

Draft

Draft

Draft

The FSC National Forest Stewardship Standard of Belarus

FINAL DRAFT

Draft




Draft

Draft

Draft

Draft

Draft

Title	The FSC National Forest Stewardship Standard of Belarus
Document reference code:	FSC-STD-XXX-mm-year V-X
Status:	Draft for PSU Evaluation
Geographical Scope:	National
Forest Scope	All forest types and sizes
Approval body	Policy and Standards Committee
Submission date	Click here to enter a date.
Approval date: [PSU to fill this after approval]	Click here to enter a date.
Effective date: [PSU to fill this after approval]	Click here to enter a date.
Validity Period: [PSU to fill this after approval]	
Country Contact:	Leu Fedarovich, National representative-Coordinator of projects FSC Belarus , phone: +375 29 558 67 08 email: L.Fedorovich@by.fsc.org
FSC Performance and Standards Unit Contact	FSC International Center - Performance and Standards Unit - Adenauerallee 134, 53113 Bonn, Germany  +49 (0)228 367 66-917  +49-(0)228-36766-30  policy.standards@fsc.org or Ilia Osepashvili i.osepashvili@fsc.org
<p>A.C. All rights reserved. No part of this work covered by the publisher's copyright may be reproduced or copied in any form or by any means (graphic, electronic or mechanical, including photocopying, recording, recording taping, or information retrieval systems) without the written permission of the publisher.</p> <p>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.</p> <p>FSC's vision is that the world's forests meet the social, ecological, and economic rights and needs of the present generation without compromising those of future generations.</p>	

CONTENT

Introduction	4
Principle 1. Compliance with Laws	6
Principle 2. Workers' Rights and Employment Conditions	12
Principle 3: <i>Indigenous Peoples'</i> Rights*	18
Principle 4. <i>Community*</i> Relations.....	20
Principle 5. Benefits from the Forest	24
Principle 6. Environmental Values and Impacts.....	28
Principle 7: Management Planning	33
Principle 8. Monitoring and Assessment.....	37
Principle 9. <i>High Conservation Values*</i>	40
Principle 10. Implementation of Management Activities	43
GLOSSARY OF TERMS	50
Annex A. List of applicable laws.....	57
Annex B. List of tree and shrubs species for use in forest regeneration consistent with indicator 10.2.1 .	60
Annex C. Elements of the <i>Management Plan*</i> and <i>Management Plan*</i> Summary.....	62
Annex D. Structure of the <i>Management Plan*</i>	63
Annex E. Monitoring requirements	64
Annex F. National Concept of <i>High Conservation Values*</i>	67
Annex G. List of invasive tree and shrub species, prohibited for use in forest regeneration and afforestation**	70

Introduction

FSC Principles and Criteria for Forest Stewardship is a list of basic rules for sustainable forest management. There are ten principles, and each of them combines several criteria, according to which the requirements of the principle are verified in practice. The FSC Principles and Criteria are the same for the whole world, for all regions and types of forest ecosystems, as well as cultural, political and legal systems. All of them (with rare exceptions) apply to all forests of the forest management unit within the scope of the certificate.

The FSC Principles and Criteria were first published in 1994, and then they were amended several times. The first major revision of the criteria began in 2009, as a result many *Principles** and *Criteria** were reformulated. A new version of the FSC Principles and Criteria has been discussed at the FSC General Assembly in 2011 and approved by FSC members in February 2012. The number of principles has remained unchanged, but the content of some of them has changed significantly, and the number of criteria has increased (70 vs 56 before). In March 2015, the International Generic Indicators (IGI) were approved, developed to ensure the implementation of the new FSC Principles and Criteria (version 5.2) and updated in 2018.

Until now, Belarus has used interim standards developed by audit companies for Belarus based on the FSC Principles and Criteria version 4.0. This national standard is the first FSC forest management standard for Belarus developed on the basis of the FSC Principles and Criteria version 5.2 and the International Generic Indicators (version 2.0).

The formulation of the *Principles** and *Criteria** is included in the national standard unchanged. In accordance with the transfer procedure FSC-PRO-60-006, some indicators were adopted, some adapted (combined, excluded) for Belarus or additional indicators were introduced (primarily regarding radioactive contamination). The following referenced standards and other FSC documents are relevant for the application of this document.

- FSC-STD-01-001 V5-2 FSC Principles and Criteria for Forest Stewardship;
- FSC-STD-60-002 V1-0 Structure and Content of National Forest Stewardship Standards;
- FSC-STD-60-006 V1-2 Process requirements for developing and maintenance of National Forest Stewardship Standards;
- FSC-STD-20-002 V3-0 Structure and Content of Forest Stewardship Standards;
- FSC-STD-60-004 V2-0 International Generic Indicators;
- FSC-GUI-60-002 V1-0 Applying Scale, Intensity and Risk (SIR) in National Forest Stewardship Standards;
- FSC-GUI-60-001 Guidance on the Interpretation of the FSC Principles and Criteria to Take Account of Small Scale and Low Intensity;
- FSC Principles and Criteria for Forest Stewardship Supplemented by Explanatory Notes and Rationales.

The Belarusian National Standard for forest management consist of the Introduction, ten Principles and their associated Criteria, Indicators and Verifiers, Annexes and a Glossary of Terms. Verifiers were developed for each indicator and are mandatory for verification, but additional verifiers may be also used.

Scientific and technical terms for which a definition is provided in the Glossary of Terms are formatted in italics and marked with an asterisk*.

Scope of the standard

*Principles** and *Criteria** of the national standard cover all forest management activities of the *Organization** related to the *Management Unit**, both within and beyond its boundaries; both in the management of its *workers** and contractors. The requirements of the standard apply to all types and sizes of forests, including *natural stands**, *plantations** and other non-forest vegetation and land types.

Scale, Intensity and Risk

The FSC concept of *scale**, *intensity** and *risk** was included in the FSC Principles and Criteria in 1994, and is based on the fact that the smaller the *Management Unit** or the *Organization** is, the lower the *intensity** of impact and correspondingly the *risk** of unacceptable environmental and social impacts is. The word “*risk**” has been included in FSC Principles and Criteria version 5.2 to draw more attention to this concept, and to make the *Principles** and *Criteria** more consistent with recent changes in other certification systems.

In the national standard, the concept of *scale**, *intensity** and *risk** is mentioned in 21 criteria out of 59 applicable to Belarus. However, no separate annex has been developed for it as it is reflected in the indicators and verifiers. Also forest management projects, which have a unified form and content for all forestry *Organizations** in Belarus, are based on the assessment of the *scale**, *intensity** and *risk** of management activity.

Principle 1. Compliance with Laws

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

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

1.1.1 *Legal registration** to carry out all activities within the scope of the certificate is documented and unchallenged. (IGI 1.1.1 adopted).

Verifiers:

a) Legal documents of *Legal registration**.

These documents can be (but not limited to, based on the requirements of existing national laws):

- the charter of the *Organization**, which has the right to carry out forestry activities;
- documents on the basis of which the *Organization** was created (reorganized) (order, decision, etc.);
- certificate of state registration of the *Organization**;

b) Types of permitted activities according to the national classifier, indicated in the documents of *legal registration**.

c) Documents and / or records of *disputes** related to issues of land *tenure** and *use rights**; registration of appeals of individuals and legal entities.

1.1.2. *Legal registration** is granted by a legally competent authority according to legally prescribed processes. (IGI 1.1.2 adopted).

Verifiers:

a) Legal documents of *Legal registration**, issued by the legally competent authority (-ies).

These documents can be (but not limited to, based on the requirements of existing national laws) data from the Unified State Register of Legal Entities and Individual Entrepreneurs (USR web portal).

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

1.2.1 *Legal tenure** to manage and use resources within the scope of the certificate is documented. (IGI 1.2.1 adopted).

Verifiers:

a) Documents, based on which the *legal tenure** and right for use of forest resources are realized.

These documents can be, but not limited to, based on the requirements of existing national laws, documents confirming the registration of forest fund lands, issued by the state registration and land cadastre authorities.

1.2.2. The boundaries of all *Management Units** within the scope of the certificate are clearly marked or documented and clearly shown on maps. (IGI 1.2.3 adopted).

Verifiers:

a) Cartographic materials of forest management with marked boundaries of the *Management Unit**:

- maps schemes of forest stands of the *Organization**, which are a part of the standard *forest management project**;

- electronic GIS maps (if available).
- b) Decisions of the authorized bodies of state administration on the seizure and allocation of land parcels.
- c) Cartographic material reflecting current changes in the boundaries of the *Management Unit**
- d) The boundaries of the *Management Unit** are marked on the ground (information signs on major roads).

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

1.3.1. All activities undertaken by the *Organization** within the *Management Unit** are carried out in compliance with *Applicable laws**, regulations and administrative requirements. (IGI 1.3.1 adapted).

Verifiers:

- a) The system of updating of regulations on forestry activities.
- b) Record book of inspections by competent state organizations and / or by employees of organizations of the same sector.
- c) Documents on the forest use right.

These documents can be, but not limited to, based on the requirements of existing national laws: logging tickets, forest tickets, forest warrants.

1.3.2. Fees, deductions, taxes and other payments connected with forest management are made within the time limits established by national laws. (IGI 1.3.2 adapted).

Verifiers:

- a) Information (documents, records) provided by the staff of the accounting department and other units of the *Organization**.

These documents can be (but not limited to, based on the requirements of existing national laws):

- tax returns;
 - record book of inspections and Acts/references of inspections by the state controlling bodies;
 - reference from the tax inspection, social insurance fund;
 - register of payments for the sold standing timber; payment orders for the rated cost of the sold standing timber;
 - report on the budget funds of the State Extra-budgetary Fund for Social Protection of Population of the Republic of Belarus (quarterly);
 - calculation of penalties on the report on the budget funds of the State Extra-budgetary Fund for Social Protection of Population of the Republic of Belarus (reference of the regional department of FSPP);
 - report on the funds for compulsory *occupational injuries** and *occupational diseases** insurance for the reporting year; receipt of electronic submission of state statistical reports.
- b) If there are arrears in fees, deductions and taxes - documents confirming the fact of pre-trial consideration (challenging of debt) or the presence of an agreed schedule for debt restructuring.
 - c) If there are arrears in payments for the sold standing timber, in other forest use payments - documents confirming the activity on debt collection and measures taken (eg, letters, claims, orders, reports of administrative offenses).

1.3.3. Activities covered by the *forest management project** are designed to comply with all *applicable laws**. (IGI 1.3.3 adapted).

Verifiers:

- a) The *Organization** has current materials of the *forest management project**.
- b) Documents confirming that the *forest management project** has passed the procedure of approvals in accordance with national laws.

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

1.4.1 The system of measures was developed and implemented to provide *protection** to the *Management Unit** from unauthorized or illegal activities. (IGI 1.4.1, 1.4.2 were combined and adapted).

Verifiers:

- a) Schedule of raids (including together with representatives of state authorities).
- b) Information about the undertaken raids.
- c) Publications, reports, speeches in the media and directly in front of people (meetings, individual beats, etc.), agitation materials on prevention of violations of forest legislation (in paper form and/or electronically (for example, on the Internet site of the *Organization**)).
- d) Information from regulatory authorities on the results of independent inspections of unauthorized or illegal use of resources.

1.4.2. If illegal or unauthorized activities are detected, measures are implemented to address them. (IGI 1.4.3 adopted).

Verifiers:

- a) Act on the results of raids in case of revealed violations of national laws on forest guard, protection and regeneration;
- b) Record book of administrative offenses;
- c) Document(s) of the *Organization** on violations of forest and environmental legislation and measures to prevent them.

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

1.5.1. The transportation and trade of forest products up to the point of first sale comply with *applicable national laws**, *ratified** international conventions and existing sectoral regulations. (IGI 1.5.1 adapted).

Verifiers:

- a) Record book of inspections by competent state organizations and / or by employees of organizations of the same sector.
- b) Documents regulating the process of transportation and trade of forest products.
These documents can be (but not limited to, based on the requirements of existing national laws): delivery notes, consignment notes, warrants.

1.5.2. In case of harvesting and trade of any CITES species, there is a CITES permit and / or a certificate. (IGI 1.5.2 adapted).

Note: The indicator is used when the Organization exports and / or imports species protected by CITES (<http://checklist.cites.org/#/en>). (As of December 1, 2018, there are no CITES-listed tree species in Belarus).*

Verifiers:

- a) List of CITES species found in Belarus.
- b) CITES permit and / or certificate for harvesting and trade of CITES species (if applicable).
- c) Logging tickets.
- d) Documents regulating the process of forest use, transportation and trade of forest products.

These documents can be (but not limited to, based on the requirements of existing national laws): logging tickets, forest tickets, forest warrants, delivery notes, consignment notes, warrants.

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*.

Note: This criterion applies only to disputes* that can be settled out of court.*

1.6.1. A *publicly available** consideration and resolution process is in place to respond *disputes** related to the *tenure** and *use** right for the forest fund lands. (IGI 1.6.1 adapted).

Verifiers:

- a) The *Organization** designates a person responsible for recording of appeals of individuals and legal entities.

1.6.2. *Disputes** related to the *tenure** and *use rights** for forest fund lands within the framework of *applicable laws** that can be settled out of court are responded to in a *timely manner**, and are either resolved or are in the *dispute** resolution process. (IGI 1.6.2 adapted).

Verifiers:

- a) Registration of communications of individuals and legal entities.
- b) Book of comments and suggestions.
- c) Documents and / or records of *disputes** related to issues *tenure** and *use rights** for forest fund lands.
- d) Record book of inspections by competent state organizations and / or by employees of organizations of the same sector.

1.6.3. Up to date records of *disputes** related to *the tenure** and *use rights** for forest fund lands within the framework of *applicable laws**, are held including:

- 1) Steps taken to resolve *disputes**;
- 2) Outcomes of all *dispute** resolution processes;
- 3) Unresolved *disputes**, the reasons they are not resolved, and how they will be resolved. (IGI 1.6.3 adapted).

Verifiers:

- a) Registration of communications of individuals and legal entities.
- b) Book of comments and suggestions.
- c) Documents and / or records of *disputes** related to issues *tenure** and *use rights** for forest fund lands.

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. (IGI 1.6.4 adopted).

Verifiers:

- a) Documents related to the operations cease.
- b) Field inspection.

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 anticorruption legislation, The Organization* shall* implement other anticorruption measures proportionate to the scale* and intensity* of management activities and the risk* of corruption.*

1.7.1. An anticorruption policy is implemented that includes a commitment not to offer or receive bribes of any description and that meets or exceeds *applicable laws**. (IGI 1.7.1, 1.7.2 were combined and adapted).

Verifiers:

- a) regulations of the anticorruption legislation of the Republic of Belarus.
- b) an anticorruption policy of *the Organization**.

1.7.2. An anticorruption policy is freely available. (IGI 1.7.3 adapted).

Verifiers:

- a) Information board and / or the web site of *the Organization**, providing information on an anticorruption policy.

1.7.3. Bribery, coercion and other acts of corruption do not occur, if corruption does occur, corrective measures are implemented. (IGI 1.7.4, 1.7.5 were combined and adapted).

Verifiers:

- a) Record book of inspections by competent state organizations and / or by employees of organizations of the same sector.
- b) Decisions / measures taken and other documents on the revealed facts of corruption in the *Organization**.

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

1.8.1. A written policy, endorsed by an individual with authority to implement the policy, includes a *long-term** commitment to forest management practices consistent with *FSC Principles** and *Criteria** and related FSC Policies and Standards.

Note: The policy in annex to the statement of commitment to the FSC Principles and Criteria* shall* contain obligations under FSC-POL-01-004 Policy for the Association of Organizations with FSC. Obligations are aimed at refusing to participate in the following unacceptable activities:*

- 1) *illegal logging or trade of illegal timber or forest products;*
- 2) *destruction of forests with high conservation values* during forestry activities;*
- 3) *significant conversion of forests to plantations* or to non-forest land use;*
- 4) *introduction of genetically modified organisms* during forestry activities;*

Draft

5) violation of any of the ILO Core Labour Conventions set out in the ILO Declaration on Fundamental Principles and Rights at Work. (IGI 1.8.1, 1.8.2 were combined and adapted).

Verifiers:

- a) Written policy approved by the authorized person of *the Organization**
- b) Information board and / or the web site, providing information on a policy of *the Organization**

Draft

Draft

Draft

Draft

Draft

Draft

Principle 2. Workers' Rights and Employment Conditions

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

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

2.1.1. *The Organization* does not use child labour (IGI 2.1.1 adapted).*

2.1.1.1. *The Organization* shall* not employ workers* below the age of 16, except as specified in 2.1.1.2. (IGI 2.1.1.1 adapted).*

Verifiers:

- a) Report on the number, composition and professional training of personnel (for the year);
- b) Employment documents;
- c) Inquiry of *workers** within the limits of responsibility;
- d) Field inspection.

2.1.1.2. *The Organization* can employ workers* between the ages of 14 to 16 years in light work* during day-time with fixed working hours, such employment should not be harmful to their health or development. The working hours of school children working during the school year outside of school hours shall not exceed half of the norm established for workers* between the ages of 14 to 16 years. (IGI 2.1.1.2 adapted).*

Verifiers:

- a) Report on the number, composition and professional training of personnel (for the year);
- b) Employment documents;
- c) Analysis of work types;
- d) Inquiry of *workers** within the limits of responsibility;
- e) Field inspection;
- f) List of *light works** which can be performed by *workers** between the ages of 14 to 16 years.

2.1.1.3. No person under the age of 18 is employed in *hazardous** or *heavy work**. (IGI 2.1.1.3 adapted).

Verifiers:

- a) Report on the number, composition and professional training of personnel (for the year);
- b) Employment documents;
- c) Analysis of work types;
- d) Inquiry of *workers**;
- e) Field inspection;
- f) List of works, where the employment of persons under the age of 18 years is forbidden.

2.1.2. *The Organization* shall* eliminate all forms of forced and compulsory labour. (IGI 2.1.2 adopted).*

2.1.2.1. Employment is voluntary and based on mutual consent. (IGI 2.1.2.1 adapted).

Verifiers:

- a) Employment agreements and contracts;
- b) Inquiry of *workers**.

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

- Physical and sexual violence;
- Bonded labour;
- Withholding of wages /including payment of employment fees and or payment of deposit to commence employment;
- Restriction of mobility/movement;
- Retention of passport and identity documents;
- Threats of denunciation to the authorities. (IGI 2.1.2.2 adopted).

Verifiers:

- a) Contractor agreements;
- b) Employment agreements and contracts;
- c) Inquiry of *workers**;
- d) Field inspection.

2.1.3. *The Organization* shall** ensure that there is no discrimination in employment and occupation. (IGI 2.1.3 adopted).

2.1.3.1. There is no discrimination in employment and occupation (IGI 2.1.3.1 adopted).

Verifiers:

- a) Inquiry of *workers**;
- b) Field inspection.

2.1.4. *The Organization* shall** respect freedom of association and the right to collective bargaining. (IGI 2.1.4 adopted).

2.1.4.1. *Workers** are able to establish or join worker organization of their own choosing. (IGI 2.1.4.1 adopted).

Verifiers:

- a) Presence of a join worker organization (organizations);
- b) Data on membership in a join worker organization (organizations);
- c) Inquiry of *workers**.

2.1.4.2. *The Organization** respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights. (IGI 2.1.4.2 adopted).

Verifiers:

- a) Inquiry of *workers**.

2.1.4.3. *The Organization** negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement. (IGI 2.1.4.3 adopted).

Verifiers:

- a) A collective bargaining agreement;
- b) Documents on development of a collective bargaining agreement;
- c) Inquiry of *workers**;
- d) Field inspection.

2.1.4.4. Collective bargaining agreements are covered for all activities and all structural units of *the Organization**. (IGI 2.1.4.4 adapted).

Verifiers:

- a) A collective bargaining agreement;
- b) Availability of a collective bargaining agreement in all structural units (forestries, shops) of *the Organization**;
- c) Materials on inspections of implementation of the collective bargaining agreement;
- d) Inquiry of *workers** within the limits of responsibility.

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

2.2.1. *The Organization** promotes *gender equality**, provides equal rights of men and women and prevents gender discrimination in employment practices, gives the opportunities for training, awarding of contracts, processes of *engagement** and management activities (IGI 2.2.1, 2.2.2 were combined and adapted).

Verifiers:

- a) Public information on vacancies indicating the complexity of work, working conditions and the required qualifications of the *worker**.
- b) Inquiry of *workers**.

2.2.2. Women and men are paid the same wage when they do the same work. (IGI 2.2.4 adopted).

Verifiers:

- a) Wages of men and women of equal qualifications, when they do the work of equal complexity and intensity.

2.2.3. Maternity leave is no less than a six-week period after childbirth. Both maternity and paternity leave are available (IGI 2.2.6, 2.2.7 were combined and adapted).

Verifiers:

- a) The duration of maternity leave.
- b) Documents on the provision of childcare leave.

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

Verifiers:

- a) Materials of meetings, management committees and decision-making forums, workers' organizations.
- b) Inquiry of *workers**.

2.2.5. Confidential and effective mechanisms exist for reporting cases of sexual harassment and discrimination based on sex, marital status, parenthood or sexual orientation, for consideration of certain cases, taking measures to prevent them and eliminate them in the future (IGI 2.2.9 adapted).

Verifiers:

- a) Inquiry of *workers**.

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 (ILO Instructions of Practice on Safety and Health in Forestry Work).

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

Verifiers:

- a) Materials of training, retraining, internships, briefings, advanced training and testing of knowledge on occupational safety of *workers** of the *Organization** in accordance with regulations.
- b) Contractor agreements for the provision of services.

2.3.2. *Workers** have personal protective equipment appropriate to their assigned tasks, including workers with chainsaws: helmet with eye and ear protection, signal vest or jacket; steel-toe shoes; cut protection trousers, first aid kit (IGI 2.3.2 adapted).

Verifiers:

- a) Documents on the provision of personal protective equipment to the *workers** of the *Organization** for work in unsafe, hazardous working conditions, as well as for work related to contamination or performed in adverse temperature conditions.
- b) Inquiry of *workers**.

2.3.3. Use of personal protective equipment is enforced (IGI 2.3.3 adopted).

Verifiers:

- a) Field inspection.

2.3.4. Records are kept on occupational safety trainings and briefings, on lost time to accidents (IGI 2.3.4 adapted).

Verifiers:

- a) Record books of occupational safety briefings.

2.3.5 The frequency and severity of *occupational injuries** shall* be consistently low (IGI 2.3.5 adapted).

Verifiers:

- a) Information on the number and severity of *occupational injuries** in the last 5 years.

2.3.6 The cases of *occupational injuries** are investigated and, if necessary, corrective measures are taken (IGI 2.3.6 adapted).

Verifiers:

- a) Materials of the investigation of *occupational injuries** cases are duly documented.
- b) Action plan for the prevention of *occupational injuries**.
- c) Actions to prevent *occupational injuries** (record books of training and briefings on occupational safety).

2.3.7. In accordance with the rules of radioactive contamination control in forests and forestry facilities and of external radiative doses control of forestry workers, all types of work carried out in the radioactively contaminated area shall* be performed with mandatory radiation control and comply with radiation safety standards (new indicator).

Verifiers:

- Draft
- a) The results of radiation monitoring in forests and forestry facilities, of radiation situation control at workplaces and external radiation doses control of forestry workers.
 - b) The results of the radiation survey of the site indicating the density of soil contamination with caesium-137 and the dose rate in the logging map.
 - c) Records of external radiation doses of personnel in case of the presence of an area with caesium-137 soil contamination density of 15 Ci/ km² and above.

2.3.8. All persons allowed to work in the radioactively contaminated area *shall** be instructed in radiation safety of working in radioactively contaminated areas (new indicator).

Verifiers:

- a) Plans and copies of certificates for training in occupational safety and radiation safety of workers performing work in radioactively contaminated areas, and / or work directions and reports for testing the basic knowledge of occupational and radiation safety.
- b) When performing works in the II-IV zones of radioactive contamination at a dose rate exceeding the normatively permissible level of radiation safety - a log of working hours in radioactively contaminated areas.
- c) A personal protective equipment set in accordance with model industry regulations. When performing works in III and IV zones of radioactive contamination - an additional personal protective equipment set.
- d) Field inspection of arranged places for workers to get warm and eat in accordance with the logging map.

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

2.4.1. Wages paid by *The Organization** to *workers** *shall** not be lower than the minimum wage set by existing laws (IGI 2.4.1 adapted).

Verifiers:

- a) Documents on wages paid by *The Organization** to *workers**.

2.4.2. Wages of *workers** of the *Organization** meet or exceed the average wages set by industry wage agreements (IGI 2.4.2 adapted).

Verifiers:

- a) Documents on wages paid by *The Organization** to *workers**.

2.4.3. *The Organization* shall** comply with the terms of payment of wages stipulated by the collective bargaining agreement (IGI 2.4.4 adapted).

Verifiers:

- a) Documents on the terms of payment of wages.
- b) Inquiry of *workers**.

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

2.5.1. *Workers** have job specific training consistent with their real activity, and control is provided for the safe and effective implementation of the *Management plan** and of all management activities. (IGI 2.5.1 adapted).

Verifiers:

- a) Documents on the relevant education and advanced training of *workers** of the *Organization**.
- b) Documents on the admission of *workers** to perform work of increased hazard.
- c) Inquiry of *workers**.
- d) Field inspection.

2.5.2. Training (retraining) and advanced training records of *workers** are kept and stored. (IGI 2.5.2 adapted).

Verifiers:

- a) Annual plan of training (retraining), advanced training of *workers**.
- b) Contracts with educational institutions for the provision of services for training (retraining), advanced training of *workers**.
- c) Copies of documents confirming the training of *workers**.

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

2.6.1. A *dispute** resolution process is in place, developed through *engagement** with *workers** (IGI 2.6.1 adapted).

Verifiers:

- a) Materials on *dispute** resolution according to the national laws.

2.6.2. *Workers** grievances are registered, considered and resolved (IGI 2.6.2 adapted).

Verifiers:

- a) Materials on consideration of *workers** grievances according to the national laws.
- b) Inquiry of *workers**.

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

- Outcomes of all *dispute** resolution processes including *fair compensation**;
- Unresolved *disputes**, the reasons they are not resolved, and how they will be resolved (IGI 2.6.3 adapted).

Verifiers:

- a) Materials on consideration of *workers** grievances related to *workers* occupational injuries**, *diseases**, work-related loss or damage of their property;
- b) Decisions on these issues, documents and their copies, confirming *fair compensation**;
- c) Materials on consideration of unresolved *workers** grievances and the reasons they are not resolved.

2.6.4. *Fair compensation** is provided to *workers** for occupational injuries, *diseases**, work-related loss or damage of their property (IGI 2.6.1 adapted).

Verifiers:

- a) Documents on provision of *compensation to workers**.

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.

At present, there are no recognized *Indigenous Peoples** in Belarus, so Principle 3 is not applicable to Belarus.

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.*

The Criterion is not applicable.*

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*.*

The Criterion is not applicable.*

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.*

The Criterion is not applicable.*

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).*

The Criterion is not applicable.*

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*.*

The Criterion is not applicable.*

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.*

The Criterion is not applicable.*

Principle 4. Community* Relations

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

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

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

Verifiers:

- a) List of village (township) councils of deputies and their contacts;
- b) List of local public associations and their contacts.

4.1.2. All *interested stakeholders* shall** have access to information on the radiation situation and on compliance with radiation safety rules and regulations when visiting forests and using forest products (new indicator).

Verifiers:

- a) Publication of up-to-date information on the radiation situation within the *Management Unit** and on the possibility to use forest products.
- b) Map scheme of distribution of forest compartments by zones of radioactive contamination.
- c) Scheme of installation of warning and prohibition signs related to the radiation situation and their presence.
- d) Information and warning posters and information boards on the radiation situation within the *Management Unit**, the possibility to use forest foods.

4.1.3. *The Organization* shall** take all possible measures to control and prevent the sale to the local population of forest foods, non-food forest products and products of their processing with the level of radioactive contamination exceeding national standards of permitted level of radioactive contamination of forestry products (new indicator).

Verifiers:

- a) Protocols for testing batches of forest products for radioactive contamination.
- b) Passports of radiation safety of forest products and products of their processing, sold by the *Organization**.

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 and lands and territories. Delegation by local communities* of control over management activities to third parties requires Free, Prior and Informed Consent*.

4.2.1. *Local communities** are informed of when, where and how they can appeal with remarks and suggestions about modification to management activities to the extent necessary to *protect** their rights

(IGI 4.2.1 adapted).

Verifiers:

- a) Web-site of the *Organization**;
- b) Other sources of *publicly available** information.

4.2.2 The *Organization** gives *local communities** the possibility to use forest resources, *ecosystem services** in accordance with existing laws (IGI 4.2.2 adapted).

Verifiers:

- a) Permits for forest use right.
- b) Inquiry of representatives of *local communities**.
- c) Field inspection

4.2.3. All cases of proven violations of the rights of *local communities** for forest use are considered consistent with *Criteria** 1.6 or 4.6, and measures are taken to prevent them and to eliminate them in the future (IGI 4.2.3 adapted).

Verifiers:

- a) Materials on consideration of grievances and controversies.

4.2.4. *The Organization** informs *local communities** about planned management activities that affect their identified and legal rights (IGI 4.2.4 adapted).

Verifiers:

- a) Evidence of *the Organization** confirming the information of *local communities**.
- b) Inquiry of representatives of *local communities**.

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

4.3.1 *Reasonable** opportunities are provided to *local communities**, local contractors and local suppliers for: 1) Employment, 2) Training, 3) Other services (IGI 4.2.3 adapted).

Verifiers:

- a) Public information on vacancies, training and other services, including given in a form accessible to *local communities**.

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 socioeconomic impact of its management activities*

4.4.1 Through *engagement** with *local communities** and other relevant local organizations directions for contribution to social and economic development of the administrative districts in which the *Organization** is located are identified and implemented within existing capacity of the *Organization** (IGI 4.4.1, 4.4.2 were combined).

Verifiers:

- a) Public information on the products and (or) services of the *Organization**, other *publicly available** information on contribution to the socio-economic development of administrative districts.

b) Inquiry of representatives of *local communities**.

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

4.5.1 Through *engagement** with *local communities**, management activities are identified which have significant negative social, environmental and economic impacts and measures to prevent and mitigate their impacts are implemented (IGI 4.5.1 adapted).

Verifiers:

- a) Informing *local communities** about the possibilities of communication with the *Organization**, on the topics mentioned in the indicator 4.5.1.
- b) Inquiry of the worker (s) responsible for work with *local communities**.
- c) Inquiry of representatives of *local communities**.

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

4.6.1 Conflict resolution is carried out openly, in the manner prescribed by existing laws (IGI 4.6.1 adapted).

Verifiers:

- a) Grievances and appeals considered by the *Organization**.
- b) Materials on *disputes** and conflicts with the local population that have been considered or are being considered in court (if any).

4.6.2. Grievances related to the management activities are responded to by the *Organization** in a *timely manner**, are either resolved or are in the *dispute** resolution process and documented (IGI 4.6.2, 4.6.3 were combined and adapted).

Verifiers:

- a) Records on appeals of individuals and legal entities in accordance with established requirements.

4.6.3. Operations cease in areas while *disputes** exist of: 1) Substantial magnitude*; 2) Substantial duration*; 3) Involving a significant* number of interests (IGI 4.6.4 adopted).

Verifiers:

- a) The decision of the court to cease the operations.
- b) Field inspection.

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**.

The Criterion is not applicable.*

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.*

The Criterion is not applicable.*

Principle 5. Benefits from the Forest

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

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

5.1.1. Within the *Management Unit** the types of timber and non-timber forest products and *ecosystem services** are identified that could facilitate the development of the local economy. (IGI 5.1.1 adapted).

Verifiers:

- a) *Forest management project**.
- b) Business plan.
- c) Management plan for National Parks and Strict Reserves (if applicable).

5.1.2. Consistent with *management objectives**, the identified products are produced and services are proposed by *The Organization** and/or made available for other organizations and individuals to produce, to strengthen and diversify the local economy. (IGI 5.1.2 adapted).

Verifiers:

- a) Information on the main consumers of timber and timber products in the region of location of the forest fund of the forestry institution (actual harvesting and sale of timber).
- b) *Forest management project** including:
 - analysis of harvesting and consumption of timber and other forest resources on the forest fund territory of the *Organization**;
 - analysis of management activities.
- c) Report on commercial harvesting of timber and non-timber forest products.
- d) Annual report of the forestry institution.

5.1.3. When *The Organization** uses FSC *Ecosystem Services* Claims*, *The Organization** shall comply with applicable requirements in FSC-PRO30-006. (IGI 5.1.3 adopted).

Note: The indicator is used only in case of certification of ecosystem services.*

Verifiers:

- a) The list of *ecosystem services** provided by the *Organization**.
- b) Agreements, invoices for the provision of services.

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

5.2.1. The planned annual volume of harvesting of forest products and services is calculated based on the analysis of the *best available information** on the materials of forest stand evaluation based on the characteristics of the forest fund, including data on growth, decay, productivity taking into account the functional distribution of forests depending on established regime of forest use and forest management *objectives** (IGI 5.2.1 adapted).

Verifiers:

a) *Forest management project** and / or other documents determining the possible amount of forest products harvesting.

b) The volume of the allowable final forest cut, approved in the prescribed manner.

5.2.2. A maximum allowable annual cut for timber is determined on the basis of analysis of harvest level, taking into account the continuity and inexhaustibility of forest use. (IGI 5.2.2 adapted).

Verifiers:

a) *Forest management project** with project sheets;

b) The determined volume of the allowable final forest cut.

5.2.3. The actual annual cut for timber is documented and for the period of validity of the *forest management project** does not exceed the permissible harvesting volume defined in 5.2.2 for the same period (IGI 5.2.3 adapted).

Note: 1) timber harvesting is allowed in the amount exceeding annual harvesting for timber planned by forest management, provided that the total planned harvesting for timber for the period of forest management planning is not exceeded, taking into account natural forest growth processes; 2) the actual annual harvesting for timber on average during the period of validity of the forest management project shall not exceed the allowable cut defined in 5.2.2, unless the excess is due to external factors, such as fires, windfalls, windbreaks, snowbreaks, forest pest and diseases outbreaks, forest damage for other reasons.*

Verifiers:

a) Approved harvesting plans (overall figures).

b) Report on the results of the author's supervision over the implementation of the *forest management project** (if any).

c) Report on commercial harvesting of timber and non-timber forest products.

d) Annual report of the forestry institution.

e) Logging tickets.

f) Acts of inspection of forest cutting sites.

5.2.4. Possible annual volume of harvested non-timber forest products is calculated based on *Best Available Information** according to the forest inventory materials taking into account sustainable forest management; *the Organization* adheres to sustainable harvest levels. (IGI 5.2.4 adapted).

Verifiers:

a) *Forest management project** and / or other documents determining the possible volume of forest products harvesting.

b) Data of the *the Organization** on harvesting of non-timber forest products.

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

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

Verifiers:

a) *Forest management project** (with current additions and changes (if any)), including an explanatory note stating:

- analysis of the institution's expenditures for forestry activities;

- draft plan for forestry works;
- possible amounts of funds (incomes) from forestry activities.
- b) Financial planning and reporting materials of the *Organization**, including:
 - balance sheet of expenditures and incomes from forestry activities;
 - analysis of expenditures for forestry activities;
 - analysis of indicators of economic efficiency of forest use.
- c) Report on the implementation of the main target and sectoral indicators of socio-economic development.
- b) Business plan.

5.3.2. Benefits related to positive social and environment impacts of management activities are identified and included in the *management plan** (IGI 5.3.2 adopted).

Verifiers:

- a) *Forest management project** (with current additions and changes (if any)), including an explanatory note stating:
 - analysis of economic indicators of the planned activities;
 - forecast of resource and nature conservation potential of forests;
 - draft plan for forestry works;
 - possible amounts of funds (incomes) from forestry activities.
- b) Financial planning and reporting materials of the *Organization**.
- c) Report on the implementation of the main target and sectoral indicators of socio-economic development.
- b) Business plan.

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

5.4.1. *Reasonable** measures have been taken to create opportunities for local businesses and the public to perform work and provide services where these opportunities are lacking. (IGI 5.4.2 adapted).

Verifiers:

- a) *Forest management project** (with current additions and changes (if any)), including an explanatory note stating analysis of:
 - economic conditions of the forest management object;
 - management activity;
 - harvesting and consumption of timber and other forest resources on the forest fund territory of the *Organization**.
- b) Annual report of the forestry institution, including information on the main consumers of timber and non-timber products in the region of location of the forest fund of *the Organization**.
- c) Register of civil law contracts.
- d) Information of *the Organization** on cooperation with the state Employment Center (s).

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

Draft

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**. (IGI 1.5.5 adopted).

Verifiers:

- a) Financial planning and reporting materials of the *Organization**.

5.5.2. Sources and procedure for financing of all expenditures according to the *Management plan** were identified. (IGI 5.5.2 adapted).

Verifiers:

- a) Financial planning and reporting materials of the *Organization**.

Principle 6. Environmental Values and Impacts

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

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

6.1.1. *Best Available Information** is used to identify *environmental values** within, and, where *environmental values** may be potentially affected by management activities, outside of the *Management Unit** (IGI 6.1.1, 6.1.2 were combined).

Verifiers:

- a) *Forest management project**.
- b) Evaluation descriptions.
- c) Materials of actualization of the *Forest management project** (if any).

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

6.2.1. An impact assessment identifies potential present and future impacts of management activities on *environmental values**, from the stand level to the *landscape** level before the start of management activities (IGI 6.2.1, 6.2.2 were combined and adapted).

Verifiers:

- a) *Forest management project**.
- b) Materials of environmental expertise of the *forest management project**.
- c) Materials of *Environmental Impact Assessments** in accordance with national laws.
- d) Documents confirming the inspection for the implementation of sanitation activities, designated by *the Organization** and not included in the *forest management project**.
- e) Inquiry of responsible *workers** of the *Organization**.

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

6.3.1. Management activities are planned and implemented to prevent negative impacts and to *protect environmental values** (IGI 6.3.1 adopted).

Verifiers:

- a) Actions to prevent negative impacts of management activities in the *Management plan**.
- b) Analysis of the implementation of measures on the conservation of *environmental values** for the previous audit period.
- c) Inquiry of responsible *workers** of the *Organization**.

6.3.2. Management activities are realized in compliance with developed measures to prevent and/or minimize negative impacts on the *environmental values** (IGI 6.3.2 adapted).

Verifiers:

- a) Analysis of the implementation of the *forest management project**.
- b) Field inspection.

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

Verifiers:

- a) Documents, confirming that measures are adopted or planned to prevent further damage and mitigate negative impacts.
- b) Field inspection.

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

6.4.1. *Best Available Information** is used to identify *rare** and *threatened species**, which have to be preserved according to the national laws. (IGI 6.4.1 adapted).

Verifiers:

- a) The list of *rare** and *threatened** species that have been identified within and adjacent to the *Management Unit** where they may be affected by the management activities of the *Organization**.
- b) Information from the territorial bodies of the Ministry of Natural Resources and Environmental Protection.
- c) Website of the *Organization** with information on the sequence of actions for persons who have information on *rare** and *threatened** species in the territory of the *Management Unit**.

6.4.2. The *rare** and *threatened species** and their *habitats* are *protected**, including through the provision of *conservation** zones, *connectivity**, and other direct means for their survival and viability, and management activities are realized to avoid negative impacts (IGI 6.4.2 and 6.4.3 were adapted).

Verifiers:

- a) Cartographic material with protected habitats of *rare** and *threatened** species for the *Organization** and its structural units (forestries).
- b) *Protection** documents for the habitats of *rare** and *threatened** species transferred under the protection of the *Organization**.
- c) Draft *protection** documents and / or materials on the suspend of activities in the identified habitats of *rare** and *threatened** species to which the procedure of placement under protection has been initiated.
- d) Inquiry of responsible *workers**.
- e) Field inspection.

6.4.3. There is a system to prevent hunting, fishing, trapping and collection of *rare** or *threatened species** (IGI 6.4.4 adapted).

Verifiers:

- a) Documentation of use (carrying out of activities on conservation, eviction, etc.) *rare** and *threatened species**.
- c) Inquiry of responsible *workers** of the *Organization**.

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

6.5.1. *Best Available Information** is used to identify native or close to native *ecosystems** that exist, or would exist under natural conditions, within the *Management Unit**. (IGI 6.5.1 adapted).

Verifiers:

- a) The list of *representative sample areas**.
- b) Cartographic material with *representative sample areas**.
- c) Website of the *Organization** with information on possibility to provide to *the Organization** information related to *representative sample areas**.

6.5.2. *Representative Sample Areas** of native *ecosystems** are *protected**, where they exist (IGI 6.5.2 adopted).

Verifiers:

- a) Documents on management activities (if any) on *representative sample areas**.
- b) Field inspection.

6.5.3. *Representative Sample Areas** comprise a minimum 5%, and in combination with other components of the *conservation areas network** - a minimum 10% area of the *Management Unit** (IGI 6.5.5 adapted).

Verifiers:

- a) The area of *representative sample areas**.
- b) The total area of *protected forests** of the *Management Unit**.

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

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

Verifiers:

- a) Documents on the types of forest cuts.
- b) Documents on forest regeneration and afforestation.
- c) Inquiry of responsible *workers** of the *Organization**.
- d) Field inspection.

6.6.2. Where past activities has eliminated plant communities (mining, wind or water erosion, sewage pollution) or *habitat** features, management activities aimed at *restoration** such *habitats** (IGI 6.6.2 adapted).

Verifiers:

- a) Documents on restoration of plant communities and *habitats** (documents on forest regeneration and (or) afforestation)
- b) Field inspection.

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

- at least 10 live trees of mainly coniferous and deciduous species (with medium and large diameter) per hectare are left on the felling sites of the final felling, taking into account their wind resistance and the specific of the site when they are presented on the cutting site. (IGI 6.6.3 adapted).

Verifiers:

- a) Documents on the allocation of the final felling.
- b) Field inspection.

6.6.4. Effective measures are taken to manage and control hunting, fishing, trapping and collecting activities to ensure that naturally occurring *native species**, their diversity within species and their natural distribution are maintained (IGI 6.6.4 adopted).

Note: The term "control" in relation to indicator 6.6.4 refers to control measures that the Organization may apply within the scope of its powers under national hunting and fishing laws.*

Verifiers:

- a) Information on violations of environmental and forest laws within the *Management Unit**, including that received from other regulatory authorities and measures taken.
- b) A hunting management project, if the *Organization** has a hunting farm.
- c) Information on the number of animals harvested during hunting, on biotechnological activities and harvesting of other non-timber resources carried out within the *Management Unit**.

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

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

- water protection zones with the corresponding mode of management are allocated (prohibition of clearcuttings, stump and roots harvesting, to use plant protection products, to use mineral *fertilizers**);
- there are no portages through the channels of permanent and temporary *watercourses**
- temporary logging roads, portages laid through waterways, do not disturb the natural level and functionality of *water bodies** and *watercourses**. (IGI 6.7.1 adapted).

Verifiers:

- a) Cartographic materials with water protection zones.
- b) *Forest management project**.
- c) Field inspection.

6.7.2. Where *watercourses**, *water bodies**, *riparian zones** and their *connectivity**, and also water quantity or water quality have been damaged by past activities, or implemented *protection** measures do not protect them, restoration activities are implemented by *The Organization**.

(IGI 6.7.2, 6.7.3, 6.7.4 were combined and adapted).

Verifiers:

- a) Documents on forest regeneration (afforestation) and or other restoration activities.
- b) Field inspection.

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.*

The Criterion is not applicable.*

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

- 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**.**

6.9.1 There is no conversion of *natural forest* to plantations**, nor conversion of natural forests to non-forest land use, nor conversion of *plantations** on sites directly converted from *natural forest** to non-forest land use, except when the conversion:

- 1) Affects a *very limited portion** of the *Management Unit**, and
- 2) The conversion will produce clear, substantial, additional, secure, *long-term* conservation** benefits in the *Management Unit**; and
- 3) Does not damage or threaten *High Conservation Values**, nor any sites or resources necessary to maintain or enhance those *High Conservation Values** (IGI 6.9.1 adopted).

Verifiers:

- a) Documents on transferring of lands from one category to another.
- b) Field inspection.

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

- 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 producing clear, substantial, additional, secure *long-term* conservation** benefits in the *Management Unit**.**

The Criterion is not applicable.*

Principle 7: Management Planning

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

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

7.1.1. The Organization has strategy of environmentally sound, socially beneficial and economically viable* management (IGI 7.1.1 adapted).*

Verifiers:

a) *Forest management project* (with current additions and changes (if any)) and / or business plan of the Organization*.*

7.1.2. Management objectives related to aspects of the strategy according to the clause 7.1.1 are defined and documented. (IGI 7.1.2 adapted).*

Verifiers:

a) *Verified like the indicator 7.1.1.*

7.1.3. Summaries of the defined policies and management objectives of the Organization* are included in the management plan* and published. (IGI 7.1.3 adapted).*

Verifiers:

a) *Information board and / or the web site of the Organization* or other publicly available* information source.*

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

7.2.1. The management plan includes management actions, procedures, strategies and measures to achieve the management objectives*. (IGI 1.2.7 adopted).*

Verifiers:

a) *The documents of the management plan*.*

7.2.2. The management plan corresponds to the content specified in the Annex B (IGI 7.2.2 adapted).*

Verifiers:

a) *Documents of the management plan*.*

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

7.3.1. The entire territory of the *Management Unit** is covered by the documents of the *Management Plan** for a period of at least 10 years, the *Management Plan** shall* include priority verifiable targets* (IGI 7.3.1 adapted).

Verifiers:

a) Verifiable targets* of the management plan*.

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

7.4.1. The *management plan** is being revised and updated according to the Annex D (IGI 7.4.1 adapted).

Verifiers:

a) Updates of the *management plan** according to the requirements of the Annex D.

7.4.2. When zoning the territory of the forest fund, 4 zones of radioactive contamination are distinguished according to the density of caesium-137 soil contamination: I -1-5 Ci / km², II - 5-15 Ci / km², III - 15-40 Ci / km² and IV- 40 Ci / km² and above (new indicator).

Verifiers:

a) Map scheme of distribution of forest compartments by zones of radioactive contamination.

b) Updated materials of radiation survey of forest fund and felling sites, radiation control of forest products.

7.4.3. In all zones of radioactive contamination, forestry activities are designed and implemented taking into account the rules of radiation safety of forestry workers, forest products and products of their processing (new indicator).

Verifiers:

a) Acts of radiation inspection of felling sites in areas of radioactive contamination.

b) Logging ticket with information on the density of caesium-137 soil contamination in logging sites.

c) Special regulations for work in the contamination zone of 40 Ci km² and above.

c) Protocols for testing batches of forest products for radioactive contamination.

d) Passports of radiation safety of forest products and products of their processing, sold by the *Organization**.

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

7.5.1. A summary of the *management plan** in a format comprehensible to *stakeholders** including the map of the *Management Unit** and excluding *confidential information** is made *publicly available** at no cost. (IGI 7.5.2 adopted).

Verifiers:

- a) A summary of the *management plan** according to the Annex C.
b) Web-site of the *Organization**.

7.5.2. Details of the *management plan**, which are not *publicly available**, excluding *confidential information**, are available to *affected stakeholders** on request at the actual costs of reproduction, handling and forwarding. (IGI 7.5.2 adapted).

Verifiers:

- a) Requests from *affected stakeholders** to the *Organization**.
b) Inquiry of the *affected stakeholders**.

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

7.6.1. During management planning culturally appropriate engagement is used to ensure that *affected stakeholders** are transparently engaged in the following processes:

- 1) pre-court dispute settlement processes (*Criteria** 1.6, 2.6, 4.6);
- 2) minimization of consequences of management activities in the field of interests of *local communities**, the population (*Criteria** 3.1, 3.5, 4.1, 4.7);
- 3) an activity that support *local communities** socio-economic development activities;
- 4) an activity that support *High Conservation Value** identification and monitoring (*Criteria** 9.1, 9.2, 9.4).
- 5) opportunities for their engagement in monitoring and planning of the activities of the *Organization** that affect their interests (IGI 7.6.1 adapted).

Verifiers:

- a) Inquiry of a *worker** responsible for public relations;
b) Inquiry of *affected stakeholders**.

7.6.2. *Engagement** of *affected stakeholders** is used to:

- 1) Determine appropriate representatives and contact persons (including where appropriate, local institutions, organizations and authorities);
- 2) Determine mutually agreed communication channels allowing for information to flow in both directions;
- 3) Ensure the opportunity for *affected stakeholders** to familiarize with meeting records indicating all points discussed, decisions taken and all agreements reached (IGI 7.6.2 adapted).

Verifiers:

- a) List of representatives (and / or contact persons) of *affected stakeholders**.
b) Documentation on the appeals of *affected stakeholders**.

7.6.3. *Affected stakeholders** are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests. (IGI 7.6.3 adapted).

Verifiers:

- a) Inquiry of a *worker** responsible for public relations;
b) Inquiry of *affected stakeholders**.

7.6.4. On request, *interested stakeholders** are provided with an opportunity for engagement in monitoring and planning processes of management activities that affect their interests (IGI 7.6.3 adopted).

Verifiers:

- Draft
- a) Inquiry of a *worker** responsible for public relations;
 - b) Documentation on the appeals of *affected stakeholders**.
 - c) Inquiry of *affected stakeholders**.
- Draft

Draft

Draft

Draft

Draft

Draft

Draft

Principle 8. Monitoring and Assessment

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

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

Note: The Organization may use data of monitoring conducted by other organizations and independent specialists (scientific and educational organizations, executive bodies, state supervisory and controlling bodies, etc.).*

Note: In principle 8 monitoring means a system of measures to monitor the implementation of the Management Plan, which can be presented both as a written document (written procedure) and as a set of documents and / or management practices established in the Organization*.*

8.1.1. Monitoring procedures are used during implementation of the *Management Plan** which includes its policies and *management objectives** and achievement of *verifiable targets**. (IGI 8.1.1. adapted).

Verifiers:

- a) Annual Report of the *Organization**.
- b) Materials of internal inspections of the *Organization**.
- c) Materials of monitoring of the *Organization** by authorized institutions, resolutions of colleges (if any).
- d) Inquiry of management representatives of the *Organization**.

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

8.2.1. The social and environmental impacts of management activities are monitored consistent with Annex F. (IGI 8.2.1 adopted).

Verifiers:

- a) The results of monitoring by directions and periodicity set out in Annex F.

8.2.2. Changes in environmental conditions are monitored consistent with Annex F. (IGI 8.2.2 adopted).

Verifiers:

- a) The results of monitoring by directions and periodicity set out in Annex F.

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

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

Verifiers:

- a) Elements of the *management plan**.
- b) Annual Report of the *Organization**.
- c) Inquiry of management representatives of the *Organization**.

8.3.2. If monitoring results show non-conformities with the FSC Standard then *management objectives**, *verifiable targets** and/or management activities are revised consistent with Indicator 7.2.1. and Annex D. (IGI 8.3.2 adapted).

Verifiers:

- a) Elements of the *management plan**.
- b) Orders and directives of the *Organization**
- c) Inquiry of the head of the *Organization** or his deputy.

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

8.4.1. A summary of the monitoring results consistent with Annex F, excluding *confidential information** is made *publicly available**. (IGI 8.4.1 adapted).

Verifiers:

- a) A summary of monitoring results. b) Web site of the *Organization**.

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

8.5.1. A system is implemented to track and trace all products that are marketed as FSC certified. (IGI 8.5.1 adapted).

Verifiers:

- a) Documents confirming the legality of forest use and the legality of the origin of forest products.

8.5.2 Information on permitted forest use shall be documented, including:

- 1) Who issued the permit;
- 2) To whom the permit is issued;
- 3) Location of the forest fund site (forestry, forest compartment, sub-compartment), which is intended for forest use;
- 4) Forest use type;
- 5) Harvested volume of forest products;
- 6) Harvesting period;
- 7) Whether or not the material was sold as FSC certified.

(IGI 8.5.2 adapted).

Verifiers:

- a) Documents on providing forest fund sites for forest use.

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;

Draft

Draft

Draft

6) Certificate code;

7) The FSC Claim “FSC 100%” identifying products sold as FSC certified.

(IGI 8.5.3 adopted).

Verifiers:

a) Documents on the sale of products sold with an FSC claim.

Draft

Draft

Draft

Draft

Draft

Draft

Principle 9. High Conservation Values*

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

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

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

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

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

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

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

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

9.1.1. An assessment is completed using *Best Available Information** that records the location and status of *High Conservation Value** within *Management Unit** as defined in *Criterion** 9.1 and in Annex H; *the High Conservation Value** areas they rely upon, and their condition were identified consistent with Annex H (IGI 9.1.1 adapted).

Verifiers:

- a) The list of *High Conservation Value** areas within *Management Unit**, their area and international status;
- b) Map scheme of the *Management Unit**, indicating *High Conservation Value** areas.

9.1.2. The identification *the High Conservation Values** uses results from *culturally appropriate* engagement** with *affected** and *interested stakeholders** with an interest in the *conservation* of the High Conservation Values** (IGI 9.1.3 adapted).

Verifiers:

- a) Documents on consultations with *affected** and *interested stakeholders**;
- b) Website of the *Organization** with information on the possibility of consultations on the assessment of *High Conservation Values**.

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

9.2.1. The strategy and management activities are developed consistent with Annex H taking into account the presence and condition of the identified *High Conservation Values** and potentially threats for them to maintain and/or enhance the condition of these *HCV**. (IGI 9.2.1, 9.2.2, 9.2.6 were combined and adapted).

Verifiers:

- a) *Forest management project**.
- b) Documents of specially protected natural areas within *Management Unit**,
- c) Protective obligations for sites containing *High Conservation Values** within the *Management Unit** if required by national laws;
- d) Management plans for relevant specially protected natural areas (if any).
- e) Other documents that the *Organization** deems appropriate to take into account when planning activities (if any).

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**. (IGI 9.2.3 adapted).

Verifiers:

- a) Documents on consultations with *affected** and *interested stakeholders**;
- b) Website of the *Organization** with information on the possibility of consultations with *affected** and *interested stakeholders** on the management of the *High Conservation Values**.

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

9.3.1. Areas with identified *High Conservation Values** and the identified *High Conservation Value** on which they depend are maintained and/or enhanced, including by implementing the actions developed (IGI 9.3.1 adapted).

Verifiers:

- a) Documentation on activities on areas with identified *High Conservation Values**;
- b) Field inspection.

9.3.2. If activities are found to threaten the identified *High Conservation Values**, measures are taken to minimize the negative impact, *restore** and preserve the *High Conservation Values** (according to 9.2), and the measures are accordingly modified. (IGI 9.3.2 adapted).

Verifiers:

- a) Inquiry of responsible *workers** of the *Organization**;
- b) Field inspection.

9.3.3. When new *High Conservation Values** are identified within the *Management Unit**, the *Organization** shall*, if necessary, take corrective measures proportionate to the *scale**, *intensity** and *risk** of the management activity (IGI 9.3.3 adapted).

Verifiers:

- a) The draft protection documents provided for in Annex F and transmitted to the *Organization**;
- b) Documentation on activities on areas with identified *High Conservation Values**;
- a) Inquiry of responsible *workers** of the *Organization**;
- d) Field inspection.

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

9.4.1 Monitoring of identified *HCV** is realized according to criteria and periodicity consistent with Annex E (IGI 9.4.1 adapted).

Verifiers:

- a) Materials of *HCV** monitoring in accordance with Annex E.

9.4.2. If the *Organization** itself collects information on the status of the *HCV**, it shall provide a summary of the monitoring results (excluding confidential information) to the *affected** and *interested stakeholders** upon their request (IGI 9.4.2, 9.4.3 were combined and adapted).

Verifiers:

- a) A summary of *HCV** monitoring results in accordance with Annex E.
- b) Inquiry of the *affected** and *interested stakeholders**.
- c) Inquiry of the responsible *workers**.

9.4.3. *The Organization** takes in to account the results of monitoring of identified *HCV** when planning management activities (IGI 9.4.4 adapted).

Verifiers:

- a) Materials of the *management plan**.

Principle 10. Implementation of Management Activities

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

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

10.1.1. Harvested sites are regenerated in a *timely manner** that:

- 1) Protects affected *environmental values**; and
- 2) Is suitable to *recover** overall pre-harvest or *natural forest** composition and structure (IGI 10.1.1 adopted).

Verifiers:

- a) A book of forest crops.
- b) Field inspection

10.1.2. Regeneration activities are implemented in a manner that:

- 1) promote natural reproduction;
- 2) ensure the superiority of mixed forest crops over monocultures;
- 3) the species composition of afforestation corresponds to soil conditions. (IGI 10.1.2 adapted).

Verifiers:

- a) A book of forest crops.
- b) The List of degraded sites.
- c) Field inspection.

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

10.2.1. Species chosen for regeneration are well adapted to the site consistent with Annex B, are of local provenance, are consistent with the regeneration *objectives** and with the *management objectives**, unless convincing justification is provided for using *non-local genotypes** or *non-native species**. (IGI 10.2.1, 10.2.2 were combined and adapted).

Verifiers:

- a) A book of forest crops.
- b) Field inspection.

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

10.3.1. *Alien species** are used only in scientific researches, experimental works or when direct experience and/or the results of scientific research demonstrate that invasive impacts can be controlled and when effective mitigation measures are in place to control their spread are established, invasive species (Annex G) are not used for forest regeneration and afforestation (IGI 10.3.1, 10.3.2 combined and adapted).

Verifiers:

- Draft
- a) A book of forest crops.
 - b) Justification of the possibility to use *alien species** for forest regeneration and afforestation, if the *Organization** uses *alien species**.
 - c) Field inspection.

10.3.2. The spread of *invasive species** introduced by *The Organization** is controlled (IGI 10.3.3 adopted).

Verifiers:

- a) Forest crops inventory materials.
- b) Information on the stand structure and undergrowth in the inventory description.
- c) Field inspection.

10.3.3. Management activities are implemented preferably in cooperation with separate regulatory bodies and forest users, with an aim to control the invasive impacts of aggressive *alien species** that were not introduced by *The Organization**. (IGI 10.3.4 adapted).

Verifiers:

- a) Information on the distribution of aggressive *alien species** in the territory of the *Management Unit**.
- b) Documentation of measures taken to control aggressive *alien species** in accordance with national laws.

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

10.4.1 *Genetically modified organisms** are not used. (IGI 10.4.1 adopted).

Verifiers:

- a) A book of forest crops.
- b) Passports of seed material.

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

*The Criterion** is not applicable.

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

10.6.1. *The Organization** does not apply mineral *fertilizers** except for the territories of forest nurseries, forest seed plantations, afforestation of non-forest lands, in scientific research, R&D activities (IGI 10.6.1 adapted).

Verifiers:

- a) Documents on the registration of applied fertilizers.
- b) Inquiry of responsible *workers** of the *Organization**.

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

Verifiers:

- a) The project of a permanent forest nursery or the organization plan of the working permanent forest nursery, agrochemical analysis of soils of a permanent forest nursery.
- b) The project of a permanent forest seed plantation.
- c) Field inspection.
- d) Inquiry of responsible *workers** of the *Organization**.

10.6.3 When *fertilizers** are used, their types, rates, frequencies and site of application are documented. (IGI 10.6.3 adopted).

Verifiers:

- a) Documents showing the types, volumes, frequency and location of application of *fertilizer**.

10.6.4 *The Organization** does not apply mineral *fertilizers** on the sites located near settlements, in traditional recreation places of people, in water protection zones of *watercourses** and *reservoirs**, in the first and second belt of sanitary protection of drinking water supply sources and systems, in recreational forests, where medical, sanatorium, health-improving facilities are located, and also in specially protected natural areas, and also the natural areas of special protection, except for forest nurseries. (IGI 10.6.4 adapted).

Verifiers:

- a) Documents showing the types, volumes, frequency and location of application of mineral *fertilizer**.
- b) Documents of *the Management Plan** regarding the forest nursery management.
- c) The passport of the permanent forest seed plantation.

10.6.5 The *Organization** when carrying out activities with application of mineral *fertilizers** establishes and implements sanitary protection zones between stands and settlements, *water courses** and *water bodies**, public recreation facilities, and also a regime of specially protected natural areas where their application is forbidden or limited. (IGI 10.6.5 adapted).

Verifiers:

- a) Documents showing the types, volumes, frequency and location of application of mineral *fertilizers**.
- b) Documents of *the Management Plan** regarding the forest nursery management.
- c) The passport of the permanent forest seed plantation.
- d) Field inspection.

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

10.7.1 Integrated pest management and forest diseases, including selection of silviculture systems, is used to to minimize the frequency, extent and amount of *pesticide** applications. (IGI 10.7.1 adapted).

Verifiers:

- a) Results of forest pathological monitoring.
- b) Documentation on preventive measures on forest protection from pests and diseases.
- c) Documentation on the scope of sanitation activities.
- d) Special projects for aerial application of *pesticides** in forests (if applicable).
- e) Inquiry of responsible *workers** of the *Organization**.

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

Verifiers:

- a) The list of *pesticides** prohibited by FSC's Pesticide Policy, including those of granted derogation.
- b) The list of *pesticides** used and stored in the *Organization**.
- c) Inquiry of responsible *worker**(s) of the *Organization**.

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

Verifiers:

- a) Documents showing the application of *pesticides** indicating the information according the *Indicator** 10.7.3.

10.7.4. The use of *pesticides** complies with the ILO document "Safety in the use of chemicals at work" regarding requirements for the transport, storage, handling, application and emergency procedures for cleanup following accidental spillages (IGI 10.7.4 adopted).

Verifiers:

- a) Documentation on collection and disposal of chemicals, containers, liquid and solid inorganic wastes.
- b) Inquiry of responsible *worker**(s) of the *Organization**.
- c) Field inspection.

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

Verifiers:

- a) Documents showing the application of *pesticides**.
- b) Field inspection.
- c) Inquiry of responsible *workers** of the *Organization**.

10.7.6. The *Organization** when carrying out activities with application of *pesticides** establishes and implements sanitary protection zones between stands where *pesticides** are applied, and settlements, *water courses** and *water bodies**, public recreation facilities, and also a regime of specially protected natural territories where their application is forbidden or limited. (IGI 10.7.6, 10.7.7 combined and adapted).

Verifiers:

- a) Documents showing the application of *pesticides** indicating the information according the *Indicator** 10.7.3.
- b) Special projects for aerial application of *pesticides** in forests (if applicable).
- c) Inquiry of responsible *worker**(s) of the *Organization**.

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

10.8.1. The use of *biological control agents** is minimized, monitored and controlled. (IGI 10.8.1 adopted).

Verifiers:

- a) Documentation on use of *biological control agents**, including those used for treatment of harvested timber in forest.
- b) Inquiry of responsible *worker**(s) of the *Organization**.
- c) Field inspection.

10.8.2. *The Organisation** uses of *biological control agents**, that have passed state registration and are approved for use in the Republic of Belarus. (IGI 10.8.2 adapted).

Verifiers:

- a) List of used *biological control agents** and instructions for their use.

10.8.3. The use of *biological control agents** is recorded including type, quantity, period, location and reason for use. (IGI 10.8.3 adopted).

Verifiers:

- a) Documents showing the use of *biological control agents** indicating the information according the *Indicator** 10.8.3.

10.8.4 *The Organization* does not use of *biological control agents** on sites, where it is prohibited by the national laws. Where damage occurs, relevant compensative activities are carried out by *the Organization**. (IGI 10.8.4 adapted).

Verifiers:

- a) Documents showing the use of *biological control agents** indicating the information according the *Indicator** 10.8.3.
- b) Field inspection
- c) Inquiry of responsible *worker**(s) of the *Organization**.

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

10.9.1. Both potential negative impacts of natural hazards* on infrastructure*, forest* resources and communities in the *Management Unit** and the *risk** to increase their frequency, distribution or severity that may be influenced by management activities are assessed (IGI 10.9.1, 10.9.3 combined and adapted).

Verifiers:

- a) *The management plan** contains an assessment of the fire hazard, the impact of dangerous climatic factors, the spread of pests and diseases, protected forests.

10.9.2. Management activities mitigate impacts of *natural hazards** and measures are implemented that reduce the identified *risks** (IGI 10.9.2, 10.9.4 were combined and adapted).

Verifiers:

- a) Documentation on preventive measures on forest pests and diseases *protection**.
- b) Documentation on the scope of sanitation activities.
- c) Documentation of fire-prevention activities.

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

10.10.1. Development, maintenance and use of infrastructure, as well as transport activities, are managed to protect *environmental values** identified in Criterion* 6.1. (IGI 10.1.1 adapted).

Verifiers:

- a) Projects of road and infrastructure construction.
- b) Field inspection.
- c) Inquiry of the *affected** and *interested stakeholders**.

10.10.2 Silviculture activities are managed to ensure *protection** of the *environmental values** identified in Criterion* 6.1. (IGI 10.10.2 adopted).

Verifiers:

- a) Materials of annual forest crops inventory.
- b) Results of inspection of forest cutting sites or forest fund sites, where management activities have been carried out.
- c) Field inspection.

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

Verifiers:

- a) Documents of the *management plan**.
- b) Felling tickets, forest tickets and other documents.
- c) Field inspection.
- d) Inquiry of the *affected** and *interested stakeholders**.

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

10.11.1. Harvesting and extraction practices for timber and non-timber forest products are implemented in a manner that conserves *environmental values** as identified in Criterion* 6.1. (IGI 10.11.1 adapted).

Verifiers:

- a) Results of inspection of forest cutting sites or forest fund sites, where management activities have been carried out.
- b) Materials of inspections of the *Organization** by authorized bodies.
- c) Field inspection.

10.11.2. Losses of timber and non-timber forest products (in case of their use) during harvesting and extraction are minimized. (IGI 10.11.2 adapted).

Note: regarding the preservation of the part of timber in felling site see 10.11.3.

Verifiers:

- a) Results of inspection of forest cutting sites or forest fund sites, where management activities have been carried out.
- b) Materials of inspections of the *Organization** by authorized bodies.
- c) Field inspection.

10.11.3. Sufficient amounts of dead and decaying biomass and forest structure are retained to conserve *environmental values** (IGI 10.11.3 adopted).

Verifiers:

- a) Field inspection.

10.11.4. Harvesting practices of timber and non-timber resources minimize damage to standing residual trees and *environmental values** (IGI 10.11.4 adapted).

Verifiers:

- a) Acts of inspection of forest stands.
- b) Acts of inspection of forest cutting sites;
- c) Field inspection.

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

Note: The term “waste management” includes the collection, clean up, transportation and disposal of waste.

10.12.1. Collection, clean up, transportation and disposal of all waste materials is done in an environmentally appropriate way that conserves *environmental values** as identified in *Criterion** 6.1. Measures are being taken to protect *environmental values** from leaks of oil, fuel from forestry equipment during its operation in forest (IGI 10.12.1 adapted).

Verifiers:

- a) Documents on control of existing practices of collection, clean up, transportation and disposal of all waste materials.
- b) Documentation (agreements, etc.) confirming the practice of disposal of all waste materials.
- c) Materials of inspection of the *Organization** by the state controlling bodies.
- d) Field inspection.

GLOSSARY OF TERMS

Adaptive management: A systematic process of continually improving management policies and practices based on monitoring results and learning from management experience.

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

- Local communities;
- Indigenous Peoples;
- Workers;
- Neighbors;
- Local landowners;
- Local businesses;
- Social and environmental NGOs, labor unions etc.

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.

Applicable law: Means applicable to *The Organization** as a *legal** person 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 (-approved) and case law (court interpretations), subsidiary regulations, associated administrative procedures, and the national constitution which invariably takes *legal** precedence over all other *legal** instruments.

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**.

Biological control agents: Organisms used to eliminate or regulate the population of other organisms.

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.

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

Connectivity: A measure of how connected or spatially continuous a corridor, network, or matrix is. Territorial connectivity determines the structural, functional or behavioral connectivity, such as an animal or plant moving through different types of landscape elements. The fewer gaps, the higher the connectivity.

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.

Criterion (pl. Criteria): A means of judging whether or not a Principle (of forest stewardship) has been fulfilled.

Critical: which is extremely important in achieving certain results. The concept of criticality 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. The notion of criticality here refers to the importance and risk for natural resources and environmental and socio-economic values.

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

Customary rights: Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit.

Dispute: 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.

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 Indicators, 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;
- Acts of intimidation against forest *workers** and *interested stakeholders**.

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.

Ecosystem: A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit.

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;
- cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits.

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**.

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.

Environmental values: The following set of elements of the environment:

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

- landscape values.

Externalities: The positive and negative impacts of activities on *interested 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.

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

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

Forest management project: a project of organization and management of forestry.

Free, Prior, and Informed Consent (FPIC): A *legal** condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval.

Gender equality: Right of women and men that 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.

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.

Habitat: The place or type of site where an organism or population occurs

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

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

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

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, 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**.

Annex F provides an interpretation of HCV for Belarus.

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

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

Intellectual property: Rights of authors for the results of intellectual activity - practices, knowledge, innovations and other creations of the mind.

Intensity: A measure of the force, severity or strength of a management activity or other occurrence affecting the nature of the activity's impacts.

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

- Environmental organizations;
- Labor unions;
- Human rights organizations;
- Local authorities;
- National government departments functioning in the region;
- FSC National Offices;
- Experts on particular issues, for example on biodiversity conservation.

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.

Landscape: A natural object composed of interacting components of natural environment formed in the same environment and climatic conditions.

Landscape values: values that are important to people now and in the future, and that arise when all or some components of the *landscape** are used, such as soils, rocks, underlying rocks and relief, atmosphere, water and biota (vegetation, animals and microorganisms). Some landscape values, like economic, recreation, subsistence value or visual quality are closely related to physical landscape attributes.

Legal: In accordance with laws and other subsidiary regulations. 'Legal' also includes rulebased 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.

Legal registration: National or local *legal** license or set of permissions to operate as an enterprise in the respected field.

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

Local communities: Groups of people of any size that are in or adjacent to the *Management Unit**, and also those that are close enough to have a significant impact on the economy or the *environmental*

*values** of the *Management Unit** or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the *Management Unit**.

Long-term: The time-scale 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.

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

Management plan: The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff or organization within or in relation to the *Management Unit**, including statements of objectives and policies.

Management Unit: A spatial area 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**.

Native species: Species, subspecies, or lower taxon, occurring within its natural range (past or present), which it could occupy without direct or indirect introduction and /or care by humans.

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.

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 have regenerated by a combination of natural and artificial restoration by species 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;

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.

Obligatory code of practice: Legal and regulatory acts, agreements, codes of practice, rules, instructions and regulations which *The Organization** shall* implement by acting law.

Occupational disease: Any disease contracted as a result of an exposure to *risk** factors arising from work activity.

Occupational injuries: Any personal injury, disease or death resulting from an occupational accident

The Organization: The forest managing entity holding or applying for certification and therefore responsible for demonstrating compliance with the requirements upon which FSC certification is based.

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.

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. In Belarus, plantations do not include forest crops, as well as existing energy, forest seed plantations, New Year trees plantations and plantation of forest crops.

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.

Principle: In FSC's case, an essential rule or element of forest management.

Protected forests: nature conservation and protection forests according to the national laws.

Publicly available: In a manner accessible to or observable by people generally.

Rare species: Species, subspecies, or lower taxon, that are uncommon or scarce, 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)

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.

Reasonable: Judged to be fair or appropriate to the circumstances or purposes, based on general experience.

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.

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. For the sake of their preservation management activities are limited, except for cases when carrying out of management activities aimed at their preservation or restoration. In the conditions of Belarus it is necessary to apply the following criteria when identifying *representative sample areas**:

- ecosystems in *representative sample areas** shall be predominantly natural;
- *representative sample areas** reflect the diversity of forest formations, landscape and soil conditions;

- when identifying *representative sample areas**, preference should be given to large areas, or places with a high concentration of viable examples of natural ecosystems that exist in this geographical region.

Restore / Restoration: Repair of the damage done to environmental values that resulted from management activities or other causes, as well as the formation of more natural conditions in sites

Riparian zone: Interface between land and a water body, and the vegetation associated with it. In the National Standard, the riparian zone includes areas adjacent to water bodies, which belong to water protection zones and coastal strips according to the Water Code of Belarus.

Risk: The probability of an unacceptable negative impact arising from any activity in the *Management Unit** combined with its seriousness in terms of consequences.

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.

Shall: indicates Instructions strictly to be followed.

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.)

Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR).

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

Traditional Knowledge: Information, know-how, skills and practices that are developed, sustained and passed on from generation to generation within a community, often forming part of its cultural or spiritual identity

Use rights: Rights for the use of resources of the *Management Unit** that can be defined by law, local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques.

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**.

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: Seasonal, temporary, and permanent brooks, creeks, streams, rivers, ponds, and lakes, as well as riparian or wetland systems, swamps, bogs and springs.

Workers: All persons employed by the *Organization** or working within the *Management Unit**. This includes part-time and seasonal employees, of all ranks and categories, including labourers, administrators, supervisors, executives, contractor employees, sub-contractors and within the *Management Unit**.

Annex A. List of applicable laws

Codes of the Republic of Belarus

- 1.1. Labour code of the Republic of Belarus of July 26, 1999 No. 296-Z.
- 1.2. Tax code of the Republic of Belarus of December 19, 2002 No. 166-Z
- 1.3. Code of the Republic of Belarus about administrative offenses of April 21, 2003 No. 194-Z.
- 1.4. Code of the Republic of Belarus on subsoil of July 14, 2008 No. 406-Z
- 1.5. Land Code of the Republic of Belarus of July 23, 2008 No. 425-Z
- 1.6. Water Code of the Republic of Belarus of April 30, 2014 No. 149-Z
- 1.7. Forest Code of the Republic of Belarus of December 24, 2015 No. 332-Z
- 1.8. Culture Code of the Republic of Belarus of July 20, 2016 No. 413-Z

Laws of the Republic of Belarus

- 2.1 On Trade Unions of April 22, 1992 No. 1605-XII
- 2.2. On Environmental Protection of November 26, 1992 No. 1982-XII
- 2.3. On Public Associations of October 4, 1994 No. 3254-XII
- 2.4. On Specially Protected Natural Areas of October 20, 1994 No. 150-Z
- 2.5 On Flora of June 14, 2003 No. 205-Z
- 2.6 On Quarantine and Plant Protection of December 25, 2005 No. 77-Z
- 2.7 On Safety in Genetic Engineering Activities of January 9, 2006 No. 96-3
- 2.8 On Fauna of July 10, 2007 No. 257-3
- 2.9. On Waste Management of July 20, 2007 No. 271-Z
- 2.10. On Labour Protection of June 23, 2008 No. 356-3
- 2.11. On Appeals of Citizens and Legal Entities of July 18, 2011 No. 300-3
- 2.12 On Seed Growing of May 2, 2013 No. 20-3
- 2.13 On Combatting Corruption of 15 July 2015 No. 305-3
- 2.14 On State Ecological Expertise, Strategic Environmental Assessment and Environmental Impact Assessment of July 18, 2016 No. 399-3
- 2.15 On Burial and Funeral Procedures of November 12, 2001 No. 55-3

Decrees of the President of the Republic of Belarus

- 3.1. On Ecological Network of March 13, 2018 No. 108
- 3.2. On commemoration of defenders of the fatherland and victims of wars of March 24, 2016 No. 109.

Resolutions of the Council of Ministers of the Republic of Belarus

4.1. Regulations on the procedure for the transfer of habitats of wild animal and plants species included in the Red Book of the Republic of Belarus, for the protection of users of land plots and (or) water bodies (Resolution of May 18, 2009 No. 638).

4.2. Regulations on the procedure and conditions for issuing a permit for the withdrawal of wild animal and wild plant species included in the Red Book of the Republic of Belarus from their habitat (Resolution of May 18, 2009 No. 638).

4.3. Regulations on the procedure for the transfer of typical and (or) rare natural landscapes and habitats under the protection of users of land plots and (or) water bodies (Resolution of July 12, 2013 No. 611).

4.4. Regulations on Continuing Professional Development of executives and specialists (Resolution No. 1554 of July, 15 2011).

4.5. Regulations on Continuing Professional Development of workers (Resolution No. 1554 of July, 15 2011).

4.6. Regulations on training courses for additional adult education (Resolution of July, 15 2011 No. 954).

4.7. On the approval of Rules of improvement of memorials and monuments of military glory, single and mass graves of soldiers who died during the First World and Great Patriotic Wars, military cemeteries, separate military parts of public cemeteries, places of mass burial of the civilian population (Resolution of September 17, 2018). No. 675).

4.8. On the approval of specific requirements for ensuring fire safety in forests (Resolution of October 28, 2019 No. 722).

Resolutions of the Ministry of Labour and Social Protection of the Republic of Belarus

5.1. On the approval of Sector-specific standards for free provision of personal protective equipment to workers of forest harvesting and forestry organizations, woodworking facilities (Resolution of November 11, 2002 No. 140).

5.2. On the approval of Sector-specific standards for free provision of personal protective equipment to workers of the general trades and positions for all economy sectors (Resolution of September 22, 2006 No. 110).

5.3. Instruction on the procedure for training, internship, instruction and testing of knowledge of employees on occupational safety (Resolution of November 28, 2008 No. 175).

5.4. Instruction on the procedure for providing employees with personal protective equipment (Resolution of December 30, 2008 No. 209).

5.5. Intersectoral rules on labour protection in forest sector, woodworking industry and forestry (Resolution of December 30, 2008 No. 211/39).

Resolutions of the Ministry of Forestry of the Republic of Belarus

6.1. Regulations on the information system of the forest state cadastre (Resolution of November 10, 2016 No. 36).

6.2. Rules for determining and approving of allowable cut for final felling in forests of the Republic of Belarus (Resolution of December 16, 2016 No. 64).

6.3. Rules of forest felling in the Republic of Belarus (Resolution of December 19, 2016 No. 68).

6.4. Rules of fire safety in forests of the Republic of Belarus (Resolution of December 19, 2016 No. 70).

6.5. Sanitary rules in forests of the Republic of Belarus (Resolution of December 19, 2016 No. 79).

6.6. Rules for allocation and assessment of logging sites in the Republic of Belarus (Resolution of December 26, 2016 No. 84).

6.7. Rules for forestry activities on the territories exposed to radioactive contamination as a result of the Chernobyl disaster (Resolution of December 8, 2017 No. 22).

6.8. Regulations on the procedure of forest regeneration and afforestation (Resolution of December 19, 2016 No. 80).

6.9. Rules for harvesting of resin (Resolution of October 30, 2018 No. 38).

6.10. Instruction on the procedure for inspection of felling sites and forest fund plots provided for harvesting of resin (Resolution of December 19, 2016 No. 66).

6.11. Instruction on the procedure of delineation on the ground of forest fund plots provided for forest use (Resolution of December 19, 2016 No. 77).

Draft

6.12. Instruction on the procedure for transferring of forest fund plots to legal entities carrying out forestry activities upon termination of the forest use right (Resolution of December 19, 2016 No. 77).

6.13. Instruction on the requirements for planting material growing of forest plants (Resolution of December 19, 2016 No. 76).

6.14. Instruction on the transportation procedure of harvested timber in case when counting of trees at the felling site to determine the timber volume to be harvested has not been carried out when transferring the felling site to the forest user (Resolution of January 10, 2017 No. 3).

Annex B. List of tree and shrubs species for use in forest regeneration consistent with indicator 10.2.1

English name	Latin name
Trees	
Bay willow	<i>Salix pentandra</i> L.
Black poplar	<i>Populus nigra</i> L.
Common alder (black alder)	<i>Alnus glutinosa</i> (L.) Gaertn.
Common ash	<i>Fraxinus excelsior</i> L.
Common aspen	<i>Populus tremula</i> L.
Common hornbeam	<i>Carpinus betulus</i> L.
Common oak	<i>Quercus robur</i> L.
Dark-barked birch	<i>Betula obscura</i> Kotula.
Downy birch (hairy birch)	<i>Betula pubescens</i> Ehrh.
European crab apple	<i>Malus sylvestris</i> (L.) Mill.
European larch	<i>Larix decidua</i> Mill.
European silver fir	<i>Abies alba</i> Mill.
European spruce	<i>Picea abies</i> (L.) H.Karst.
European white elm	<i>Ulmus laevis</i> Pall.
European wild pear	<i>Pyrus pyraster</i> Burgsd.
Field elm	<i>Ulmus minor</i> Mill.
Goat willow	<i>Salix caprea</i> L.
Grey alder	<i>Alnus incana</i> (L.) Moench.
Norway maple	<i>Acer platanoides</i> L.
Rowan	<i>Sorbus aucuparia</i> L.
Scots pine	<i>Pinus sylvestris</i> L.
Sharp-leaf willow	<i>Salix acutifolia</i> Willd.
Sessile oak (Cornish oak)	<i>Quercus petraea</i> (Matt.) Liebl.
Silver birch (warted birch, European white birch), including 'Carelica' or "curly birch"	<i>Betula pendula</i> Roth.
Small-leaved lime	<i>Tilia cordata</i> Mill.
White willow	<i>Salix alba</i> L.
Wych elm (Scotch elm)	<i>Ulmus glabra</i> Huds.
Shrubs	
Almond willow	<i>Salix triandra</i> L.
Basket willow	<i>Salix viminalis</i> L.
Bird cherry**	<i>Padus avium</i> Mill. (<i>Prunus padus</i> L.)
Black broom	<i>Lembotropis nigricans</i> (L.) Griseb.
Black currant	<i>Ribes nigrum</i> L.
Bloody dogwood	<i>Swida sanguinea</i> (L.) Opiz
Bog bilberry	<i>Vaccinium uliginosum</i> L.
Breaking buckthorn	<i>Frangula alnus</i> (Mill.) Gray.
Cinnamon rose	<i>Rosa majalis</i> Herrm.
Common buckthorn	<i>Rhamnus cathartica</i> L.
Common hazel	<i>Corylus avellana</i> (L.) H.Karst.
Common heather	<i>Calluna vulgaris</i> (L.) Hull.
Common juniper	<i>Juniperus communis</i> L.
Common willow	<i>Salix cinerea</i> L.
Dog rose	<i>Rosa canina</i> L.
Downy currant (Nordic currant)	<i>Ribes spicatum</i> E. Robson
Downy willow	<i>Salix lapponum</i> L.

English name	Latin name
Dwarf birch	<i>Betula nana</i> L.
Dyer's greenweed	<i>Genista tinctoria</i> L.
February daphne	<i>Daphne mezereum</i> L.
Fly honeysuckle (dwarf honeysuckle or fly woodbine)	<i>Lonicera xylosteum</i> L.
Garland flower	<i>Daphne cneorum</i> L.
German greenweed	<i>Genista germanica</i> L.
Guelder-rose	<i>Viburnum opulus</i> L.
Eared willow	<i>Salix aurita</i> L.
European spindle	<i>Euonymus europaeus</i> L.
Eastern dwarf broom	<i>Chamaecytisus ratisbonensis</i> (Schaeff.) Rothm.
Leatherleaf	<i>Chamaedaphne calyculata</i> (L.) Moench.
Myrsine-leaved willow	<i>Salix myrsinifolia</i> Salisb.
Pale willow	<i>Salix starkeana</i> Willd.
Purple willow	<i>Salix purpurea</i> L.
Rosemary leaved willow	<i>Salix rosmarinifolia</i> L.
Russian broom	<i>Chamaecytisus ruthenicus</i> (Fisch. ex Woloszcz.) Klásk.
Shrub birch	<i>Betula humilis</i> Schrank.
Swamp willow	<i>Salix myrtilloides</i> L.
Vinogradov willow	<i>Salix vinogradovii</i> A.K. Skvortsov.
Warty spindle	<i>Euonymus verrucosus</i> Scop.
Wild rosemary	<i>Ledum palustre</i> L.
Yellow azalea	<i>Rhododendron luteum</i> Sweet.

** occurs in the form of trees and shrubs depending on the origin and growing conditions

Annex C. Elements of the *Management Plan** and *Management Plan** Summary

Elements of the *Management Plan**.

1. Results of forest management and inspection of forest:
 - 1.1. Forest management project of the *Organization**.
 - 1.2. Cartographic material of the forest fund.
 - 1.3. Distribution of the forest fund by forest categories.
 - 1.4. Distribution of forest stands by age groups.
 - 1.5. Sheets of projected forestry activities.
 - 1.7. *High Conservation Values**.
 - 1.8. *Rare** and *threatened** plant and animal species.
 - 1.9. Zoning of the forest fund according to the density of caesium-137 soil contamination.
2. Business plan of the *Organization**.
 - 2.1. Policy and management objectives.
 - 2.2. Measures to conserve the *biodiversity** of forests undertaken by the *Organization** during its activities.
 - 2.3. Timber harvesting plan.
3. Collective bargaining agreement of the *Organization**.
4. The volume of allowable cut.
5. Planned expenditures and revenues from forestry activities.

Elements of the *Management Plan** Summary.

1. General information about the *Organization**.
2. Policy and management objectives.
3. General information about *High Conservation Values** and planned activities.
4. Planned activities, including construction of forest roads.
5. Measures to conserve the *biodiversity** of forests undertaken by the *Organization** during its activities.
6. Schemes of boundaries of the *Organization**, distribution of *High Conservation Values**, zoning of the territories according to the density of caesium-137 soil contamination.

Annex D. Structure of the *Management Plan**

Parts of the <i>Management Plan</i> *	Elements of the <i>Management Plan</i> *	Periodicity of revision of elements of the <i>Management Plan</i> *	FSC Principle or criterion
1. Results of forest management and inspection of forest:	Forest management project of the <i>Organization</i> *	At least once every 10 years	<i>Principle</i> * 6
	Distribution of the forest fund by forest categories	At least once every 10 years	<i>Principle</i> * 6, <i>Principle</i> * 9
	Distribution of forest stands by age groups	At least once every 10 years	<i>Principle</i> * 6
	Sheets of projected forestry activities	At least once every 10 years	<i>Principle</i> * 6, <i>Criterion</i> * 10.10
	<i>High Conservation Values</i> *	At least once every 10 years or according to the protection documents	<i>Principle</i> * 4, <i>Principle</i> * 9
	<i>Rare</i> * and <i>threatened</i> * plant and animal species	At least once every 5 years or according to the protection documents	<i>Principle</i> * 6
	Zoning of the forest fund according to the density of caesium-137 soil contamination	At least once every 10 years	<i>Principle</i> * 2
2. Business plan of the <i>Organization</i> *	Timber harvesting plan.	Annually or as necessary	<i>Criterion</i> * 5.2
	Other parts of the business plan	As necessary	
3. Collective bargaining agreement of the <i>Organization</i> *		At least once every 3 years	<i>Principle</i> * 2
4. The volume of allowable cut		At least once every 10 years	<i>Criterion</i> * 5.2
5. Planned expenditures and revenues from forestry activities		As necessary	<i>Criterion</i> * 5.5

Annex E. Monitoring requirements

Table E1.

Elements of the monitoring	Principle or criterion	Periodicity of the monitoring
I. Impact on the environment		
Results of forest regeneration and afforestation	10.1	According to the national regulations for forest regeneration and afforestation
Use of ecologically well adapted species for forest regeneration	10.2	According to the national regulations for forest regeneration and afforestation
Use of <i>alien species</i> * for forest regeneration and afforestation	10.3	According to the national regulations for forest regeneration and afforestation
Use of genetically modified organisms	10.4	According to the requirements established for monitoring the results of forest regeneration and afforestation
Inspection of the forest cutting sites	10.5, 10.11	According to the requirements of the Forest Code of the Republic of Belarus
Negative impact of fertilizer use on <i>environmental values</i> *	10.6	Within a year after application
Negative impact of pesticide use on <i>environmental values</i> *	10.7	Within a year after application
Negative impact of biological control agents use on <i>environmental value</i> *	10.8	Within a year after application
Damage as a result of natural hazards	10.9	According to the national regulations for forest pathological control
Impact of forest road construction on <i>rare</i> * and <i>threatened</i> * species, <i>habitats</i> *, <i>ecosystems</i> * and <i>landscape values</i> *.	10.10	Annually within 3 years from the commissioning of the road at a distance of up to 50 m from the axis of the road in each direction. To evaluate: 1) status of <i>rare</i> * and <i>threatened</i> * species (if available); rare <i>habitats</i> * (if available); 2) sanitary condition of forest.
Environmentally acceptable waste management	10.12	According to the national regulations in the field of waste management.
II. Influence on society		
Evidence of illegal or unauthorized activity	1.4	At intervals determined by national, local regulations in the field of control of forest beats state
Compliance with national laws	1.5	According to the results of monitoring of the <i>Organization</i> * by the authorized bodies, internal monitoring activities of the <i>Organization</i> *, to the results of audits.
Work with appeals of individuals	1.6, 4.2, 4.4, 4.5, 4.6	According to the regulations for the work with appeals of individual
The work of the commission on labour disputes	2.6	According to the Labour Code of the Republic of Belarus
Activities of the <i>Organization</i> * affecting the rights of <i>workers</i> *	2.1	When hiring (2.1.1) and firing (2.1.2) a <i>worker</i> *; in accordance with a decision of the <i>Organization</i> *. The number of hired and the number fired workers for the period - annually
Activities related to occupational diseases and safety.	2.3	Annually
Payment of wages	2.4	Monthly
Training of <i>workers</i> *	2.5.	Annually
Use of allowable cut	5.2	Annually
Volume of harvesting of non-timber forest products* in comparison with the projected one	5.2	Annually
Long-term economic viability	5.5	Annually

Elements of the monitoring	Principle or criterion	Periodicity of the monitoring
<i>High Conservation Values</i> * of the categories Natural monuments of national and local level; Objects of historical and cultural heritage of the Republic of Belarus; Monuments of history and archaeology; Objects of commemoration of war victims, cemeteries, defined in criterion 9.1	9.1	Monitoring of preservation and condition at least every 5 years or at intervals specified in protection documents (if applicable).
<i>High Conservation Values</i> * of the category Recreational forests, defined in criterion 9.1	9.1	Monitoring of the total area - once every 10 years.
Radioactive contamination of the territory	4.1, 7.4	According to the regulations on radiation safety
Radioactive contamination of forest products		According to the regulations on radiation safety
III. Changes in the environment		
Analysis of management activity	6.1, 6.3	At least once every 10 years
<i>Rare</i> * and <i>threatened</i> * species and carrying out of effective measures to protect them and their habitats	6.4	At least once every 5 years or at intervals specified in protection documents
<i>Representative sample areas</i> *	6.5	Monitoring of the area of <i>Representative sample areas</i> * - at least once every 5 years. Monitoring of the area of clearcuts - annually
Habitat state and management (logging area inspection, results of forest regeneration)	6.6.1, 6.6.3	Forest cutting sites inspection – according to the requirements of the Forest Code of the Republic of Belarus. Results of forest regeneration - according to the requirements of national regulations on forest regeneration
Implementation of measures to conserve and / or restore the earlier state of water protection functions of forests	6.7	Forest cutting sites inspection – according to the requirements of the Forest Code of the Republic of Belarus. Results of forest regeneration - according to the requirements of national regulations on forest regeneration In other cases - at least once every 10 years
Analysis of the conversion of forest land to plantations, for the purpose of timber harvesting and which do not meet the requirements for the preservation and / or restoration of landscape values	6.9	Annually
<i>High Conservation Values</i> * of categories Strict reserves; National Parks; Reserves of the national and local level; Rare and typical natural habitats and landscapes, Protection forests, defined in criterion 9.1	9.1	Monitoring of the area and timber harvesting / selling volume of the final cuts, clear sanitary cuts - annually.
<i>High Conservation Values</i> * of categories Rare and typical natural habitats and landscapes defined in criterion 9.1	9.1	The state of the habitat at least once every 5 years or at intervals specified in protection documents.

Obligatory elements of the summary of monitoring results

1. The results of forest regeneration and afforestation - general indicators; trees and shrubs species used for forest regeneration.
2. Damage as a result of natural hazards and anthropogenic (not related to forest use) factors - general indicators of damage to the forest fund from windfalls (windbreaks), fires, drying and others, if detected; the total area, volume of timber harvesting / on stump selling from clear sanitary cuts are noted.
3. Impact of forest road construction on *rare** and *threatened** species, *habitats**, *ecosystems** and *landscape values** according to the criteria in Table E1.
4. The number of hired and the number fired workers for the period.
5. *High Conservation Values**
 - total area, volume of timber harvesting / on stump selling from clear cuts of the final cuts, clear sanitary cuts taking into account requirements of the Annex F o the territory of the following *HCV**: Strict reserves, National Parks, Reserves of the national and local level, Natural monuments of national and local level; Rare and typical natural habitats and landscapes, Protection Forests.
 - total area of *HCVs** in the category Recreational forests;
 - for *HCV** categories Strict reserves, National parks, Reserves of the national and local level, Natural monuments of the national and local level the information is shown for each separate object of the category;
 - for *HCV** category Rare and typical natural habitats and landscapes, Protection forests, Recreational forests total numbers may be indicated in the summary.
7. Use of allowable forest final cut.
8. Volume of harvesting of non-timber forest products* in comparison with the projected one.
9. Changes in the number of habitats of *rare** and *threatened** species identified and transferred to protection of habitats; the name of the newly identified species and the protection measures taken.
10. The area of *Representative sample areas**

Annex F. National Concept of *High Conservation Values**

1. Classification of *High Conservation Values**

In accordance with the requirements of the FSC *Principles** and *criteria** *High Conservation Values** (HCV) are divided into six categories:

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**.

Belarusian national laws include a detailed concept of areas subject to protection from the nature conservation and historical and cultural points of view. It is set out in the main legislative acts: The Law on Flora, the Law on Specially Protected Natural Areas, the Code of Culture, the Water Code, the Forest Code and relevant technical regulations. The national concept completely overlaps the international HCV* categories with the exception of HCV 5, which is not applicable to Belarus.

HCV 5 is not applicable because there are no indigenous peoples* in Belarus, as well as local communities* for whom forest plots and resources are fundamental to meeting basic needs.

For the purposes of the standard, the national concept of protected and protection areas has been adopted as the concept of HCV*. The correspondence of HCV* to national categories used for the purposes of this standard is shown below (left part of the table).

Table F1 - Correspondence of HCV* to national categories

HCV* category for standard purposes	HCV* category in FSC <i>Principles</i> * and <i>criteria</i> *
Objects of national importance	
Strict reserves	HCV 1, 2, 3, 4, 6
National parks	HCV 1, 4, 6
Reserves of the national importance	HCV 1, 2 (large unfragmented reserves), 4
Reserves of the local importance	HCV 1, 4
Natural monuments of national and local importance	HCV 6
Corridors of the ecological network of the Republic of Belarus	HCV 4
Rare and typical natural habitats and landscapes	HCV 3
Protection forests	HCV 4

<i>HCV*</i> category for standard purposes	<i>HCV*</i> category in FSC <i>Principles*</i> and <i>criteria*</i>
Recreational forests	HCV 6
Objects of historical and cultural heritage of the Republic of Belarus	HCV 6
Monuments of history and archaeology	HCV 6
Objects of commemoration of war victims, cemeteries.	HCV 6
Objects of international importance	
Wetlands (Ramsar sites)	HCV 1
UNESCO Biosphere Reserves	HCV 1
UNESCO World Natural Heritage Sites	HCV 1
UNESCO World Heritage Sites	HCV 6
Emerald Network objects	HCV 1, 3

2. Indication of areas with *High Conservation Values**

The attribution of areas to strict reserves, national parks, Reserves of national importance, Reserves of local importance, natural monuments of national and local importance is carried out in accordance with the requirements of national laws indicated in [2.4].

The attribution of areas to corridors of the ecological network of the Republic of Belarus is carried out in accordance with the requirements of national laws indicated in [2.2, 3.1].

The attribution of areas to rare and typical natural habitats and landscapes is carried out in accordance with the requirements of national laws indicated in [2.2].

The attribution of areas to protection forests is carried out in accordance with the requirements of national laws indicated in [1.7].

The attribution of areas to objects of historical and cultural heritage of the Republic of Belarus, monuments of history and archaeology is carried out in accordance with the requirements of national laws indicated in [1.8].

The attribution of areas to objects of commemoration of war victims, cemeteries is carried out in accordance with the requirements of national laws indicated in [2.15, 3.2, 4.7].

The attribution of areas to *HCV** categories to wetlands (Ramsar sites), UNESCO Biosphere Reserves, UNESCO World Natural Heritage Sites, UNESCO World Heritage Sites, Emerald Network objects is carried out in accordance with the criteria of national laws indicated in [2.4, Article 33]. In case of ambiguity in classifying areas as an object of international importance, its attribution to such an object is determined by the *Organization** on the basis of the conclusion of the Ministry of Natural Resources and Environmental Protection of the Republic of Belarus or its territorial body or other state body in accordance with law [2.4, Article 33].

3. Drawing up of maps schemes of *High Conservation Values**

For the purposes of indicator 9.1.1, the map scheme shall contain the *HCV** categories in accordance with the first column of Table F1.

Due to the specifics of national laws and the classification of *HCV** adopted in the standard, the boundaries of *HCV** objects of national and international importance may not match. In case of ambiguity in determining the boundary of *HCV** of international significance, it is determined by the *Organization** on the basis of the conclusion of the Ministry of Natural Resources and Environmental Protection of the Republic of Belarus or its territorial body or other state body in accordance with law [2.4].

It is allowed to mark on a separate map scheme or maps schemes the boundaries of *HCV** objects of international significance separately from other *HCV** objects or in combination with them or as their part.

4. *High Conservation Values Management Strategy**

The *HCV** Management Strategy refers to a set of documents in accordance with the requirements of national laws, as well as other documents that the *Organization** considers appropriate to take into account when planning activities proportionate to the scale, intensity and risk.

The *Organization** carries out monitoring and adaptive management of the *High Conservation Values**

5. Identification of new *High Conservation Values**

For the purposes of implementing indicator 9.3.3 of the standard, the draft documents specified in verifier a) and transmitted to the *Organization** include: decisions on the reservation of the area to be declared a specially protected natural area (SPNA), including scientific and feasibility study (SFS); submissions on the declaration of SPNA, including SFS, agreed with land users; submissions of the authorized state body on transfer under protection of land plots of typical or rare natural landscape objects, typical or rare habitats, agreed with the National Academy of Sciences of Belarus (if required) with draft decisions of the local executive and administrative body on their transfer under protection; draft documents developed in accordance with the requirements of national laws defined in [2.4; 4.3].

Annex G. List of invasive tree and shrub species, prohibited for use in forest regeneration and afforestation**

English name	Latin name
Trees	
Ash-leaved maple (box elder)	<i>Acer negundo</i> L.
Black cherry	<i>Padus serotina</i> (Ehrh.) Borkh.
Black locust	<i>Robinia pseudoacacia</i> L.
Northern red oak	<i>Quercus rubra</i> L.
White poplar	<i>Populus alba</i> L.S.L. (Incl. <i>P. x canadensis</i> Schmith)
Shrubs	
Black elder	<i>Sambucus nigra</i> L.
Common broom	<i>Sarothamnus scoparius</i> (L.) Koch
False spiraea	<i>Sorbaria sorbifolia</i> (L.) A. Braun
Low juneberry	<i>Amelanchier spicata</i> (Lam.) K. Koch
Michurin black chokeberry	<i>Sorbaronia mitschurinii</i> (A.K. Skvortsov et Maitul.) Sennikov
Red elderberry	<i>Sambucus racemosa</i> L.
Sea-buckthorn	<i>Hippophae rhamnoides</i> L.
White dogwood	<i>Swida alba</i> (L.) Opiz

** at the time of approval of the standard

*** occurs in the form of trees and shrubs depending on the origin and growing conditions