



NEPCon Interim Standard for Assessing Forest Management in Slovakia

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Contact person: Mateo Cariño Fraisse

Contact email: mcf@nepcon.net

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1. Introduction

A key purpose of NEPCon is to recognise good forest managers through credible independent certification of forestry practices. NEPCon is an FSC® Certification Body accredited by Accreditation Services International (ASI).

The purpose of these standards are to provide forest managers, landowners, forest industry, scientists, environmentalists and the general public with information on the aspects of forest management operations that NEPCon evaluates to make certification decisions in the Forest Stewardship Council® (FSC) certification system.

The NEPCon Generic Standards for Assessing Forest Management are the default starting point for the development of region-specific NEPCon Interim Standards that shall be developed in all locations where there are no existing approved FSC standards. The principles, criteria and indicators¹ in this document are applicable for assessing all forest management enterprises (FMEs) with wood production as a major (though not exclusive) objective. These standards are global in application, for all forest types.

This Standard will be reviewed annually and revised if needed to ensure continued conformance with all approved FSC policies, standards, directives, guidelines and advice notes that apply to the interpretation of the FSC Principles and Criteria.

2. Background

Forests can be managed for many different objectives and products. Such management can occur in natural forests or plantations, for timber or non-timber forest products, include mechanised or manual harvesting, and managed by a large industrial operation or a local community or landowner cooperative. Many combinations are possible. A critical question has been - how to evaluate the wide range of ecological, socioeconomic and silvicultural impacts of forest management activities in a clear and consistent fashion, based on a combination of scientific research and practical experience?

3. Public Comment

The certification process has both public and private aspects. Certification assessments are not public documents unless specifically required by law (e.g. for some public forests) or approved for public distribution by the certified operation. However, three public documents are available for each and every certified FME:

1. A public stakeholder consultation document that announces each certification assessment 45 days prior to field work;
2. The certification standard used; and,
3. A public certification summary including the results of each separate forest certification.

The stakeholder consultation document is typically distributed by hand delivery, fax, mail, or email and is also posted at the NEPCon website www.nepcon.net. The specific NEPCon standard used for each assessment is also publicly available before and during the assessment and is a part of the public record for every forest certification. The public certification report summary is produced as a final step of the certification process and is available only after an operation

¹ It is NEPCon philosophy to keep the certification process as straightforward and simple as possible, without sacrificing technical quality, in order to foster the value of certification as an educational, policy, and training tool. In practice this means writing as clearly as possible and keeping scientific terms to a minimum.

has been approved for certification. For copies of any public stakeholder consultation document or NEPCon interim Forest Management standard, visit www.nepcon.net. For public certification summaries, visit the FSC database <http://info.fsc.org/>, or contact NEPCon's certification headquarters (NEPCon | Filosoofi 31 | 50108 Tartu, Estonia, email estonia@nepcon.net, phone +372 7 380 723). We strongly encourage you to give us your input, either positive or negative, on our candidate or certified operations, certification standards, or certification procedures.

Note on the use of this standard: All aspects of this standard are considered to be normative, including the scope, standard effective date, references, terms and definitions, tables and annexes, unless otherwise stated.

4. Regional Standards

FSC working groups around the world are developing country- or region-specific forest certification standards. NEPCon fully supports, encourages and participates wherever possible in such processes. Our experience is that the regional standard setting process is vital. Regional standard setting is an excellent way of engaging the public in important, broad ranging discussions on the future of forests and human communities. In other words, the regional standards setting process should not be seen just as a technical standards setting process, but also as a process of outreach on the topic of sustainable forest management.

As part of the FSC process, regional standards are developed by a regional working group, field-tested, revised and approved by the regional working group, and then submitted to the FSC's international headquarters for approval. The final product, if approved, is an "FSC endorsed standard". Once accredited, all FSC-approved certifiers (like NEPCon) must use the endorsed regional standard as the fundamental starting point for FSC certification in that country/region. Certifiers may choose to be more rigorous than the regional standard, but they cannot be less rigorous.

In all countries or regions not covered by an FSC accredited forest stewardship standard, NEPCon will develop a locally adapted or interim standard for use in evaluating forest management operations in that designated geographic area. The adapted standard is developed from the NEPCon generic standard with modification to certification indicators to take into account the national context (e.g. legal requirements, environmental, social and economic perspectives). This draft will be translated to the official language of the country in which the FME to be evaluated is located and is submitted for consultation at least 45 days prior to the start of fieldwork for a full assessment. Distribution to key stakeholders occurs via the Internet (email and posted on the NEPCon website), mailings and face to face meetings.

Operations certified under a previous FSC or NEPCon standard have a minimum of one year to meet any newly endorsed FSC regional standard.

NEPCon have also used other sources as basis for and inspiration for developing the indicators and verifiers of the Interim Standard. Among the documents that have been reviewed and considered in developing this Interim Standard are:

- FSC-STD-01-001 (version 4-0) FSC Principles and Criteria for Forest Stewardship
- FSC-STD-20-002 (version 3-0) Structure, content and local adaptation of certification body generic Forest Stewardship Standards.
- FSC-POL-30-401 FSC certification and ILO conventions.
- FSC-STD-01-003 SLIMF Eligibility Criteria
- NEPCon Generic Standards for Assessing Forest Management"
- NEPCon Global Non Timber Forest Product Certification Addendum
- Draft National FSC Standard for the Slovakia (draft 4, 2007) - <http://www.broz.sk/standard-fsc-pre-sr>

5. Structure of the NEPCon Standards

The NEPCon generic standards are based directly on the global FSC Principles and Criteria for Forest Stewardship (FSC-STD-01-001). They include specific generic indicators for each criterion to create a global NEPCon standard.

These indicators are the starting point from which region-specific “NEPCon Interim Standards” are developed for use in the forest by auditors who evaluate the sustainability of forest management practices and impacts of candidate FMEs.

The standards are divided into the following ten principles:

- 1 Compliance with Laws and FSC Principles
- 2 Tenure and Use Rights & Responsibilities
- 3 Indigenous Peoples’ Rights
- 4 Community Relations and Workers’ Rights
- 5 Benefits from the Forest
- 6 Environmental Impact
- 7 Management Plan
- 8 Monitoring and Assessment
- 9 Maintenance of High Conservation Value Forests
- 10 Plantations.

In the standard, each FSC principle and its associated criteria is stated, along with the NEPCon generic indicators. All criteria in all principles must be evaluated in every assessment; unless certain principles are deemed not applicable by NEPCon auditors (e.g. Principle 10 will not be applicable if there are no plantations).

6. Indicators for Small and Large FMEs

As required under FSC policy, NEPCon has developed indicators for certain criteria² that are specific to certain sizes of operations. Clear quantitative definitions for small versus large FMEs are included in regionalised NEPCon Interim Standards. Where these NEPCon regional thresholds are not established, large FME should be considered those larger than 50,000 ha. Small FME definition is determined by FSC regional thresholds set for Small and Low Intensity Managed Forests (SLIMF) which have been set either globally by FSC (100 ha) or by FSC National Initiatives.

This standard may be applied within all forests and forest types located in Slovakia.

² Criteria 6.1, 6.2, 6.4, 7.1, 7.2, 7.3, 7.4, 8.1, 8.2, 8.3, 8.4, 8.5, 9.1, 10.5 and 10.8.

Some indicators are only applicable for either small and/or low intensity managed forests (SLIMF), medium size or large forest management operations/enterprises (FME) or a combination of them. For the purpose of this standard the thresholds for SLIMF, medium and large FMEs is following:

- SLIMF FMEs: a) FMEs managing forest area below 500 ha or;
- b) FMEs where the rate of harvest is less than 20% of mean annual increment and total annual harvest is less than 5000 cbm;
- Medium size FMEs: FMEs managing forest area of 500 to 10 000 hectares;
- Large size FMEs: FMEs managing forest area over 10 000 hectares.

7. Contents

A Scope

This standard shall be the basis for FSC forest management certification of forest management enterprises in Slovakia.

B Standard effective date

This standard shall be effective from 19th December 2014

C References

FSC-STD-01-001 v. 4.0 FSC Principles and Criteria for Forest Stewardship

FSC-STD-01-002 (v1-0) FSC Glossary of Terms

D Terms and definitions

See annex A for glossary.

Acronyms:

FME: Forest Management Enterprise

FSC: Forest Stewardship Council

HCVF: High Conservation Value Forests

SLIMF: Small and Low Intensity Managed Forests

NEPCon Interim Standard for Assessing Forest Management in Slovakia

PRINCIPLE 1. COMPLIANCE WITH LAWS AND FSC PRINCIPLES	
Forest management shall respect all applicable laws of the country in which they occur, and international treaties and agreements to which the country is a signatory, and comply with all FSC Principles and Criteria.	
Criteria	Indicators
1.1. Forest management shall respect all national and local laws and administrative requirements.	1.1.1. The staff shall be aware of relevant requirements of legislation and their responsibilities. 1.1.2. <u>Large FME-s</u> : copies of relevant legislation shall be available in head office and for the staff 1.1.3. Discovered non compliances with legislation shall be recorded in written 1.1.4. In case non-compliance is identified, corrective actions shall be implemented. 1.1.5. FME shall meet all national, state/provincial and local environmental, labor and forestry laws.
1.2. All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.	1.2.1. FME shall be aware of applicable fees, royalties and taxes 1.2.2. Evidence shall exist of on-time payment of any applicable financial charges 1.2.3. <u>Large FME-s</u> : In case of discrepancies, FMO shall maintain a full documentation related to the discrepancies and solving them.
1.3. In signatory countries, the provisions of all binding international agreements such as CITES, ILO Conventions, ITTA, and Convention on Biological Diversity, shall be respected.	1.3.1. <u>Large FME-s</u> : FMO shall be aware of and respect applicable international conventions 1.3.2. No workers under the age of 15 shall be employed in the forest unless for training or educational purposes. 1.3.3. No workers are under the age of 18 shall be employed for operations when it is likely to jeopardize health, and safety. Note: Applicable international conventions are covered within Slovakian legislation as well as other parts of the standards.
1.4. Conflicts between laws, regulations and the FSC Principles and Criteria shall be evaluated for the purposes of certification, on a case by case basis, by the certifiers and the involved or affected parties.	1.4.1. Perceived conflicts between laws and present standard shall be identified and recorded by the FME. 1.4.2. Any conflicts identified shall be resolved by working in conjunction with appropriate regulatory bodies and other parties (including FSC national representatives).

<p>1.5. Forest management areas should be protected from illegal harvesting, settlement and other unauthorized activities.</p>	<p>1.5.1. <u>Large FME-s</u>: FME should have a monitoring system including documented periodic inspections.</p> <p>1.5.2. Poaching and illegal timber extraction shall be controlled or decreasing.</p> <p>1.5.3. The forest manager shall use all reasonable legal measures to prevent illegal usage of the forest area or resource.</p> <p>1.5.4. FME shall inform appropriate authorities (e.g. environmental inspection and police) about all discovered illegal activities in written.</p>
<p>1.6. Forest managers shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria.</p>	<p>1.6.1. FME shall clearly demonstrate long-term support for the FSC P&C.</p> <p>1.6.2. <u>Large FME-s</u>: FME shall have a publicly available policy or statement committing the organization to adhere to the FSC requirements within the certified forest area.</p> <p>1.6.3. FME and its employees shall be aware of applicable FSC standard requirements relevant for their work area.</p> <p>1.6.4. FME shall not implement activities that blatantly conflict with the FSC P&C on forest areas outside of the forest area under assessment.</p> <p>1.6.5. FME shall disclose information on all forest areas over which the FME has some degree of management responsibility to demonstrate compliance with current FSC policies on partial certification and on excision of areas from the scope of certification.</p>

PRINCIPLE 2. TENURE AND USE RIGHTS AND RESPONSIBILITIES

Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.

Criteria	Indicators
<p>2.1. Clear evidence of long-term forest use rights to the land (e.g. land title, customary rights, or lease agreements) shall be demonstrated.</p>	<p>2.1.1. Property borders should be marked or otherwise clearly delineated (e.g. follow natural boundaries).</p> <p>2.1.2. FME shall possess legal documents proving its legal rights of ownership or long term rights to manage the forest area.</p>
<p>2.2. Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.</p>	<p>2.2.1. <u>Large FME-s:</u> FME shall respect the customary, legal or traditional use rights of local communities to use the forest resources.</p> <p>2.2.2. <u>Large and medium FME-s:</u> should ensure that local communities have controlled access to buy firewood for own consumption at a price not higher than average market price.</p> <p>2.2.3. FME should inform neighboring landowners about planned forest management operations before field works are initiated.</p> <p>2.2.4. FME shall ensure that local communities have access to the forest for collection of Non-Timber Forest Products (NTFP) such as berries and mushrooms for own consumption</p> <p>2.2.5. FME shall not make restrictions for local communities in relation to legal or customary rights, unless these restrictions are agreed with local communities.</p>
<p>2.3. Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an operation from being certified</p>	<p>2.3.1. FME shall not be involved in outstanding disputes of substantial magnitude in relation to the certified forest area, involving a significant number of interest groups.</p> <p>2.3.2. FME shall use mechanisms for resolving disputes over tenure claims and use rights that respectfully involve and consider the disputants in process.</p> <p>2.3.3. Records shall be maintained of disputes over tenure and use rights.</p> <p>2.3.4. FME shall demonstrate significant progress achieved to resolve major disputes.</p>

PRINCIPLE 3. INDIGENOUS PEOPLES' RIGHTS

Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.

Criteria	Indicators
3.1. Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.	Criteria considered not applicable since Slovak are native people in their homeland.
3.2. Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.	Criteria considered not applicable since Slovak are native people in their homeland.
3.3. Sites of special cultural, ecological, economic or religious significance to indigenous peoples shall be clearly identified in cooperation with such peoples, and recognized and protected by forest managers.	Criteria considered not applicable since Slovak are native people in their homeland.
3.4. Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.	Criteria considered not applicable since Slovak are native people in their homeland.

PRINCIPLE 4. COMMUNITY RELATIONS AND WORKERS' RIGHTS

Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.

Criteria	Indicators
<p>4.1. The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.</p>	<p>4.1.1. <u>Large FME-s:</u> FME shall have written employment procedures indicating preference of local employees and justifying cases when non-local people are hired (e.g. required qualification, internal promotion mechanisms)</p> <p>4.1.2. Evidence of efforts made for providing or stable employment of all staff should exist.</p> <p>4.1.3. No evidence of discrimination in labor practices, including hiring, advancement, dismissal, remuneration and employment-benefits shall exist.</p> <p>4.1.4. Wages or income of contractors should be at least as high as those in comparable occupations in the same region and shall not be lower than the established minimum wage.</p>
<p>4.2. Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.</p>	<p>4.2.1. Employees, including contractors, shall be aware of and shall implement safe working practices.</p> <p>4.2.2. Appropriate health and safety equipment including helmet, high visibility vest/jacket, safety boots and safety trousers shall be used in the field and first aid kit shall be</p>

	<p>available onsite for chain saw operators, harvesting companies and contractors.</p> <p>4.2.3. Any person entering an ongoing logging site shall wear a helmet and high visibility vest.</p> <p>4.2.4. Staff climbing trees should be appropriately trained in safety procedures and tree climbing, and shall use appropriate safety equipment.</p> <p>4.2.5. Workers involved in dangerous work such as storm damage removal, logging of large trees and tree climbing shall never works alone.</p> <p>4.2.6. Workers shall be instructed about procedures in case of emergency situation such as accident, fire or oil spill.</p> <p>4.2.7. FME shall not use forest machinery without an operators cabin or substituting crash bars.</p> <p>4.2.8. FME should conduct regular checks to ensure that all safety procedures are observed in the field.</p> <p>4.2.9. Warning signs shall be posted at access roads to sites with ongoing logging operation.</p> <p>4.2.10. Workers who are staying overnight in the forest should have appropriate sleeping facilities and sufficient supply of clean water.</p> <p>4.2.11. Large FME-s: Staff should be offered vaccinations against tick-borne encephalitis.</p> <p>4.2.12. Indicators under criterion 4.2 are also applicable for workers family members in case they are present at the operational sites</p>
4.3. The rights of workers to organize and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labor Organization (ILO).	<p>4.3.1. All workers shall be able to form and join a trade union of their choice without fear of intimidation or reprisal and shall be well informed of their rights under these standards.</p> <p>4.3.2. <u>Large and medium FME-s:</u> Collective bargaining with representative trade unions shall be carried out in good faith and with best efforts to come to an agreement.</p>
4.4. Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups directly affected by management operations.	<p>4.4.1. <u>Large FME-s:</u> FME shall have a system to enable local communities to participate in the forest management planning process and affects it's results.</p> <p>4.4.2. All interested parties shall have access to relevant information.</p> <p>4.4.3. <u>Large and medium FME-s:</u> FME shall demonstrate that input from community participation was considered and/or responded to during management planning and operations.</p> <p>4.4.4. <u>Large and medium FME-s:</u> Areas of special economic, ecological, cultural or spiritual value for local communities shall be mapped and their protection values and management regime shall be documented.</p>
4.5. Appropriate mechanisms shall be employed for resolving	4.5.1. FME shall make all reasonable efforts to avoid losses and damages affecting local peoples, and in resolving

<p>grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.</p>	<p>grievances related to legal rights, damage compensation and negative impacts.</p> <p>4.5.2. <u>Large FME-s</u>: FME shall establish and implement a documented mechanism for compensation of affected parties in case local community resources are damaged as result of forestry activities.</p> <p>4.5.3. FME shall provide effective precaution to prevent damages on local community resources.</p>
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PRINCIPLE 5. BENEFITS FROM THE FOREST

Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.

Criteria	Indicators
<p>5.1. Forest management should strive toward economic viability, while taking into account the full environmental, social, and operational costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest.</p>	<p>5.1.1 Revenue received should be sufficient to cover forest management costs, e.g. management planning, road maintenance, silvicultural treatments, long-term forest health, growth and yield monitoring, and conservation investments.</p> <p>5.1.2 FME shall generally strive towards economic viability of the forest management, unless special forest management goals do not support this (e.g. subsidized forest management exclusively for scientific purposes).</p> <p>5.1.3 Budgets shall include provision for environmental and social as well as operational costs necessary to maintain certifiable status (e.g. management planning, road maintenance, silvicultural treatments, long-term forest health, growth and yield monitoring, and conservation investments).</p> <p>5.1.4 <u>Large FME-s:</u> When evaluating the economic viability the asset value of the standing stock shall be considered.</p>
<p>5.2. Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.</p>	<p>5.2.1. The "highest and best use" for individual tree and timber species shall be sought.</p> <p>5.2.2. FME should utilize frequently occurring, lesser known or less-commonly utilized plant species for commercial and subsistence uses if appropriate.</p> <p>5.2.3. Non-timber forest products (e.g. seeds, berries, mushrooms, resin, greenery, Christmas trees and game) should be considered during forest use and processing.</p> <p>5.2.4. FME should prefer local processing of forest products when possible.</p> <p>See also 5.4</p>
<p>5.3. Forest management should minimize waste associated with harvesting and on-site processing operations and avoid damage to other forest resources.</p>	<p>5.3.1. The layout of existing and planned forest roads, bridges, and harvesting tracks shall be appropriate to the scale and intensity of management operations.</p> <p>5.3.2. Harvesting techniques shall be designed to avoid losses of merchantable volumes and damage to remaining trees.</p> <p>5.3.3. Waste generated through harvesting operations and on-site processing shall be minimized.</p>
<p>5.4. Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.</p>	<p>5.4.1. FME's sales policies and methods shall consider needs of local processing industry where possible.</p> <p>5.4.2. FME shall support increased local value added processing where possible.</p> <p>See also 5.2</p>
<p>5.5. Forest management operations shall recognize, maintain, and, where appropriate, enhance the value of forest services and resources such as watersheds</p>	<p>5.5.1. <u>Large FME-s:</u> FME shall take into consideration the impacts of forest management on the multiple services produced in the forest such as outdoor life, watersheds,</p>

<p>and fisheries.</p>	<p>NTFP (fishing, hunting, berries and mushrooms), protection of cultural and biological values in written.</p> <p>5.5.2. Negative impact by forestry activities on other services identified by assessment as described in 5.5.1 shall be minimized..</p> <p>See 4.4.4</p>
<p>5.6. The rate of harvest of forest products shall not exceed levels which can be permanently sustained</p>	<p>5.6.1. Annual allowable cut (AAC), by area or volume, shall be set based on conservative and well-documented estimates of growth and yield.</p> <p>5.6.2. FME shall ensure that the rate of harvest does not exceed sustainable levels.</p> <p>5.6.3. Actual annual harvest shall be strictly documented, including site, species, quantities, assortments, period of felling and terms and monitoring documentation.</p> <p>5.6.4. FME should document commercial harvest of NTFP such as seeds, Christmas trees, greenery and game.</p> <p>5.6.5. Commercial harvest of NTFP shall not exceed sustainable levels.</p> <p>5.6.6. Boundaries of harvesting areas shall be clearly marked or distinguishable in field</p> <p>See also 5.1.3</p>

PRINCIPLE 6. ENVIRONMENTAL IMPACT

Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.

Criteria	Indicators
<p>6.1. Assessment of environmental impacts shall be completed -- appropriate to the scale, intensity of forest management and the uniqueness of the affected resources -- and adequately integrated into management systems. Assessments shall include landscape level considerations as well as the impacts of on-site processing facilities. Environmental impacts shall be assessed prior to commencement of site-disturbing operations.</p>	<p>6.1.1. FME shall assess environmental impacts during management planning of site disturbing forest operations and designate appropriate mitigation measures in management plan.</p> <p>6.1.2. Measures to minimize negative environmental impacts of forest operations shall be followed in the field (e.g. wet soil types shall be handled with precaution to avoid soil damages, sensitive bird habitats shall not be intervened in birds nesting period etc.).</p> <p>6.1.3. <u>Large and medium FME-s</u>: FMO shall have a documented procedure for conducting documented environmental impact assessments prior to major forest management activities such as constructions of new roads or restoration of drainage systems.</p> <p>6.1.4. <u>SLIMF FME-s</u>: FME shall identify and avoid negative environmental impacts prior to and during road construction and drainage systems renovation.</p> <p>6.1.5. Environmental impacts of on-site processing facilities shall be assessed and controlled (e.g. waste, construction impacts, etc.).</p> <p>6.1.6. Large and medium FME-s: Landscape level impacts of forest management (e.g. cumulative effects of forest operations within and nearby the FMU) shall be considered.</p>
<p>6.2. Safeguards shall exist which protect rare, threatened and endangered species and their habitats (e.g., nesting and feeding areas). Conservation zones and protection areas shall be established, appropriate to the scale and intensity of forest management and the uniqueness of the affected resources. Inappropriate hunting, fishing, trapping and collecting shall be controlled.</p>	<p>6.2.1. <u>Large FME-s</u>: FME shall have written data and protection plan of threatened, rare, and endangered species or ecosystems within their forest area.</p> <p>6.2.2. <u>SLIMF and medium FME-s</u>: FME shall be aware of and conserve the officially registered protected species in the forest area.</p>

	<p>6.2.3. <i>Taxus baccata</i> shall not be harvested or damaged by logging.</p> <p>6.2.4. Conservation zones shall be demarcated on maps.</p> <p>6.2.5. Operations in the conservation zones shall be conducted so that the conservation values are not harmed or endangered in any way.</p> <p>6.2.6. Felling operations shall not be conducted in the nesting places and during the nesting period of rare, endangered or threatened species.</p> <p>6.2.7. Inappropriate hunting, fishing, trapping and NTFP collecting shall be controlled in the forest.</p> <p>6.2.8. Natural and semi-natural grasses-herbaceous (non-woody) vegetation formations (forest-free areas) on forest land are not afforested.</p>
<p>6.3. Ecological functions and values shall be maintained intact, enhanced, or restored, including:</p> <p>a) Forest regeneration and succession.</p> <p>b) Genetic, species, and ecosystem diversity.</p> <p>c) Natural cycles that affect the productivity of the forest ecosystem.</p>	<p>6.3.1. <u>Large and medium FME-s</u>: FME should try to maintain the share of native broadleaves and European fir and at the same time maintain or enhance the share of native noble hardwoods (a, b).</p> <p>6.3.2. <u>SLIMF FME-s</u>: FMO should try to maintain the share of native noble hardwoods (a, b).</p> <p>6.3.3. Natural regeneration and local provenances should be preferred. (a, b, c).</p> <p>6.3.4. Thinning and harvesting operations shall favor development of mixed stands (a, b, c).</p> <p>6.3.5. Forest areas not affected by existing drainage ditches shall not be drained.</p> <p>6.3.6. Old and hollow standing trees, trees with bird nests, snags (standing decayed dead trees) and dead decayed wood with diameter above 25 cm shall always be preserved in the forest, with consideration of national requirements on work safety (b, c).</p> <p>6.3.7. At least 5 living biodiversity trees per hectare shall be left in final felling and shall be left uncut forever (b).</p> <p>6.3.8. Biodiversity trees shall be chosen from wide variety of species with largest diameter among the most biologically valuable and wind stable trees. (6.3 b)</p> <p>6.3.9. Forwarding and harvesting by harvester shall not be done during wet season, in cases when soil damage can not be prevented.</p> <p>6.3.10. Game stock shall be at the level to enable natural forest regeneration.</p> <p>6.3.11. During forest management operations nature close management systems shall be employed at the maximum possible level.</p> <p>6.3.12. On the calamity clearings shall be also used natural seeding of the pioneer trees.</p> <p>6.3.13. Mechanical soil preparation shall be acceptable only in the well-founded cases with a view to encourage natural</p>

	<p>regeneration. Even so it shall be done in the way that no larger areas of top soil layers shall be removed.</p> <p>6.3.14. Clear cutting management systems* for forest regeneration shall not be used. In case where national legislation allows its use, it shall be possible to exceptionally use it while meeting following conditions:</p> <ul style="list-style-type: none"> - On the slopes up to 30% - With purpose of wood regeneration where ecological conditions of clearing are suitable when converting non-indigenous forests, in weeded vegetation stands, in a very thinned forest stands where opportunity of natural forest regeneration was forfeited. - Maximum area of the regeneration elements when using clear cutting management system shall be 1,00 ha. Maximum width of the regeneration element shall be 2 times of the height of the regeneration forest stand. - Maximum distance of the regeneration elements shall be 2 times of the height of the regeneration forest stand. Regeneration elements shall only be allocated to the areas with secured growth (or secured crop) and in the later growth phases. When regenerating regeneration elements of the regular shape (strip, rectangle, square, wedge-shape). - Where there is no prediction and no encouragement of the invasive species spreading <p>(Except plantation where is applicable indicator 10.6.5)</p> <p>6.3.15. Shrubby edges of the forest stands bordering with a non forest stand shall be left at the maximum possible level with a purpose of enhancing forest stability, land and ecoton effect.</p> <p>6.3.16. Intervention into the watersite growth* shall be realized only by individual or group selection in the way so no water streams shall be disturbed and their biodiversity shall be maintained.</p> <p>6.3.17. Burning of the branches and leftovers from the cutting shall not be acceptable. Exception may be possible only when there shall be adequately recorded after calamity occurrence of subbark pests, which would seriously endanger stability of the surrounding forest stands in cases of directives from state administration bodies.</p> <p>6.3.18. All stumps shall be left in forests stands.</p> <p>(Except plantation where is applicable indicator 10.6.6)</p>
<p>6.4. Representative samples of existing ecosystems within the landscape shall be protected in their natural state and recorded on maps, appropriate to the scale and intensity of operations and the uniqueness of the affected resources.</p>	<p>6.4.1. <u>Large and medium FME-s</u>: FME shall protect representative samples of existing rare and/or endangered ecosystems in their natural state covering at least 4 % of the total forest area.</p> <p>(For plantation is additionally applicable indicator 10.5.2)</p>

	<p>6.4.2. <u>SLIMF FME-s</u>: FME shall protect representative samples of existing rare and/or endangered ecosystems in their natural state.</p> <p>6.4.3. Selection of forest areas to be preserved as required in 6.4.1 and 6.4.2 shall be based on the identification of key biological areas identified through consultation with environmental stakeholders, local government and scientific authorities.</p> <p>6.4.4. Forest stands or parts of the forest stands, which form part of the representative samples* shall be long-term left without any management operations.</p>
<p>6.5. Written guidelines shall be prepared and implemented to: control erosion; minimize forest damage during harvesting, road construction, and all other mechanical disturbances; and protect water resources.</p>	<p>6.5.1. <u>Large FME-s</u>: FME shall specify areas suitable for all-weather harvesting, winter harvesting or dry-weather only.</p> <p>6.5.2. <u>SLIMF and medium FME-s</u>: FME shall be aware of soil types appropriate for logging in winter, spring summer and autumn seasons to avoid soil damage.</p> <p>6.5.3. Written guidance to field staff shall cover technical specifications for skid trails and extraction roads (location, width and density), log landing, maintaining buffer zones and road design.</p> <p>6.5.4. Measures shall be taken to minimize soil damage and erosion during harvesting operations.</p> <p>6.5.5. No road fill or waste material (e.g. rocks, brush) from site preparation or other activities shall be placed in stream courses.</p> <p>6.5.6. FME shall preserve existing buffer zones along forest edges and favour the development and conservation of wind resistant and viable forest edges (buffer zones) along open landscapes.</p> <p>6.5.7. FME shall ensure that technological map is prepared for each felling site including areas with protection values and other site specific information (e.g. erosion risk areas, natural regeneration to be preserved etc.).</p> <p>See also 6,1; 7.3</p>
<p>6.6. Management systems shall promote the development and adoption of environmentally friendly non-chemical methods of pest management and strive to avoid the use of chemical pesticides. World Health Organization Type 1A and 1B and chlorinated hydrocarbon pesticides; pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain beyond their intended use; as well as any</p>	<p>6.6.1. Chemicals shall not be used outside nurseries, except in cases of extensive weevil outbreaks, for protection of forest regeneration or if directed by relevant state</p>

<p>pesticides banned by international agreement, shall be prohibited. If chemicals are used, proper equipment and training shall be provided to minimize health and environmental risks.</p>	<p>administration bodies and recommended by relevant institutions (e.g. Forestry institute, National Conservancy)</p> <p>6.6.2. All uses of chemical substances shall be recorded including information on the name of the chemical, the purpose, the site, date and the amount used at minimum.</p> <p>6.6.3. Chemical storage, mixing and application practices shall meet applicable regulation and codes of best practice.</p> <p>6.6.4. Responsible employees shall be aware of and able to implement emergency procedures for clean-up following spillages and other accidents with chemicals.</p> <p>6.6.5. Chemicals banned according to FSC's pesticides policy shall never be used, unless derogation has been granted by FSC.</p>
<p>6.7. Chemicals, containers, liquid and solid non-organic wastes including fuel and oil shall be disposed of in an environmentally appropriate manner at off-site locations.</p>	<p>6.7.1. Chemical, container, liquid and solid non-organic waste shall be disposed in an environmentally sound and legal manner at off-site locations, whether from forest operations or processing facilities.</p> <p>6.7.2. Efforts shall be taken to control and minimize disposal of all types of waste in the forest including garbage left from visitors.</p> <p>6.7.3. Appropriate oil absorbent kit shall be available in forest machinery.</p> <p>6.7.4. Appropriate oil absorbent kit or spill proof tanks shall be used at chain saws filling points.</p> <p>6.7.5. Forest machinery shall be without oil/fuel leakage.</p> <p>6.7.6. Biodegradable oil should be used for chainsaws and hydraulic oil in forest machinery.</p>
<p>6.8. Use of biological control agents shall be documented, minimized, monitored and strictly controlled in accordance with national laws and internationally accepted scientific protocols. Use of genetically modified organisms shall be prohibited.</p>	<p>6.8.1. Biological control agents may only be used in exceptional and justified cases.</p> <p>6.8.2. Any use of biological control agents shall be documented, minimized, monitored and strictly controlled in accordance with national laws and internationally accepted scientific protocols.</p> <p>6.8.3. Genetically modified organisms (GMOs) shall not be used.</p>
<p>6.9. The use of exotic species shall be carefully controlled and actively monitored to avoid adverse ecological impacts.</p>	<p>6.9.1. Native forests shall not be converted to exotic plantations.</p> <p>6.9.2. Exotic species shall not be cultivated in the forest. (Except plantation where is applicable indicator 10.4.2 and 10.4.5)</p> <p>6.9.3. The spread of invasive exotic species that have been historically introduced shall be monitored and if necessary, actions should be taken to control or eliminate the species.</p> <p>See also 10.3</p>

<p>6.10. Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion:</p> <ul style="list-style-type: none"> a) entails a very limited portion of the forest management unit; b) does not occur on high conservation value forest areas; and c) will enable clear, substantial, additional, secure long term conservation benefits across the forest management unit. 	<p>6.10.1. FME shall not convert forests, or threatened non-forested habitat to plantations or non-forest land uses, except where the conversion meets the conditions of 6.10.2 - 6.10.5.</p> <p>6.10.2. If conversion occurs, it shall be very limited in scale and not exceed 5% of the forest management unit over any 5 year period. (See FSC-DIR-20-007-ADV-10)</p> <p>6.10.3. If conversion occurs, the forest manager shall demonstrate that any conversion produces long term conservation benefits across the FMU.</p> <p>6.10.4. If the conversion occurs, plantations or non-forest uses shall not replace high conservation value forest.</p> <p>6.10.5. The FME shall have all necessary approvals for the conversion, in line with national requirements.</p>
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PRINCIPLE 7. MANAGEMENT PLAN

A management plan -- appropriate to the scale and intensity of the operations -- shall be written, implemented, and kept up to date. The long term objectives of management, and the means of achieving them, shall be clearly stated.

Criteria	Indicators
<p>7.1. The management plan and supporting documents shall provide:</p> <ul style="list-style-type: none"> d) Management objectives; e) Description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands; f) Description of silvicultural and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories; g) Rationale for rate of annual harvest and species selection; h) Provisions for monitoring of forest growth and dynamics; i) Environmental safeguards based on environmental assessments; j) Plans for the identification and protection of rare, threatened and endangered species; k) Maps describing the forest resource base including protected areas, planned management activities and land ownership; l) Description and justification of harvesting techniques and equipment to be used; 	<p>7.1.1. <u>SLIMF FME-s</u>: FMO shall have a valid forest management plan, which contains among other aspects: written description of the management objectives; detailed stand description and taxation data; information about planned fellings and other forestry operations; information about known protection values and protection measures of all protection values and HCV forest areas.</p> <p>7.1.2. <u>Large and medium FME-s</u>: FME management plan or its appendices or reference documents, shall include presentation of the following components:</p> <ul style="list-style-type: none"> a) Management objective (a). b) A general description of the history, including ownership and use of the forest management area (b). c) A stand level description of the forest resources including area, site type/forest type, tree species, age class distribution, height, site class, average diameter (dbh) and volume (b, c). d) Socio-economic conditions (b) e) A profile of adjacent lands (see also Criterion 5.5) (b). f) Summaries for the total forest area including total area (ha), forest cover percentage, area by site types/forest type, age class distribution, total annual increment and average volume per hectare (b, c, d). Rate of harvest

	<p>of forest products (timber or non-timber, as applicable) and species selection including justification;</p> <p>g) Provisions for monitoring of forest growth and dynamics (e);</p> <p>h) Description and justification of the management system used, including types of silvicultural systems used.</p> <p>i) specify environmental safeguards based on environmental assessments (see also Criterion 6.1, 9.3) (f).</p> <p>j) general description of monitoring activities implemented to ensure conservation of rare, threatened and endangered species (f, g)</p> <p>k) Maps describing the forest resource base including protected areas, planned management activities and land ownership (h)</p> <p>l) Description and justification of harvesting techniques and equipment to be used (i)</p> <p>m) Description of the silvicultural and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories (see also Criteria 5.6, 6.3, 8.1, 8.2) (c).</p> <p>7.1.3. The plan shall be technically sound and sufficiently detailed, given the size of the forest operation and extent and intensity of forest management.</p> <p>7.1.4. Maps shall be of sufficient quality to effectively guide field activities (see also criterion 6.5)</p> <p>7.1.5. Management plans or related annual operating or harvesting plan shall be available to staff and used in the field.</p> <p>See also 6.2.4 and 9.1.1.</p>
<p>7.2. The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.</p>	<p>7.2.1. Management plan (and/or annual operating plan) revision or adjustments shall occur in timely manner (with revision period not more than 10 years).</p> <p>7.2.2. <u>Large and medium FME-s</u>: Management plan revisions shall incorporate the results of monitoring or new scientific and technical information regarding changing silvicultural, environmental, social and economic conditions</p> <p>7.2.3. <u>SLIMF FME-s</u>: Management plan revisions shall follow national procedures.</p>
<p>7.3. Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan.</p>	<p>7.3.1. <u>Large FME-s</u>: Forest managers and supervisors shall have appropriate qualification, preferably nationally recognized, ensuring that they are able to plan and</p>

	<p>organize forest operations and other elements of the management plan.</p> <p>7.3.2. <u>Large FME-s</u>: FME shall have and implement a written training plan.</p> <p>7.3.3. <u>Large FME-s</u>: FME shall provide training to relevant staff in biodiversity issues.</p> <p>7.3.4. <u>SLIMF and medium FME-s</u>: For harvesting activities, FMO shall hire only workers who have received instructions on proper and safe felling techniques.</p> <p>7.3.5. All workers, as well as contractors and their workers and self-employed persons should be sufficiently educated and trained in the tasks they are assigned to and preferably hold relevant skill certificates.</p> <p>See also 4.1</p>
<p>7.4. While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the management plan, including those listed in Criterion 7.1.</p>	<p>7.4.1. <u>Large FME-s</u>: FME shall produce a public summary of the management plan including those elements listed under criterion 7.1 that is available in printed versions and/or published on the Internet.</p> <p>7.4.2. <u>SLIMF and medium FME-s</u>: At minimum FME shall be willing to provide access to relevant parts of the management plan to stakeholders who have justified interest in the forest management activities of FME (e.g. neighboring landowners and local inhabitants).</p>

PRINCIPLE 8. MONITORING AND ASSESSMENT	
Monitoring shall be conducted -- appropriate to the scale and intensity of forest management -- to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.	
Criteria	Indicators
<p>8.1. The frequency and intensity of monitoring should be determined by the scale and intensity of forest management operations as well as the relative complexity and fragility of the affected environment. Monitoring procedures should be consistent and replicable over time to allow comparison of results and assessment of change.</p>	<p>8.1.1. <u>Large and medium FME-s:</u> FME shall have monitoring procedures for consistent and frequent monitoring of the aspects mentioned in 8.2, which allows comparison of the results and assessment of changes.</p> <p>8.1.2. <u>Large and medium FME-s:</u> The frequency and intensity of monitoring shall be based on the size and complexity of the operation and the fragility of the resources under management.</p> <p>8.1.3. <u>SLIMF FME-s:</u> FME shall at a minimum conduct monitoring of harvesting operations and re-forestation.</p>
<p>8.2. Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators:</p> <ul style="list-style-type: none"> m) Yield of all forest products harvested. n) Growth rates, regeneration and condition of the forest. o) Composition and observed changes in the flora and fauna. p) Environmental and social impacts of harvesting and other operations. q) Costs, productivity, and efficiency of forest management. 	<p>8.2.1. <u>Large and medium FME-s:</u> Monitoring plan shall identify/describe observed changes in conditions in terms of:</p> <ul style="list-style-type: none"> a) growth rates, regeneration area and species and age and species composition of forest resources, (typically part of the standard management plan prepared according to national legislation) (b, c); b) commercial harvest including harvest of NTFP such as seeds, seedling, game, greenery and Christmas trees (a). c) environmental changes affecting flora, fauna, soil and water resources (e.g. erosion, outbreak of pest, spreading of invasive species, observed nesting sites for endangered bird species) (c, d) d) socioeconomic aspects (e.g. forest management costs, yields of all products, and changes in community and worker relations or conditions, number of staff employed, accident rates). e) HCV forest areas <p>8.2.2. <u>SLIMF FME-s:</u> FME shall at minimum have yearly records of commercially harvested products and regenerated area and species (a, b).</p> <p>8.2.3. <u>SLIMF FME-s:</u> FME shall ensure that inventory data is regularly updated with periodic management plan revision (typically done during the standard management plan preparation according to national legislation) (a, b, c).</p>
<p>8.3. Documentation shall be provided by the forest manager to enable monitoring and certifying organizations to trace each forest product from its origin, a process known as the</p>	<p>8.3.1. Illegally logged wood reclaimed by the operation shall not be sold as certified.</p> <p>8.3.2. FME has established and implemented procedures according to a NEPCon Chain-of-Custody Standard for Forest Management Enterprises (FMEs).</p>

"chain of custody."	
8.4. The results of monitoring shall be incorporated into the implementation and revision of the management plan.	<p>8.4.1. <u>Large and medium FME-s</u>: Monitoring data as required per 8.2.1 shall be considered for management plan revision.</p> <p>8.4.2. <u>SLIMF FME-s</u>: FME shall ensure that the management plan is reviewed periodically according to national legislation.</p> <p>See also criterion 7.2</p>
8.5. While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.	<p>8.5.1. <u>Large FME-s</u>: FMO shall produce a public summary of the monitoring results including indicators listed under 8.2 and make it available in printed versions and/or publish on the internet.</p> <p>8.5.2. <u>SLIMF and medium FME-s</u>: At minimum FMO shall be willing to provide access to relevant parts of the management plan to stakeholders who have justified interest in the forest management activities of FMO (e.g. neighboring landowners and local inhabitants)</p>

PRINCIPLE 9. MAINTENANCE OF HIGH CONSERVATION VALUE FORESTS

Management activities in high conservation value forests shall maintain or enhance the attributes which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach.

Criteria	Indicators
<p>9.1. Assessment to determine the presence of the attributes consistent with High Conservation Value Forests will be completed, appropriate to scale and intensity of forest management.</p>	<p>9.1.1. Information on Natura 2000 sites, woodland key habitats and other officially protected areas shall be included on maps and protection reasons described in written.</p> <p>9.1.2. <u>Large and medium FME-s:</u> FME shall carry out an assessment of the FMU sufficient to identify all parts of the FMU that have each of the following attributes:</p> <p>a) HCV1. Forest areas containing globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species, refugia), such as Natura 2000 sites.</p> <p>b) HCV2. Forest areas containing globally, regionally or nationally significant large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance, such as intact forest landscapes.</p> <p>c) HCV3. Forest areas that are in or contain rare, threatened or endangered ecosystems, such as Natura 2000 sites and Woodland Key Habitats.</p> <p>d) HCV4. Forest areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control), such as areas important for drinking water.</p> <p>e) HCV5. Forest areas fundamental to meeting basic needs of local communities (e.g. subsistence, health).</p> <p>f) HCV6. Forest areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).</p> <p>9.1.3. <u>Large and medium FME-s:</u> FME shall have written procedures for identifying and recording new HCVF areas.</p> <p>9.1.4. <u>SLIMF FME-s:</u> FME should carry out self evaluation of HCV forest areas and include identified areas in the management plan</p> <p>9.1.5. FME should be open and willing to cooperate with state organizations and environmental specialists for inventories and protection of HCV forest areas.</p> <p>See also 4.4; 6.1; 6.2; 6.3</p>

<p>9.2. The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.</p>	<p>9.2.1. <u>Large FME-s</u>: Local stakeholders including environmental NGOs shall be consulted to identify HCVF.</p> <p>9.2.2. <u>Large FME-s</u>: FME shall document the stakeholder consultation process in written.</p> <p>9.2.3. Stakeholder consultations should indicate that FMO consistently considers and protects HCVF values.</p>
<p>9.3. The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach. These measures shall be specifically included in the publicly available management plan summary.</p>	<p>9.3.1. If HCVF values are present, planning documents shall provide site-specific information which describes the measures taken to protect or restore such values consistent with a precautionary approach.</p> <p>9.3.2. <u>Large FME-s</u>: Measures to protect HCVF values and officially protected areas shall be described in written public summary</p> <p>9.3.3. <u>SLIMF and medium FME-s</u>: The FME shall be willing to provide access to the information on protection measures of HCV forest areas in the FME forests upon request.</p> <p>See also 7.1</p>
<p>9.4. Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.</p>	<p>9.4.1. A system for continuous monitoring of HCVF values shall be incorporated into the FME's planning, monitoring and reporting procedures.</p> <p>See also 8.2</p>

PRINCIPLE 10. PLANTATIONS

Plantations shall be planned and managed in accordance with Principles and Criteria 1-9, and Principle 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.

Criteria	Indicators
<p>10.1. The management objectives of the plantation, including natural forest conservation and restoration objectives, shall be explicitly stated in the management plan, and clearly demonstrated in the implementation of the plan.</p>	<p>10.1.1. Objectives of tree planting shall be explicit in the management plan, with clear statements regarding the relationship between tree planting and the silviculture, socioeconomic and environmental (i.e. forest conservation and restoration) realities in the region.</p> <p>10.1.2. Management objectives for conservation of natural forest and restoration shall be described in the management plan.</p> <p>10.1.3. Management objectives, specifically those related to natural forest conservation and restoration, shall be demonstrated in forest management activities.</p>
<p>10.2. The design and layout of plantations should promote the protection, restoration and conservation of natural forests, and not increase pressures on natural forests. Wildlife corridors, streamside zones and a mosaic of stands of different ages and rotation periods shall be used in the layout of the plantation, consistent with the scale of the operation. The scale and layout of plantation blocks shall be consistent with the patterns of forest stands found within the natural landscape.</p>	<p>10.2.1. FMOs shall demonstrate through action their commitment to protect, restore and conserve key areas of natural forest within the ownership.</p> <p>10.2.2. Buffer zones along watercourses and around water bodies shall be established according to regional best management practices or local laws and regulations. Buffer zones should be indicated on maps.</p> <p>10.2.3. FMO shall establish wildlife habitat and corridors, suitably located across plantation areas, in consultation with acknowledged experts.</p> <p>10.2.4. Plantations shall be designed so as to maintain or enhance the visual character of the landscape (i.e. design is based on the scale and intensity of natural patterns of disturbance and planting and harvest regimes within the region).</p> <p>10.2.5. The design and layout of plantations* should promote the protection, restoration and conservation of natural forests, and not increase pressures on natural forests. Wildlife corridors, streamside zones and a mosaic of stands of different ages and rotation periods shall be used in the layout of the plantation*, consistent with the scale of the operation.</p>
<p>10.3. Diversity in the composition of plantations is preferred, so as to enhance economic, ecological and social stability. Such diversity may include the size and spatial distribution of management units within the landscape, number and genetic composition of species, age</p>	<p>10.3.1. Plantation management shall maintain and/or enhance landscape diversity by varying block size and configuration, species, genetic diversity, age class and structure.</p> <p>10.3.2. Emphasis should be placed on planting and/or applied research on forest species native to the region.</p> <p>(Note: Also see Criteria 6.4 and 6.10.)</p>

classes and structures.	
<p>10.4. The selection of species for planting shall be based on their overall suitability for the site and their appropriateness to the management objectives. In order to enhance the conservation of biological diversity, native species are preferred over exotic species in the establishment of plantations and the restoration of degraded ecosystems. Exotic species, which shall be used only when their performance is greater than that of native species, shall be carefully monitored to detect unusual mortality, disease, or insect outbreaks and adverse ecological impacts.</p>	<p>10.4.1. Plantation species shall be selected based on suitability to site conditions (soils, topography and climate) and management objectives.</p> <p>10.4.2. Where exotic species have been selected, the FME shall explicitly justify this choice demonstrating that their performance is greater than that of native species.</p> <p>10.4.3. No species shall be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site and that invasive characteristics, if any, can be controlled.</p> <p>10.4.4. When exotic species are used the specific measures to prevent spontaneous regeneration outside plantation areas, unusual mortality, disease, insect outbreaks or other adverse environmental impacts shall be documented</p> <p>10.4.5. In case exotic species are used, at least 20 pct of the stand shall consist of native species.</p> <p>See also 6.9</p>
<p>10.5. A proportion of the overall forest management area, appropriate to the scale of the plantation and to be determined in regional standards, shall be managed so as to restore the site to a natural forest cover.</p>	<p>10.5.1. Representative samples of existing natural ecosystems shall be protected or restored to their natural state, based on the identification of key biological areas, consultation with stakeholders, local government and scientific authorities. (Note: Also see Criterion 6.4.)</p> <p>10.5.2. Area of representative samples in natural forests as outlined in the Criterion 6.4.1 shall be larger by at least of 10% of the total area of <i>plantation</i>*</p>
<p>10.6. Measures shall be taken to maintain or improve soil structure, fertility, and biological activity. The techniques and rate of harvesting, road and trail construction and maintenance, and the choice of species shall not result in long term soil degradation or adverse impacts on water quality, quantity or substantial deviation from stream course drainage patterns.</p>	<p>10.6.1. Explicit measures shall be taken to maintain or enhance the soil in terms of structure, fertility and biological activity.</p> <p>10.6.2. Plantation design and management shall not result in soil degradation.</p> <p>10.6.3. Forest operations shall not degrade water quality or negatively impact local hydrology.</p> <p>10.6.4. Where negative impacts on soil or water resources is identified, FME shall take steps to reduce or eliminate such impacts.</p> <p>10.6.5. Maximum size of regeneration area when using clearcutting management system shall be 5 ha.</p> <p>10.6.6. Minimum 10% of stumps shall be left in regeneration area.</p>

<p>10.7. Measures shall be taken to prevent and minimize outbreaks of pests, diseases, fire and invasive plant introductions. Integrated pest management shall form an essential part of the management plan, with primary reliance on prevention and biological control methods rather than chemical pesticides and fertilizers. Plantation management should make every effort to move away from chemical pesticides and fertilizers, including their use in nurseries. The use of chemicals is also covered in Criteria 6.6 and 6.7.</p>	<p>10.7.1. Measures shall be taken in the forest to prevent outbreaks of pests, disease, fire and invasive plant introductions.</p> <p>10.7.2. A plan should exist for forest fire prevention and control.</p> <p>10.7.3. An integrated pest management plan shall exist that identifies pests, determines acceptable injury or action thresholds, and alternative methods of addressing threats.</p> <p>10.7.4. FME shall have a policy and strategy to minimize use of chemical pesticides and fertilizers</p>
<p>10.8. Appropriate to the scale and diversity of the operation, monitoring of plantations shall include regular assessment of potential on-site and off-site ecological and social impacts, (e.g. natural regeneration, effects on water resources and soil fertility, and impacts on local welfare and social well-being), in addition to those elements addressed in principles 8, 6 and 4. No species should be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site, are not invasive, and do not have significant negative ecological impacts on other ecosystems. Special attention will be paid to social issues of land acquisition for plantations, especially the protection of local rights of ownership, use or access.</p>	<p>10.8.1. <u>Large and medium FME-s</u>: Monitoring shall include evaluation of potential onsite and off-site ecological and social impacts of plantation activities. (also see criterion 8.2)</p> <p>10.8.2. <u>SLIMF FME-s</u>: FME shall document negative environmental or social impacts and design and implement measures to address the impacts.</p> <p>10.8.3. The purchase of lands or land leases for plantation establishment shall not adversely impact the community and/or resource use by local people.</p> <p>(Note: For exotic or invasive species issues, see Criterion 10.4.)</p>
<p>10.9. Plantations established in areas converted from natural forests after November 1994 normally shall not qualify for certification. Certification may be allowed in circumstances where sufficient evidence is submitted to the certification body that the manager/owner is not responsible directly or indirectly of such conversion.</p>	<p>10.9.1. The plantation shall not occupy land converted from natural forest since November 1994, unless clear evidence exists that the current manager/owner was not directly or indirectly responsible.</p> <p>(Note: See also Criterion 6.10.)</p>

Annex 1: FSC Glossary of terms

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. (See Convention on Biological Diversity, 1992)

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

Biological diversity values: The intrinsic, ecological, genetic, social, economic, scientific, educational, cultural, recreational and aesthetic values of biological diversity and its components. (See Convention on Biological Diversity, 1992)

Chain of custody: The channel through which products are distributed from their origin in the forest to their end-use.

Chemicals: The range of fertilisers, insecticides, fungicides, and hormones which are used in forest management.

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

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.

Ecosystem: A community of all plants and animals and their physical environment, functioning together as an interdependent unit.

Endangered species: Any species which is in danger of extinction throughout all or a significant portion of its range.

Exotic species: An introduced species not native or endemic to the area in question.

Forest integrity: The composition, dynamics, functions and structural attributes of a natural forest.

Forest management/manager: The people responsible for the operational management of the forest resource and of the enterprise, as well as the management system and structure, and the planning and field operations.

Forest management unit (FMU): a clearly defined forest area with mapped boundaries, managed by a single managerial body to a set of explicit objectives which are expressed in a self-contained multi-year management plan.

Forest stewardship: forest management which, in conformity with the FSC Principles and Criteria for Forest Stewardship, is environmentally responsible, socially beneficial, and economically viable.

Genetically modified organisms: Biological organisms which have been induced by various means to consist of genetic structural changes.

Indicator: a quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a forest management unit complies with the requirements of an FSC Criterion. Indicators and the associated thresholds thereby define the requirements for responsible forest management at the level of the forest management unit and are the primary basis of forest evaluation.

Indigenous lands and territories: The total environment of the lands, air, water, sea, sea-ice, flora and fauna, and other resources which indigenous peoples have traditionally owned or otherwise occupied or used. (Draft Declaration of the Rights of Indigenous Peoples: Part VI)

Indigenous peoples: "The existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them and, by conquest, settlement, or other means reduced them to a non-dominant or colonial situation; who today live more in conformity with their particular social, economic and cultural customs and traditions than with the institutions of the country of which they now form a part, under State structure which incorporates mainly the national, social and cultural characteristics of other segments of the population which are predominant." (Working definition adopted by the UN Working Group on Indigenous Peoples).

High Conservation Value Forests: High Conservation Value Forests are those that possess one or more of the following attributes:

- a) Forest areas containing globally, regionally or nationally significant : concentrations of biodiversity values (e.g. endemism, endangered species, refugia); and/or large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance
- b) Forest areas that are in or contain rare, threatened or endangered ecosystems
- c) Forest areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control)
- d) Forest areas fundamental to meeting basic needs of local communities (e.g. subsistence, health) and/or critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).

Landscape: A geographical mosaic composed of interacting ecosystems resulting from the influence of geological, topographical, soil, climatic, biotic and human interactions in a given area.

Local laws: Includes all legal norms given by organisms of government whose jurisdiction is less than the national level, such as departmental, municipal and customary norms.

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

Native species: A species that occurs naturally in the region; endemic to the area.

Natural cycles: Nutrient and mineral cycling as a result of interactions between soils, water, plants, and animals in forest environments that affect the ecological productivity of a given site.

Natural Forest: Forest areas where many of the principal characteristics and key elements of native ecosystems such as complexity, structure and diversity are present, as defined by FSC approved national and regional standards of forest management.

Non-timber forest products: All forest products except timber, including other materials obtained from trees such as resins and leaves, as well as any other plant and animal products.

Other forest types: Forest areas that do not fit the criteria for plantation or natural forests and which are defined more specifically by FSC-approved national and regional standards of forest stewardship.

Plantation: Forest areas lacking most of the principal characteristics and key elements of native ecosystems as defined by FSC-approved national and regional standards of forest stewardship, which result from the human activities of either planting, sowing or intensive silvicultural treatments.

Precautionary approach: Tool for the implementation of the precautionary principle.

Principle: An essential rule or element; in FSC's case, of forest stewardship.

Silviculture: The art of producing and tending a forest by manipulating its establishment, composition and growth to best fulfil the objectives of the owner. This may, or may not, include timber production.

SLIMF (small or low intensity managed forest): a forest management unit which meets specific FSC requirements related to size and/or intensity of timber harvesting, and can therefore be evaluated by certification bodies using streamlined evaluation procedures. The applicable FSC requirements are defined in *FSC-STD-01-003 SLIMF Eligibility Criteria*.

Stakeholder: individuals and organisations with a legitimate interest in the goods and services provided by an FMU; and those with an interest in the environmental and social effects of an FMU's activities, products and services. They include: those individuals and organisations which exercise statutory environmental control over the FMU; local people; employees; investors and insurers; customers and consumers; environmental interest and consumer groups and the general public [modified from Upton and Bass, 1995].

Succession: Progressive changes in species composition and forest community structure caused by natural processes (nonhuman) over time.

Tenure: Socially defined agreements held by individuals or groups, recognised 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: Any species which is likely to become endangered within the foreseeable future throughout all or a significant portion of its range.

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

Annex 2: List of national and local forest and related laws and administrative requirements which apply in Slovakia

Constitution of the Slovak Republic Consolidation - 460/1992 as amended
Civil Code - 40/1964 as amended,
Commercial Code - 513/1991 as amended,
Cadastral Law -162/1995 as amended,;
Law no. 278/1993 on State Property Administration, as amended
Law no. 455/1991 on Tradesman, as amended
Law no. 222/2004 on Value Added Tax, as amended
Law no. 563/2009 on Tax administration, as amended
Law no. 211/2000 on Free Access to Information, as amended
Law no. 582/2004 on local taxes and fees for municipal waste, as amended
Law no. 361/2014 on vehicle tax, as amended
Law no. 595/ 2003 on income tax, as amended
Law no. 71/1967 on Administrative Procedure, as amended
Law no. 326/2005 on forests, as amended,
Law no. 138 / 2010 on forest reproductive material, as amended,
Law no. 180/1995 on the support of agriculture and rural development, as amended
Law no. 97/2013 on land communities, as amended
Ministry of Agriculture Decree no. 297/2011 on forestry records
Ministry of Agriculture Decree no. 453/2006 on forest management and forest protection, as amended,
Ministry of Agriculture Decree no. 397/2006 - the forest guards, as amended,
Ministry of Agriculture Decree no. 441/2006 - laying down details of the proficiency test for establishing the forest management plan and the issue of withdrawal of a certificate of competency for the establishment of forest management plan, as amended,
Ministry of Agriculture Decree no. 451/2006 - the professional forest managers, as amended,
Ministry of Agriculture Decree no. 232/2006 on marking of wood, labelling and the origin of timber, as amended,
Ministry of Agriculture Decree no. 571/2004 - the sources of forest reproductive material, its acquisition, production and use, as amended,
Ministry of Agriculture Decree no. 12/2009 on protection of forest land for land planning and operations for their removal and the limits of performance of the functions of forests, as amended,
Government Ordinance 86/2005 - the classification of wood, as amended,
Government Ordinance 199/2005 on protective measures against the introduction and spread of organisms harmful to plants or plant products, as amended,
Law no. 193/2005 Coll. on phytosanitary care, as amended,
Law no. 504/2003 - the rental of agricultural and forest land
Law no. 259/1993 - Slovak Chamber of Forestry, as amended,
Law no. 229/1991 on modify the ownership of land and other agricultural property as amended
Law no. 180/1995 on some measures for the holding of ownership to land, as amended,
Law no. 314/2001 on fire protection, as amended,
Ministry of Interior Decree 121/2002 on fire prevention, as amended,
Law no. 330/1991 on adjustments to the land, patterns of land ownership, land offices, land fund and land communities, as amended
Law no. 180/1995 Z. z. on some measures for the holding of ownership to land, as amended
Law no. 274/2009 on hunting and amending certain laws, as amended,
Act NC SR č.190/2003 on weapons and ammunition, as amended,
Ministry of Agriculture Decree 344/2009 on the implementation of the Hunting Act, as amended,

Law no 139/2002 on fisheries, as amended,
Ministry of Agriculture Decree Nr. 238/2002 - implementing certain provisions of the fisheries as amended,
Law no. 543/2002 on nature and landscape protection as amended,
Law no. 237/2002 - trade in Endangered Species of wild fauna and flora and amending certain laws, as amended,
Law no. 15/2005 on protection of species of wild fauna and flora by regulating trade therein, and amending certain laws, as amended,
Decree of the Ministry of Environment of the Slovak Republic no. 24/2003 - code for the implementation of Law. 543/2002 Z. z. on nature and landscape protection as amended,
Law no. 07/2010 on flood protection as amended,
Decree of the Ministry of Environment of the Slovak Republic no. 418/2010 on the implementation of certain provisions of the Water Act as amended,
Decree of the Ministry of Agriculture of the Slovak Republic no. 211/2005 - establishing a list of economically important rivers and water flows as amended,
Decree of the Ministry of Environment of the Slovak Republic no. 29/2005 Z. on details on the determination of protective zones of water resources, measures to protect the water and the technical adjustments in the protection of water sources as amended,
Decree of the Ministry of Environment of the Slovak Republic no. 110/2005 on implementing certain provisions of the Law on the protection of species of wild fauna and flora as amended,
Law no. 525/2003 - the state administration of the environment, as amended,
Law no. 79/2015 on waste, as amended,
Ministry of Environment Decree no. 310/2013 on implementing certain provisions of the Act on waste, as amended,
Law no. 25/2006 on public procurement, as amended,
Law no. 538/2005 - the natural healing waters, spas and natural mineral waters, as later amended
Law no. 364/2004 on water, as amended
Law no. 24/2006 on EIA, as amended
Labour Code - §. 311/2001 as amended,
Law no. 126/2006 on public health and on amendments to certain acts as amended
Law no. 5 /2004 - Employment Services Act and amending certain laws as amended,
Law no. 124/2006 on Safety and Health at Work as amended,
Law no. 125/2006 on Labour Inspection as amended,
Ministry of labour Decree no. 46/2010 which laying down details on health and safety and health requirements in the forest as amended,
Government Decree no. 396/2006 - Terms and Conditions for personal protective equipment as amended,
Government Decree no. 392/2006 on the minimum safety and health requirements for the use of work equipment as amended,
Government Decree no. 391/2006 on the minimum safety and health requirements for the workplace as amended,
Government Decree no. 387/2006 on the requirements to ensure the safety and health signs at work as amended,
Government Decree no. 281/2006 on the minimum safety and health requirements for manual handling of loads as amended,
Government Decree no. 115/2006 on the minimum health and safety requirements to protect workers from risks related to exposure to noise as amended,
Government Decree no. 416/2005 on the minimum health and safety requirements to protect workers from risks related to exposure to vibration as amended,
Law no. 67/2010 Z. z. Chemical Act as amended,
Law no. 319/2013 Z. z. on the competence of the State Administration for access to biocidal products on the market as amended,
Law no. 125/2006 on labour inspection as amended,
Law no. 580/2004 on health insurance as amended,
The Ministry of Health Decree no. 116/2014 on the advance, payment and annual settlement of public health

insurance as amended

Law no. 461/2003 on social insurance as amended,

Law no. 663/2007 on minimum wage as amended,

Law no. 82/2005 on illegal work and illegal employment as amended,

Law no. 5/2004 - services in employment act as amended,

Ministry of Labour, Social Affairs and Family no. 106/2013 implementing the Act. 5/2004 on Employment Act as amended

Law no. 365/2004 on anti-discrimination as amended,

Law no. 283/2002 on travel expenses as amended,

Law no. 2/1991 on collective negotiation as amended,

Annex 3: List of the multilateral environmental agreements and ILO Conventions that Slovakia has ratified

INTERNATIONAL AGREEMENTS AND CONVENTIONS

No.	Name and year of the convention	Ratification date
1	Convention on the Conservation of Migratory Species of Wild Animal, Bonn, 1979	14.12.1994
2	Convention on the Protection of the World Cultural and Natural Heritage, 1972	15.11.1990
3	Convention on the Conservation of European Wildlife and Natural Habitats, Bern, 1979	28.04.1994
4	African - Eurasian Waterbird Agreement, Haag, 1995	20.06.2000
5	Convention on Biodiversity, Rio de Janeiro, 1992	28.8.1994
6	Convention on Wetlands of International Importance Especially as Waterfowl Habitat, Ramsar, 1971	02.07.1990
7	The Agreement on the Conservation of Populations of European Bats, Londýn, 1991	09.07.1998
8	Convention on International Trade in Endangered Species of Wild Fauna and Flora, Washington, 1073	28.02.1992
9	Convention on cooperation for the conservation and sustainable use of the Danube, Sofia, 1994	29.6.1994
10	Protocol on Water and Health, Londýn, 1999	19.6.2001
11	Convention on the Protection and Use of Transboundary flows and international lakes, Helsinki, 1993	7.7.1999
12	Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters, Aarhus (Dánsko), 1998	31.10.2005
13	Framework Convention for the Protection and Sustainable Development of the Carpathians, Kyjev, 2003	22.5.2003

14	Convention on the assessment of environmental impacts beyond national borders, Espo, 1991	20.8.1991
15	Convention on Persistent Organic Pollutants, Stockholm 2001	17.5.2004

ILO CONVENTIONS

No.	Conventions / Konvencie	Ratification date
C1	Hours of Work (Industry) Convention, 1919	1.1.1993
C11	Right of Association (Agriculture) Convention, 1921	1.1.1993
C12	Workmen's Compensation (Agriculture) Convention, 1921	1.1.1993
C13	White Lead (Painting) Convention, 1921	1.1.1993
C14	Weekly Rest (Industry) Convention, 1921	1.1.1993
C17	Workmen's Compensation (Accidents) Convention, 1925	1.1.1993
C18	Workmen's Compensation (Occupational Diseases) Convention, 1925	1.1.1993
C19	Equality of Treatment (Accident Compensation) Convention, 1925	1.1.1993
C21	Inspection of Emigrants Convention, 1926	1.1.1993
C26	Minimum Wage-Fixing Machinery Convention, 1928	1.1.1993
C27	Marking of Weight (Packages Transported by Vessels) Convention, 1929	1.1.1993
C29	Forced Labour Convention, 1930	1.1.1993
C34	Fee-Charging Employment Agencies Convention, 1933	1.1.1993
C37	Invalidity Insurance (Industry, etc.) Convention, 1933	1.1.1993
C38	Invalidity Insurance (Agriculture) Convention, 1933	1.1.1993
C39	C39 Survivors' Insurance (Industry, etc.) Convention, 1933	1.1.1993
C40	C40 Survivors' Insurance (Agriculture) Convention, 1933	1.1.1993
C42	C42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	1.1.1993
C43	Sheet-Glass Works Convention, 1934	1.1.1993

C45	Underground Work (Women) Convention, 1935	1.1.1993
C49	Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935	1.1.1993
C52	Holidays with Pay Convention, 1936	1.1.1993
C77	Medical Examination of Young Persons (Industry) Convention, 1946	1.1.1993
C78	Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946	1.1.1993
C80	Final Articles Revision Convention, 1946	1.1.1993
C87	Freedom of Association and Protection of the Right to Organise Convention, 1948	1.1.1993
C88	Employment Service Convention, 1948	1.1.1993
C90	Night Work of Young Persons (Industry) Convention (Revised), 1948	1.1.1993
C95	Protection of Wages Convention, 1949	1.1.1993
C98	Right to Organize and Collective Bargaining Convention, 1949	1.1.1993
C99	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951	1.1.1993
C100	C100 Equal Remuneration Convention, 1951	1.1.1993
C102	C102 Social Security (Minimum Standards) Convention, 1952	1.1.1993
C105	C105 Abolition of Forced Labour Convention, 1957	29.9.1997
C111	C111 Discrimination (Employment and Occupation) Convention, 1958	1.1.1993
C115	C115 Radiation Protection Convention, 1960	1.1.1993
C116	C116 Final Articles Revision Convention, 1961	1.1.1993
C120	C120 Hygiene (Commerce and Offices) Convention, 1964	1.1.1993
C122	C122 Employment Policy Convention, 1964	1.1.1993
C123	C123 Minimum Age (Underground Work) Convention, 1965	1.1.1993
C124	C124 Medical Examination of Young Persons (Underground Work) Convention, 1965	1.1.1993
C128	C128 Invalidity, Old-Age and Survivors' Benefits Convention, 1967	1.1.1993
C130	C130 Medical Care and Sickness Benefits Convention, 1969	1.1.1993
C136	C136 Benzene Convention, 1971	1.1.1993

C138	C138 Minimum Age Convention, 1973	29.9.1997
C139	C139 Occupational Cancer Convention, 1974	1.1.1993
C140	C140 Paid Educational Leave Convention, 1974	1.1.1993
C142	C142 Human Resources Development Convention, 1975	1.1.1993
C144	C144 Tripartite Consultation (International Labour Standards) Convention, 1976	1.1.1993
C148	C148 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977	1.1.1993
C155	C155 Occupational Safety and Health Convention, 1981	1.1.1993
C156	C156 Workers with Family Responsibilities Convention, 1981	14.6.2002
C159	C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	1.1.1993
C160	C160 Labour Statistics Convention, 1985	1.1.1993
C161	C161 Occupational Health Services Convention, 1985	1.1.1993
C163	C163 Seafarers' Welfare Convention, 1987	1.1.1993
C164	C164 Health Protection and Medical Care (Seafarers) Convention, 1987	1.1.1993
C167	C167 Safety and Health in Construction Convention, 1988	1.1.1993
C171	C171 Night Work Convention, 1990	1.1.1993
C173	C173 Protection of Workers' Claims (Employer's Insolvency) Convention, 1992	24.9.1998
C176	C176 Safety and Health in Mines Convention, 1995	1.1.1993
C182	C182 Worst Forms of Child Labour Convention, 1999	1.1.1993
C183	C183 Maternity Protection Convention, 2000	1.1.1993
C184	C184 Safety and Health in Agriculture Convention, 2001	1.1.1993

Annex 4: List of officially endangered species in Slovakia

Endangered species in Slovakia:

Slovak Government Decree 24/2003 with appendices:

- List of European and Slovak national biotopes - Appendix 1
- List of invasive species - Appendix 2
- List of species (European, Slovak) for which protected areas are established-Appendix 4
- List of protected and priority flora - Appendix 5

Annex 5: Summary of the Certification Assessment Process³

The certification assessment process begins with a candidate operation submitting an application to NEPCon. Based on a review of the application, the scope of the area to be certified and discussions with the candidate, NEPCon will propose a certification process that includes either a) a pre-assessment followed by a main assessment, or b) a main assessment only. Every candidate operation is assigned a NEPCon task manager who will liaise with the assessment lead auditor and the candidate to schedule and perform the evaluations.

NEPCon auditors are provided with detailed guidance on the certification process, including pre-assessment briefings (either in person or by telephone) and access to a NEPCon forest assessment handbook. The purpose of these briefings and the manual is to ensure that a consistent and thorough certification process is followed.

In addition to following the NEPCon procedures outlined in our forest evaluation handbook, there are three other ways in which we ensure accuracy and fairness in our certifications:

1. The assessment must involve individuals who are familiar with the particular region and type of forest management operation under evaluation. It is NEPCon policy to involve local specialists in all assessments.
2. Team members must be familiar with NEPCon certification procedures. Each NEPCon certification assessment has a designated lead auditor who must have participated in a formal NEPCon auditor training course or previously participated in other NEPCon forest management assessments or audits.
3. The assessment must use region-specific standards (i.e. accredited FSC standard or a “regionalised” NEPCon Interim Standard, based on this NEPCon Generic Standard).

Team Selection and Planning - NEPCon selects a qualified lead auditor and other team members to participate in the assessment. The lead auditor’s first task is to ensure that all team members understand the scope and intent of the assessment process. Responsibility for evaluation of different sections (i.e. specific criteria and indicators) of the standard are assigned to different team members, depending on their particular training and expertise. All team members can provide input into any principle, but lead responsibility is assigned for data collection, analysis and writing for each criterion and indicator.

Stakeholder notification: At least 45 days prior to forest evaluation, NEPCon notifies stakeholders of the pending assessment and requests stakeholders’ observations or comments with regard to the operations conformance with the certification standard.

Fieldwork and Data Collection - Evaluation of conformance with the standard is based upon data collection by the auditors through review of FME management documentation, interviews with staff and stakeholders, and field observations and measurements. The team organises opening meetings with the FME staff to review the assessment scope and procedures and certification standards. Documentation review and interview with FME staff begin immediately. The assessment process then moves quickly to the field phase. Inspections are made to sites chosen by NEPCon auditors based on a comprehensive review of the candidate FME’s forest holdings and management activities, discussions with interested/affected parties, and identification of critical issues or challenging sites. Site visits occur in the forest, at processing facilities, and in surrounding communities. Visits emphasise management activities of all types and phases and different biological or physical conditions.

Team members meet independently with stakeholders. All assessments solicit and incorporate input (confidential and/or open) from directly affected and/or knowledgeable stakeholders, including local communities, adjoining landowners, local forest industry, environmental organisations, government agencies, and scientific researchers.

³ For detailed information about procedures, contact our headquarters or regional offices through www.nepcon.net

During these consultations, assessment team members explain the assessment process, solicit opinions, and gather impressions about the field performance of the operation being assessed.

Data Analysis and Decision making - Throughout the assessment the team meets independently to discuss progress in gathering information, and discuss preliminary findings. The assessment team works in a consensus fashion to analyse information and evidence gathered, evaluate conformance and reach agreement on their findings as to the certification of the candidate operation.

The assessment team evaluates performance by the FME at the indicator level of the standard. Any non-conformances are analysed and classified as either minor or major. A non-conformance is considered major if it results in a fundamental failure to achieve the objective of the relevant criterion in the standard. Conversely, a non-conformance is considered minor if the impacts are limited in scale, prompt corrective action has been taken to ensure it will not be repeated and it does not result in a fundamental failure to achieve the objective of the relevant criterion. For each area of non-conformance identified, the assessment team develops a nonconformity report (NCR) which is classified as follows:

- **A Major Nonconformity Report (NCR)** is issued to document a major non-conformance with an indicator(s)/criterion that the candidate FME must correct before NEPCon certification is granted.
- **A Nonconformity Report (NCR)** is issued to document a minor non-conformance that candidate FME must correct by a specific deadline (i.e. short term - usually within one year) during the renewable five-year certification period (which is the standard FSC certification contract period).
- **An observation** is a very minor problem or the early stages of a problem which do not of itself constitute a non-conformance, but which the auditor considers may lead to a future non-conformance if not addressed by the client. An observation may be a warning signal on a particular issue that, if not addressed, could turn into a non-conformance in the future.

Report Write-up - following the forest evaluation, the team prepares the certification assessment report. This report follows a standardised format and includes detailed findings of performance and proposes pre-conditions (major non-conformances), NCRs or observations.

Review of Assessment Report by Candidate Operation, Independent Peer Reviewers and NEPCon Decision Review - the candidate operation, at least one peer reviewer, and NEPCon regional staff, review each certification assessment report.

Certification Decision - Once the above steps are completed, the applicable NEPCon regional office coordinates a certification decision process. If a certification decision is to approve certification, a five-year certification contract will be executed which requires annual on-site audits. If an operation is not approved, the certification decision will establish what must be done in order for the operation to achieve certified status in the future.

About NEPCon

NEPCon is an international, non-profit organisation. We work to foster sustainable land use and climate-friendly solutions.

We empower people and organisations to be part of the solution in tackling some of the greatest challenges facing mankind - such as climate change and the loss of our natural heritage. We do this through certification services, capacity building and innovation projects.

NEPCon is an accredited FSC Certification Body providing FSC Forest Management and Chain of Custody certification to thousands of forest operations and timber supply chain companies.

Our tailored, international FSC Expert training courses fulfil FSC's formal requirements for FSC Lead Auditor training. We are actively engaged in the FSC system and in projects that aim to facilitate FSC certification.

NEPCon also provides services within PEFC, Sustainable Biomass Partnership (SBP), LegalSource and Carbon Footprint Management (CFM) certification.

NEPCon | Filosoofi 31 | 50108 Tartu | Estonia
FSC™ A000535 | PEFC/09-44-02 | estonia@nepcon.net
Phone: +371 7 380 723 | Fax: + 372 7 380 724

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