a right to use the good of another in a certain way.

Proportionate: related in size or quality or other measurable characteristics.

Protection: See definition of Conservation.

Protection Area: See definition of Conservation Zone.

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

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

Ratified: The process by which an international law, convention or agreement (including multilateral environmental agreement) is legally approved by a national legislature or equivalent *legal* mechanism, such that the international law, convention or agreement becomes automatically part of national law or sets in motion the development of national law to give the same *legal* effect (Source: FSC-STD-01-001 V5-0).

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

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

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

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

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

Restore / Restoration: These words are used in different senses according to the context and in everyday speech. In some cases ‘restore’ means to repair the damage done to environmental values that resulted from management activities or other causes. In other cases ‘restore’ means the formation of more natural conditions in sites which have been heavily degraded or converted to other land uses. In the Principles and Criteria, the word ‘restore’ is not used to imply

the recreation of any particular previous, pre-historic, pre-industrial or other pre-existing ecosystem (Source: FSC-STD-01-001 V5-0).
The Organization is not necessarily obliged to restore those environmental values that have been affected by factors beyond the control of The Organization, for example by natural disasters, by climate change, or by the legally authorized activities of third parties, such as public infrastructure, mining, hunting or settlement. FSC-POL-20-003 The Excision of Areas from the Scope of Certification describes the processes by which such areas may be excised from the area certified, when appropriate.
The Organization is also not obliged to restore environmental values that may have existed at some time in the historic or pre-historic past, or that have been negatively affected by previous owners or organizations. However, The Organization is expected to take reasonable measures to mitigate, control and prevent environmental degradation which is continuing in the Management Unit as a result of such previous impacts.

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

Risk: The probability of an unacceptable negative impact arising from any activity in the Management Unit combined with its seriousness in terms of consequences (Source: FSC-STD-01-001 V5-0).

Risk inventory and evaluation (RI & E): Investigation and reporting by companies with own personnel, over which the company exercises authority (including interns, temporary employees, volunteers, hired employees) into risks and damage that work may cause for personnel. The execution of an RI & E is an obligation under the Working Conditions Act.

Scale: A measure of the extent to which a management activity or event affects an environmental value or a management unit, in time or space. An activity with a small or low spatial scale affects only a small proportion of the forest each year, an activity with a small or low temporal scale occurs only at long intervals (Source: FSC-STD-01-001 V5-0).

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

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

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

Any one of these forms will justify designation as HCVs 1, 2 and 6. Many regions of the world have received recognition for their biodiversity importance, measured in many different ways. Existing maps and classifications of priority areas for biodiversity conservation play an essential role in identifying the potential presence of HCVs 1, 2 and 6 (Source: FSC-STD-01-001 V5-0).

Silviculture: The art and science of controlling the establishment, growth, composition, health and quality of forests and woodlands to meet the targeted diverse needs and values of landowners and society on a sustainable basis (Source: Nieuwenhuis, M. 2000. Terminology of Forest Management. IUFRO World Series Vol. 9. IUFRO 4.04.07 SilvaPlan and SilvaVoc).

Small-scale planting: planting at maximally 10% of the total planting area (calculated for the entire period of the current management plan).

Soil compaction: the compression of soil particles by external forces so that the volume density and the penetration resistance increase and the total pore volume decreases. As a result, there is a reduction in air volume, water infiltration speed and saturated hydraulic conductivity.

Spontaneous input: input of own accord.

Stakeholder: persons and organizations who/which have an interest in the management unit in any way, for example by recreating, harvesting a product, having a business relationship, being a resident and the like.
See also 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).

Strategy: Part of the management plan which describes the way objectives are being worked on, e.g. in the field of protecting and increasing biodiversity. Concrete measures may be part of a strategy.

Sub-contractor: Een aannemer is een onderneming die zonder dienstverband tegen een overeengekomen prijs de verantwoordelijkheid op zich neemt om bepaalde uitvoeringswerkzaamheden in het veld te realiseren en te coördineren. Een onderneming die om niet uitvoeringswerkzaamheden in het veld uitvoert valt ook onder deze definitie. Een aannemer onderscheidt zich dan van een vrijwilliger, doordat er bij eerstgenoemde partij sprake is van een onderneming en er veelal een contract aan het werk ten grondslag ligt.

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

Threat: An indication or warning of impending or likely damage or negative impacts (Source: based on Oxford English Dictionary).

Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild. These categories may be re-interpreted for FSC purposes according to official national classifications (which have *legal* significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures) (Source: based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK.).

Timber harvesting level: The actual harvest quantity executed on *the Management Unit*, tracked by either volume (e.g. cubic meters or board feet) or area (e.g. hectares or acres) metrics for the purpose of comparison with calculated (maximum) allowable harvest levels.

Timely manner: As promptly as circumstances reasonably allow; not intentionally postponed by *The Organization*; in compliance with applicable laws, contracts, licenses or invoices.

Training overview: document or file recording training, courses, work-related meetings, etc. attended by the person in question.

Training plan: plan describing what knowledge and expertise is required or needs improvement for a specific person and how this is to be carried out.

Underground biomass: the root system of trees and shrubs.

Uphold: To acknowledge, respect, sustain and support (Source: FSC-STD-01-001 V5-0).

Valuable: something that is considered to be of great value by the manager, the government (through existing policies) or local residents / interested parties (through participation).

VBNE: The Association for Forest and Nature Owners, committed to ensuring that owners of forests and nature manage their property professionally, effectively and efficiently. The members of the association together own almost 70% of the Dutch forest area and 90% of the Dutch nature area.

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

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

Volunteer: A volunteer is someone who performs voluntary activities not covered by a permanent employment contract. In general, this work is unpaid or there is a compensation that is lower than the minimum wage for paid work.

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: Cowarding, 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).

Work experience overview: document or file that describes the work experience a person has.

Work planning: overview of work to be carried out over a period of one or more years.

Workers: All employed persons including public employees as well as 'self-employed' persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors (Source: ILO Convention C155 Occupational Safety and Health Convention, 1981).

Written: by means of (digital) documents, maps, photographs and the like

Written complaints: complaints submitted by a letter, fax or e-mail.

Written requests: requests received via a letter, fax or e-mail.

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