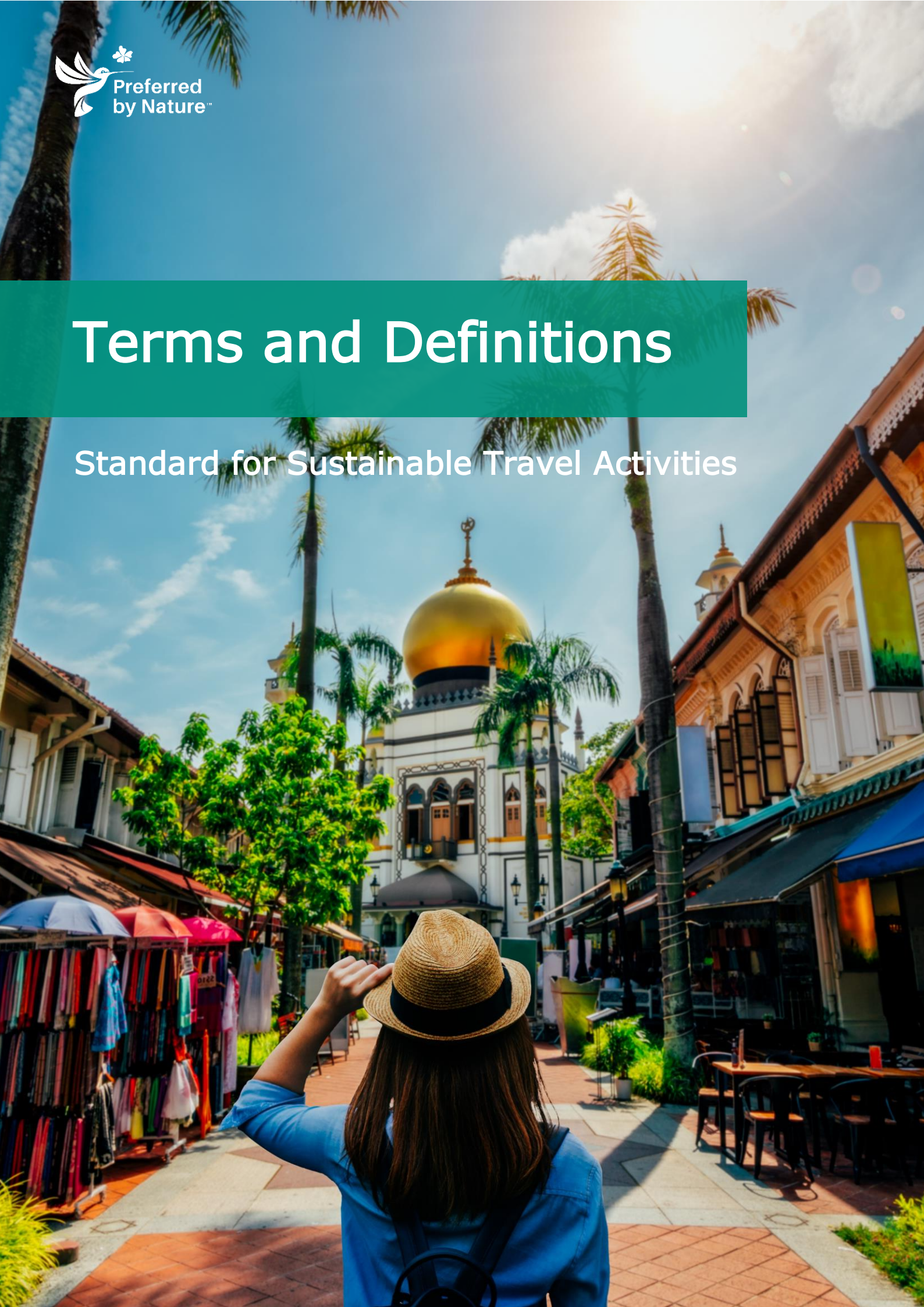


# Terms and Definitions

Standard for Sustainable Travel Activities



Terms & Definitions - Standard for Sustainable Travel Activities	
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## Introduction

This document contains a list of terms and definitions that have been used in the Preferred by Nature Standard for Sustainable Travel Activities.

The definitions included here provide additional detail to the requirements of the Preferred by Nature Standard for Sustainable Travel Activities and should be considered normative when regarding the interpretation of the Standard indicators.

Where applicable, a reference to specific source of the definition is given. In some cases, no source information is given.

**Annex A** contains a list of prohibited chemicals and is also normative.

## Terms & Definitions

### Abuse

Abuse in a workers' rights setting refers to any mistreatment or exploitation of employees by their employers, supervisors or colleagues that violate their legal and ethical rights. Such abuse can take many forms, including:

- **Physical abuse:** This refers to any physical harm or injury inflicted on a worker by their employer or co-worker.
- **Verbal abuse:** This refers to any spoken or written communication that is intended to harm or intimidate a worker, such as insults, threats or harassment.
- **Psychological abuse:** This refers to any behaviour that is intended to manipulate or control a worker's thoughts, feelings or actions, such as gaslighting or emotional manipulation.
- **Sexual abuse:** This refers to any unwanted sexual behaviour, including sexual harassment, assault or rape, that is perpetrated by an employer or co-worker.
- **Economic abuse:** This refers to any exploitation of a worker's financial situation, such as withholding wages or benefits, forcing workers to work in unsafe conditions, or denying them breaks or rest periods.

### Audit scope

Extent and boundaries of an audit.

Note 1: The audit scope generally includes a description of the physical and virtual locations, functions, organisational units, activities and processes, as well as the time period covered.

Note 2: A virtual location is where an organisation performs work or provides a service using an online environment allowing individuals irrespective of physical locations to execute processes.

Source: [GSTC Glossary of Accreditation Terms](#) (Source: ISO 19011:2018).

### Biodiversity

The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems.

Source: [Convention on Biological Diversity 1992, Article 2](#).

## Carbon Footprint

The total amount of greenhouse gases produced to support human activities directly and indirectly, usually expressed in equivalent tons of carbon dioxide (eCO<sub>2</sub>). This means that the carbon footprint may include the emissions of other greenhouse gasses than carbon dioxide (such as methane).

## Chemical

In the Preferred by Nature Standard for Sustainable Travel Activities, 'chemicals' are broadly defined as distinct compounds or substances, which have been artificially prepared or purified. Chemicals in the context of the Preferred by Nature Standard for Sustainable Travel Activities may include any such substance, including different types of prohibited chemicals, but focus on different types of agrochemicals, such as pesticides, herbicides, insecticides, fungicides, fertilisers. (Also see the definition of *Prohibited chemicals* in this document.)

## Child

Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

Source: [Social Accountability Standard 8000- 2014](#).

## Child Labour

The term 'child labour' is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
  - depriving them of the opportunity to attend school.
  - obliging them to leave school prematurely; or
  - requiring them to attempt to combine school attendance with excessively long and heavy work.

In accordance with international labour standards, a minor, between the age of 12 and 15 may work, in parallel with studying, on a farm owned or operated by that parent or person standing in place of their parents [a guardian] if the following conditions are met:

- The minor freely reports their wish to help and learn at the family farm if interviewed outside the farm.
- Work takes place outside of schooling.
- Work is always supervised by a parent or guardian.
- Work does not take place at night, does not consist of heavy lifting duties or hazardous work conditions, defined as:
  - Operating or assisting to technically operate any type of machine, including tractor and power engines
  - Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 2 metres
  - Working in a confined space (for example: silo or a storage designed to retain an oxygen-deficient or toxic atmosphere)
  - Handling or applying any type of agricultural chemicals

The above requirements apply as well to agricultural schools – apprentices and students that can be present on farms.

Not all work done by children should be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and the welfare of their families; they provide them with skills and experience and help prepare them to be productive members of society in their adult life.

Source: [International Labour Organization](#)

### **Child labour, worst form of**

Whilst child labour takes many different forms, a priority is to eliminate, without delay, the worst forms of child labour as defined by Article 3 of ILO Convention No. 182:

- all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict.
- the use, procuring or offering of a child for prostitution, to produce pornography or for pornographic performances.
- the use, procuring or offering of a child for illicit activities, for the production and trafficking of drugs as defined in the relevant international treaties.
- work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Source: [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#).

### **Community rights**

Although 'community rights' is not a defined concept in international law, community members are entitled to the full range of human rights. Moreover, given the social, economic and political structures and cohesion of communities, there may often be a collective aspect to their rights. In this regard, there may be commonalities between community rights and Indigenous Peoples' rights, especially when projects impact lands and resources that concern entire communities rather than individuals.

### **Complaint**

Defined as a formal expression of dissatisfaction by any person or organisation presented as a complaint to an organisation or a person.

### **Conflict of interest**

A conflict of interest occurs when a person's or entity's vested interests may affect their actions, judgment and/or decision-making. For a public servant, a conflict of interest' involves a conflict between the public duty and private interests of a public official, in which the public official has private-capacity interests which could improperly influence the performance of their official duties and responsibilities.

Source: [OECD](#)

### **Conformity**

Fulfilment of an audit requirement.

Source: [GSTC Glossary of Accreditation Terms](#) (ISO 19011:2018)

### Control measure

An action that the organisation shall take to mitigate the risk of sourcing material from unacceptable sources.

### Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

A multilateral treaty that aims to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

Source: [CITES](#)

### Conversion

Change of a natural ecosystem to another land use or profound change in a natural ecosystem's species composition, structure, or function.

Source: [Accountability Framework definitions](#)

### Core sustainability requirements

Indicators of the Preferred by Nature Standard for Sustainable Travel Activities that include requirements that are considered by Preferred by Nature to be required for achieving sustainability in tourist operations.

### Corruption Perceptions Index (CPI)

A global index of the perceived level of corruption in individual countries. The index has been developed by the Transparency International.

Source: [Transparency International](#)

### Corruption

Transparency International defines corruption as the abuse of entrusted power for private gain. Corruption can be classified as grand, petty and political, depending on the amount of money lost and the sector where it occurs.

### Customary law

Interrelated sets of customary rights may be recognised as customary law. In some jurisdictions, customary law is equivalent to statutory law, within its defined area of competence and may replace the statutory law for defined ethnic or other social groups. In some jurisdictions customary law complements statutory law and is applied in specified circumstances.

Source: [Based on N.L. Peluso and P. Vandergeest. 2001. Genealogies of the political forest and customary rights in Indonesia, Malaysia and Thailand, Journal of Asian Studies 60\(3\):761–812 FSC standard FSC-STD-01-001 V5-3](#)

### Customary rights

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

Source: [FSC standard FSC-STD-01-001 V5-3](#)

### Degradation

Changes within a natural ecosystem that significantly and negatively affect its species composition, structure, and/or function and reduce the ecosystem's capacity to supply products, support biodiversity and/or deliver ecosystem services.

Source: [Accountability Framework definitions](#)

## Discrimination

Any distinction, exclusion or preference made based on race, national or territorial, or social origin, caste, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other issue.

Examples include discrimination based on:

- Any distinction, exclusion or preference made based on race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- Such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.

Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

Source: [ILO Convention 111](#)

## Due Diligence System (DDS)

A set of steps or actions taken to ensure that due diligence is exercised. The due diligence system may consist of written guidelines and procedures that describe the due diligence process in detail.

## Due diligence

In the context of this Standard, due diligence is considered to define the actions taken by Organisations to ensure that production, processing or sourcing of commodities and/or services is done in a responsible way, using a risk-based approach. A general definition of the term is "the care that a reasonable person exercises to avoid harm to other persons or their property."

## Ecosystem

A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit (Convention on Biological Diversity 1992, Article 2.).

Source: [FSC standard FSC-STD-01-001 V5-3](#)

## Ecosystem restoration (In relation to environmental harms)

The process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged or destroyed.

Source: [Accountability Framework definitions](#)

## Endangered species

Plant or animal species categorised as endangered by national law, or by international organisations such as IUCN. In descending order of threat, the IUCN Red List threat categories are as follows: Extinct or Extinct in the Wild. Critically Endangered, Endangered and Vulnerable: species threatened with global extinction.

Source: [IUCN](#)

## Employer-provided housing

Housing provided to workers by the employer. For healthy and safe housing, the following should be met:

- Employer provided housing shall be clearly separated from operation and production areas and have clearly segregated housing for males and females for respect of privacy, where necessary.

- Employer provided housing shall be built safely and maintained in a hygienic condition.
- Workers shall be able to enter and leave buildings freely.
- Employer provided housing shall have automatic fire detection and alarm systems.
- Employer provided housing shall respect personal floor space and a minimum cubic content of air.
- Employer provided housing shall be provided with adequate lighting and ventilation.
- Employer provided housing shall have windows large enough to enable the workers to read by natural light and be constructed to allow the entrance of fresh air whether there is artificial lighting or ventilation turned on.
- Employer provided housing shall have appropriate ventilation that is properly functioning and maintained.
- Employer provided housing shall be equipped with sleeping facilities with beds and mattresses above the floor and quiet and dark enough to allow for good quality of sleep.
- Employer provided housing shall have access to potable water, electricity, clean shower and toilet facilities respecting the right of privacy, sanitary food preparation and storage facilities.
- Employer provided housing shall have personal storage equipment with lockable lockers.

Source: adapted from the [ILO Workers' housing recommendation](#).

#### **Environmental Impact Assessment (EIA)**

Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures.

Source: based on [Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations \(FAO\). Rome.](#)

#### **Fertiliser**

Organic or inorganic substances containing chemical elements that improve the growth of plants and the fertility of the soil. In inorganic or mineral fertilisers, the nutrients are inorganic salts, obtained by extraction and/or physical and chemical processes. The three primary plant nutrients are nitrogen, phosphorus and potassium.

Source: [OECD](#).

#### **Forest**

Land spanning more than 0.5 hectares with trees higher than 5 meters and a canopy cover of more than 10%, or trees able to reach these thresholds in situ. It does not include land that is predominantly under agricultural or other land use.

Source: [Accountability Framework definitions](#)

#### **Free, Prior, and Informed Consent (FPIC)**

A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given.

Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval. FPIC is required prior the approval and/or commencement of any project that may affect the lands, territories and resources that Indigenous Peoples customarily own, occupy or otherwise use in view of



their collective rights to self-determination and to their lands, territories, natural resources and related properties.

Understanding the terminology associated with FPIC can help companies to effectively contribute to, facilitate, lead and assess FPIC processes:

- **Free:** Consent is given by the affected Indigenous People or local communities voluntarily without coercion, duress and intimidation.
- **Prior:** The consent is given before the specified activity is authorised or commenced.
- **Informed:** The consent is given after the Indigenous People or local communities has received the relevant, timely and culturally appropriate information necessary to make a fully informed decision.
- **Consent:** The IP/LC take a collective decision to grant or withhold approval of the specified activity.

Source: [United Nations Department of Economic and Social Affairs](#)

### Gender Equality

Gender Equality means that women and men have equal conditions for realising their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Source: [United Nations](#)

### Greenhouse Gas (GHG)

A gas that contributes to the natural greenhouse effect. The Kyoto Protocol covers a basket of six greenhouse gases (GHGs) produced by human activities: carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Emissions of these gases taken together are to be measured in terms of carbon dioxide equivalents on the basis of the gases' global warming potential.

Source: <https://www.eea.europa.eu/help/glossary/eea-glossary/greenhouse-gas>

### GHG Offset

A carbon offset is a reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere. Carbon offsets are measured in tonnes of **carbon** dioxide-equivalent (CO<sub>2</sub>e). Carbon offset schemes allow individuals and companies to invest in environmental projects around the world in order to balance out their own carbon footprints. The projects are usually based in developing countries and most commonly are designed to reduce future emissions. This might involve rolling out clean energy technologies or purchasing and ripping up carbon credits from an emissions trading scheme. Other schemes work by soaking up CO<sub>2</sub> directly from the air through the planting of trees.

### GSTC-Recognized Standard

A sustainable tourism standard that has been evaluated by the Global Sustainable Tourism Council as being equivalent to the Global Sustainable Tourism Criteria or GSTC Criteria.

Source: [GSTC Glossary of Accreditation Terms](#)

### Hazardous work

Defined as work that may expose the worker to one or more of the following risks:

- **Mechanical hazards:** Certain equipment poses a cutting or crushing hazard.

- **Chemical hazards:** Certain substances and compounds pose a chemical hazard.
- **Physical hazards:** Physical hazards may comprise noise, vibration from machinery, work at elevated heights, cold, heat, or unusually high or low air pressure.
- **Electrical hazards:** There is a particular electrical hazard involved in working on live wires or in the vicinity of exposed live components, and in the maintenance and repair of high-tension current equipment and lifts.
- **Bodily strain:** Bodily strain may result from heavy lifting and other work involving unequal loading.
- **Biological hazards:** Certain biological factors pose a specific hazard.
- Certain other types of work.

Source: adopted from [ILO](#).

### High Conservation Value (HCV)

Any of the following values:

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

Source: [FSC standard FSC-STD-01-001 V5-3](#).

### Human rights

Rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Source: [United Nations](#)

### Illegally harvested wood

Wood that has been harvested in violation of applicable laws related to harvesting in that location or jurisdiction.

Source: [Adapted from FSC Glossary of Terms \(FSC-STD-01-002, updated 19 October 2017\)](#).

## ILO fundamental Conventions

The eight ILO fundamental Conventions are: the [Forced Labour Convention, 1930 \(No. 29\)](#), the [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#), the [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#), the [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#), the [Equal Remuneration Convention, 1951 \(No. 100\)](#), the [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#), the [Minimum Age Convention, 1973 \(No. 138\)](#), and the [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#).

Source: [ILO](#)

## Indicator

A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether an Organisation complies with the requirements of a Criterion. Indicators and the associated thresholds thereby define the requirements for responsible management and are the primary basis of conformance evaluation.

Source: [Adapted from FSC Glossary of Terms \(FSC-STD-01-002, updated 19 October 2017\)](#).

## Indigenous Peoples

People and groups of people whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations. They are characterised by all the following points:

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

Sources: Adapted from [ILO, Indigenous and Tribal Peoples Convention, 1989 \(No. 169\)](#), [United Nations Permanent Forum on Indigenous Issues, Factsheet 'Who are Indigenous Peoples' October 2007](#); [United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009](#), [United Nations Declaration on the Rights of Indigenous Peoples, 2008](#).

## Industry wage standards

Industry wages are wages paid for all occupations within an industry.

## Land management rights

Refers to the specific ways in which a piece of land can be used or developed, as designated by local land-use regulations or zoning laws. Land management rights may include the right to build a particular type of infrastructure, the right to operate a specific type of business, or the right to perform certain activities, farm or extract resources from the land. These rights can be subject to various conditions and restrictions, such as environmental regulations or building codes.

In general, land tenure rights establish who has legal control over a piece of land, while land management rights specify how that land can be used.

## Land Tenure

Refers to the legal rights of an individual or group to occupy and use a piece of land, including the right to transfer or sell the land to others. Land tenure rights are often associated with ownership of land, but they can also be established through leasehold or other forms of tenancy agreements.

Land tenure is the relationship, whether legally or customarily defined, among people, as individuals or groups, with respect to land. (For convenience, 'land' is used here to include other natural resources such as water and trees.)

Land tenure is an institution, i.e., rules invented by societies to regulate behaviour. Rules of tenure define how property rights to land are to be allocated within societies. They define how access is granted to rights to use, control, and transfer land, as well as associated responsibilities and restraints.

In simple terms, land tenure systems determine who can use what resources for how long, and under what conditions.

Source: [Food and Agriculture Organization of the United Nations](#)

## Legal Compliance indicators

Indicators of the Preferred by Nature Standard for Sustainable Travel Activities that requires compliance with applicable legislation.

## Living wage

The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing and other essential needs including provision for unexpected events.

Source: [Global Living Wage Coalition](#)

## Local community

Communities of any size that are in or adjacent to the Organisation, and also those that are close enough to have a significant impact on the economy or the environmental values of the organisation or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the organisation.

Source: [FSC Glossary of Terms \(FSC-STD-01-002, updated 19 October 2017\)](#).

## Major non-conformity

Non-conformity that affects the capability of the organisation to achieve the intended results. Non-conformities could be classified as major in the following circumstances:

- if there is a significant doubt that effective process control is in place, or that products or services will meet specified requirements.
- several shortcomings associated with the same requirement or issue could demonstrate a systemic failure and thus, constitute a major non-conformity.

Source: [GSTC Glossary of Accreditation Terms](#)

## Minor non-conformity

Non-conformity that does not affect the capability of the organisation to achieve the intended results of its sustainable management system.

Source: [GSTC Glossary of Accreditation Terms](#)

## Modern Slavery

Defined as situations where people are:

- forced to work – through coercion, or mental or physical threat,
- owned or controlled by an 'employer', through mental or physical abuse or the threat of abuse,
- dehumanised, treated as a commodity or bought and sold as 'property', or
- physically constrained or have restrictions placed on their freedom of movement.

Modern slavery can take different forms:

- **Forced labour** – any work or services which people are forced to do against their will under the threat of some form of punishment.
- **Debt bondage or bonded labour** – the world's most widespread form of slavery, when people borrow money, they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.
- **Human trafficking**– involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Descent-based slavery** – where people are born into slavery because their ancestors were captured and enslaved; they remain in slavery by descent.
- **Child slavery** – many people often confuse child slavery with child labour, but it is much worse. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is exploited for someone else's gain. It can include child trafficking, child soldiers, child marriage and child domestic slavery.
- **Forced and early marriage** – when someone is married against their will and cannot leave the marriage. Most child marriages can be considered slavery.

Source: [Anti-Slavery International](#)

## Multi-site organisation

An organisation covered by a single management system comprising an identified central function (not necessarily the headquarters of the organisation) at which certain processes/activities are planned and controlled, and a number of sites (permanent, temporary or virtual) at which such processes/activities are fully or partially carried out.

Source: [GSTC Glossary of Accreditation Terms](#)

## Natural Ecosystem

An ecosystem that substantially resembles — in terms of species composition, structure, and ecological function — one that is or would be found in a given area in the absence of major human impacts. This includes human-managed ecosystems where much of the natural species' composition, structure and ecological function are present.

Source: [Accountability Framework definitions](#)

## Non-conformity

Non-fulfilment of an audit requirement. The absence of, or failure to meet, an element of a standard or performance criteria.

Source: [GSTC Glossary of Accreditation Terms](#)

## Organisation

Company or legal entity responsible for meeting the requirements of this Standard. Organisation covers all legal entities owned or managed directly by that legal entity.

## Ozone depleting substances

Man-made substances that, when released to the atmosphere, damage the stratospheric ozone layer, Earth's protective shield that protects humans and the environment from harmful levels of ultraviolet radiation from the sun.

The Montreal Protocol on Substances that Deplete the Ozone Layer controls the global use of these substances. Its objective is to protect the stratospheric ozone layer by phasing out the production of ozone-depleting substances.

The protocol covers over 200 individual substances with a high ozone-depleting potential (ODP), including chlorofluorocarbons (CFCs), halons, carbon tetrachloride (CTC), 1,1,1-trichloroethane (TCA), hydrochlorofluorocarbons (HCFCs), hydrobromofluorocarbons (HBFCs), bromochloromethane (BCM) and methyl bromide (MB), all of which are referred to as 'controlled substances'. The controlled substances can be found in annex A, B, and C of the Montreal Protocol.

Source: <https://ozone.unep.org/treaties/montreal-protocol/articles/annex-controlled-substances>

## Prohibited chemicals

Chemicals that may not be used by entities verified as being in compliance with the Preferred by Nature Standard for Sustainable Travel Activities. This list has been developed by Preferred by Nature, and includes chemicals with active ingredients classified according to at least one of the following criteria:

- listed in Annex A or B of the Stockholm Convention on Persistent Organic Pollutants (POP) and/or recommended for inclusion in Annex A or B of the Stockholm Convention by the POPs Review Committee (POPRC).
- listed in the Montreal Protocol on Substances that Deplete the Ozone Layer.
- listed in Annex III of the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (PIC) or recommended for inclusion in Annex III by the Chemical Review Committee (CRC).
- listed in classes Ia and Ib under the World Health Organisation's Recommended Classification of Pesticides by Hazard.
- classified as reproductive toxicity category 1 or carcinogenic toxicity category 1 or mutagenic toxicity category 1 or Carcinogenic toxicity category 2 and reproductive toxicity category 2, according to the Globally Harmonized System (GHS) of Classification and Labelling of Chemicals as implemented/applied by the European Union (Regulation 1272/2008 and Regulation 1107/2009) and by Japan.

It should be noted that some pesticides or chemicals on the prohibited list may be used in certain instances specific circumstances that limits the risk from said ingredients. As an example, it is allowed to use rodenticides with active ingredients in the prohibited list, for controlling rodents, but only if the chemical is contained in dedicated bait boxes, thus preventing access for other than the intended purpose.

In cases where Preferred by Nature develops a commodity specific adaptation of the Preferred by Nature Standard for Sustainable Travel Activities, the list of *Prohibited Chemicals* may be adjusted considering the specifics within the commodity.

See Annex A of this document for the full list of prohibited chemicals.

### Protected Species

Animal or plant species protected by national or international law.

### Publicly available information

Information that has been published or broadcast for public consumption, is available to the public, is accessible online or otherwise to the public, is available to the public by subscription or purchase, could be seen or heard by any casual observer, is made available at a meeting open to the public, or is obtained by visiting a place or attending an event that is open to the public.

### Records

Written or stored information as copies of documents, or information stored digitally with information on systems and data collected, that can be used to show compliance with Standard requirements.

### Remediation

Process to provide redress for a negative impact with substantive outcomes that can counteract, or make good, the negative impact. These outcomes may take a range of forms such as apologies, restitution, rehabilitation, restoration, financial or non-financial compensation, and punitive sanctions (whether criminal or administrative, such as fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

In the context of the Preferred by Nature Standard for Sustainable Travel Activities, remediation activities refer to social issues.

Source: [Accountability Framework definitions](#)

### Requirement

Need or expectation that is stated in the applicable or reference standard.

Source: [GSTC Glossary of Accreditation Terms](#)

### Responsible Recruitment

Covers issues related to the recruitment process, as follows:

- Medicals shall only be mandated for after an offer of employment has been made and where it is relevant to the safety & health of the individual and those around him/her.
- Pregnancy screening or testing is not used at any time before or after the jobseeker signs an employment agreement, except where required by law.
- Recruitment related information (including the details of working conditions, worker's legal rights, nature of work, wages and benefits, duration of contract) and the employment contract shall be provided to a jobseeker in a language they understand.
- Recruitment fees/costs shall not be charged to jobseekers, nor shall deposits for job placement services, from jobseekers, his/her employers, agents nor subagents.
- Recruitment of migrants shall include full transparency about terms, conditions and any employment costs and the migrants shall be informed about the labour laws applicable in the place of work prior to granting their written consent.
- Only charges or deductions for room and board that are permitted or required by law and consistent with market rates shall be applied and communicated to jobseekers prior to signing an employment contract.
- Employment contracts shall specify hours of work, including regular hours, requirements for overtime and days off, as well as specify and comply with all legally required breaks, including breaks for prayer, and provide at least one day off in every seven days.

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

### **Responsible remuneration**

Process of managing remuneration of workers, including:

- Employers shall not engage in making personal loans to workers or jobseekers under circumstances where repayment terms could be defined as debt bondage or forced labour.
- Employees shall not be required to participate in any forced saving scheme, unless required by law.
- Employers shall not avoid obligations to employees under labour or social security laws and regulations arising from the regular employment relationship using labour-only sub-contracting, home-working arrangements, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be purposefully avoided through the excessive use of fixed-term contracts of employment.
- Wage calculations shall be transparent, equitable and objective including for remuneration based on production, quotas or piecework and overtime hours shall be specified separately.
- Recognition and promotion processes and practices shall be made based on worker performance, without discrimination and with the aim to provide equal opportunities for empowerment.
- Deductions from wages as a disciplinary measure shall be prohibited, nor shall any deductions be made from wages without the expressed permission of the worker concerned.
- All disciplinary remuneration measures shall be recorded.

### **Rights holder**

Any person, group of persons or entity (typically Indigenous Peoples or other local communities) who holds customary or legal use rights, in accordance with UNDRIP and national laws or traditions.

### **Species**

A group of living organisms consisting of similar individuals capable of exchanging genes or interbreeding. The species is the principal natural taxonomic unit, ranking below a genus. The common and (where applicable) full scientific name is required for all species included within the scope of the management system.

### **Specified risk**

It is a conclusion, as a result of a risk assessment, that there is a risk in some area, process, or activity of the organisation, and mitigation is required.

### **Stakeholder**

Any person, group of persons or entity that is or is likely to be subject to the effects of the activities of an Organisation. Examples include, but are not restricted to persons, groups of persons or entities. The following are examples of affected stakeholders:

- Local communities
- Indigenous peoples
- Workers
- Neighbours
- Landowners



- Local processors
- Local businesses
- Tenure and use rights holders, including landowners.
- Organisations authorised or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labour unions, etc.

Source: [FSC standard FSC-STD-01-001 V5-3](#).

### **Substantiated complaint**

A grievance or objection raised against an organisation regarding its Certification or due diligence system, which is accompanied by or is found to be established by competent and verifiable evidence.

### **Supplier**

The entity that supplies services, goods, supplies and any other materials to the organisation.

### **Supply chain**

A network of organisations, resources, activities and technologies involved in the creation and delivery of a product or service to a customer. It covers all the stages of the production process, from the procurement of raw materials to the distribution of finished goods or organised services to the end consumer.

The supply chain typically involves multiple stakeholders, including suppliers, manufacturers, distributors, logistics providers, and retailers, who work together to ensure that products and services are delivered to customers in a timely, efficient and cost-effective manner. Effective management of the supply chain is essential for ensuring customer satisfaction, maximising operational efficiency, and achieving business and sustainability goals.

### **Surveillance audit (annual audit)**

Audit performed as a basis for maintaining the validity of the certification. Surveillance audits can be performed remotely, on-site or a combination of both: remote and on-site.

Source: [GSTC Glossary of Accreditation Terms](#)

### **Sustainable tourism standard**

A set of rules and guidelines that define the requirements of tourism organisations in delivering sustainable travel activities. For GSTC-Recognized status, the standard shall be equivalent to the GSTC Criteria.

Source: Adapted from [GSTC Glossary of Accreditation Terms](#)

### **Tour Operator**

Businesses/organisations that plan, operate and deliver a complete package tour to a traveller. The term tour operator involves a large diversity of types of packagers, transport operators and sellers of travel that can be combined amongst them and vary according to the set of products/services offering, ownership structure and/or geographical location of their operations.

For certification, Tour Operators comprise outbound, inbound, destination management organisations and land transport providers or any combination amongst these categories.

Source: Adapted from [GSTC Glossary of Accreditation Terms](#)

### **Threatened species**

Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild.

Source: Based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK. [IUCN](#)

### **Waste**

Any substance or object which the holder discards or intends or is required to discard. In the context of the Preferred by Nature Standard for Sustainable Travel Activities, waste may encompass a range of different materials.

Source: [EU Waste Framework Directive](#).

### **Worker, migrant**

A person who migrates from one country to another with a view of being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment.

Source: [ILO Migration for Employment Convention \(Revised\), 1949 \(No. 97\)](#).

### **Worker, permanent**

Permanent workers work for an employer and do not have a predetermined end date to employment. The definition of a permanent worker may include different types of employment and cover any person who works at an organisation and is paid for his or her work.

In terms of the requirements of the Preferred by Nature Standard for Sustainable Travel Activities, permanent workers can encompass different types of workers including documented, undocumented, migrant, workers of sub-contractors and outsourced workers, as well as persons temporarily absent from a job or enterprise at which they recently worked for illness, parental leave, holiday, training or industrial dispute.

### **Worker, seasonal**

A worker who is under a form of temporary employment linked to specific periods of the year and sectors (for example, vacation season). Seasonal workers may also encompass different types of workers, as is the case with permanent workers.

### **Water Bodies**

This includes, but is not limited to, water courses, rivers, streams, lagoons, springs, lakes, reservoirs and ditches.

### **Young worker**

Any worker under the age of 18 but over the age of a child (15), as defined above.

Source: [Social Accountability Standard 8000- 2014](#)

## Annex A: Preferred by Nature list of prohibited chemicals.

CAS Nr	Active Ingredient	Conventions			Acute Toxicity		Mutagenicity	Reproductive toxicity		Carcinogenicity	
		1. Stockholm Annex A and B	2. Montreal, Ozone Depleting	3. Rotterdam, Annex 3	4. WHO 1b	H330 "Fatal if inhaled"		See note below the table	5. EU GHS Muta 1	5. Japan GHS Repr 1	5. EU GHS Carc 1
71751-41-2	Abamectin				Y	Y					
34256-82-1	Acetochlor			Y			CRC				Y
107-02-8	Acrolein				Y	Y					
15972-60-8	Alachlor			Y							
116-06-3	Aldicarb			Y	Y	Y					
319-84-6	alpha-BHC; alpha-HCH	Y									
96-24-2	Alpha-chlorohydrin				Y				Y		
61-82-5	Amitrole							Y			
90640-80-5	Anthracene oil									Y	
84-65-1	Anthraquinone							Y			
	Arsen and its compounds							Y	Y		
68049-83-2	Azafenidin							Y			
2642-71-9	Azinphos-ethyl				Y	Y			Y		
86-50-0	Azinphos-methyl		Y		Y	Y		Y			
17804-35-2	Benomyl			Y			F	Y	Y		
68359-37-5	Beta-cyfluthrin; Cyfluthrin				Y	Y					
319-85-7	beta-HCH; beta-BCH	Y									
28434-01-7	Bioresmethrin							Y	Y		
28434-01-7	Bioresmethrin								Y		
92-52-4	Biphenyl, Diphenyl										Y
2079-00-7	Blasticidin-S				Y						
	Borax; Borate salts							Y	Y		
10043-35-3	Boric acid							Y	Y		
56073-10-0	Brodifacoum				Y	Y		Y			
28772-56-7	Bromadiolone				Y	Y		Y			
63333-35-7	Bromethalin				Y						
1689-84-5	Bromoxynil					Y		Y			
56634-95-8	Bromoxynil heptanoate							Y			
1689-99-2	Bromoxynil octanoate							Y			
34681-10-2	Butocarboxim				Y						
34681-23-7	Butoxycarboxim				Y						
95465-99-9	Cadusafos				Y						
592-01-8	Calcium cyanide				Y						
2425-06-1	Captafol			Y	Y			Y		Y	Y
63-25-2	Carbaryl										Y
10605-21-7	Carbendazim							Y	Y		
16118-49-3	Carbetamide							Y			
1563-66-2	Carbofuran			Y	Y	Y	F				
55285-14-8	Carbosulfan			Y		Y	CRC				
57-74-9	Chlordane	Y	Y								
54593-83-8	Chlorethoxyphos				Y						
470-90-6	Chlorfenvinphos				Y						
24934-91-6	Chlormephos				Y						
3691-35-8	Chlorophacinone				Y	Y		Y	Y		
1897-45-6	Chlorothalonil					Y					
2921-88-2	Chlorpyrifos	Y					CRC		Y		
5598-13-0	Chlorpyrifos-methyl										
67-97-0	Cholecalciferol							Y	Y		
56-72-4	Coumaphos				Y						
5836-29-3	Coumatetralyl				Y	Y		Y			
8001-58-9	Creosote									Y	Y

CAS Nr	Active Ingredient	Conventions			Acute Toxicity			Mutagenicity	Reproductive toxicity		Carcinogenicity	
560121-52-0	Cyenoptyrafen											Y
94361-06-5	Cyproconazole								Y			
50-29-3	DDT	Y	Y					Y		Y		Y
919-86-8	Demeton-S-methyl				Y							
333-41-5	Diazinon								Y			Y
120-36-5	Dichlorprop								Y	Y		
62-73-7	Dichlorvos; DDVP				Y	Y						
141-66-2	Dicrotophos				Y							
56073-07-5	Difenacoum				Y		Y			Y		
104653-34-1	Difethialone				Y		Y			Y		
110488-70-5	Dimethomorph									Y		
39300-45-3	Dinocap									Y		
1420-07-1	Dinoterb					Y				Y		
82-66-6	Diphacinone				Y							
298-04-4	Disulfoton				Y							
	DNOC and its salts			Y			Y		Y			
17109-49-8	Edifenphos				Y							
115-29-7	Endosulfan	Y	Y				Y					
297-99-4	E-Phosphamidon				Y							
106-89-8	Epichlorohydrin										Y	Y
2104-64-5	EPN				Y							
133855-98-8	Epoxiconazole									Y		
29973-13-5	Ethiofencarb					Y						
13194-48-4	Ethoprophos; Ethoprop				Y		Y					Y
106-93-4	Ethylene dibromide; 1,2-dibromoethane		Y								Y	Y
107-06-2	Ethylene dichloride; 1,2-Dichloroethane		Y									Y
75-21-8	Ethylene oxide		Y					Y	Y	Y	Y	Y
96-45-7	Ethylene thiourea								Y	Y		
52-85-7	Famphur				Y							
22224-92-6	Fenamiphos				Y	Y						
103112-35-2	Fenchlorazole-ethyl											Y
55-38-9	Fenthion		Y									
90035-08-8	Flocoumafen				Y		Y			Y		
69806-50-4	Fluazifop-butyl									Y		
79622-59-6	Fluazinam						Y			Y		
70124-77-5	Flucythrinate					Y						
640-19-7	Fluoroacetamide		Y			Y						
85509-19-9	Flusilazole									Y		
50-00-0	Formaldehyde											Y
22259-30-9	Formetanate					Y	Y					
98886-44-3	Fosthiazate										Y	
65907-30-4	Furathiocarb				Y	Y						
77182-82-2	Glufosinate-ammonium									Y		
100784-20-1	Halosulfuron-methyl									Y		
23560-59-0	Heptenophos					Y						
118-74-1	Hexachlorobenzene	Y	Y	Y							Y	Y
608-73-1	Hexchlorocyclohexane; BHC mixed isomers		Y									
57520-17-9	Iminoctadine triacetate									Y		
36734-19-7	Iprodione											
18854-01-8	Isoxathion					Y						
58-89-9	Lindane	Y	Y								Y	Y
330-55-2	Linuron									Y		
121-75-5	Malathion											Y
8018-01-7	Mancozeb									Y		
12427-38-2	Maneb										Y	
2595-54-2	Mecarbam					Y						
131-72-6	Meptyldinocap									Y	Y	
	Mercury and its compounds		Y			Y						
10265-92-6	Methamidophos		Y		Y	Y						

CAS Nr	Active Ingredient	Conventions			Acute Toxicity			Mutagenicity	Reproductive toxicity		Carcinogenicity	
950-37-8	Methidathion				Y							
2032-65-7	Methiocarb				Y							
16752-77-5	Methomyl				Y							
72-43-5	Methoxychlor	Y										
74-83-9	Methyl bromide		Y									
7786-34-7	Mevinphos				Y							
2212-67-1	Molinate								Y			
6923-22-4	Monocrotophos		Y		Y	Y						
54-11-5	Nicotine				Y	Y						
98-95-3	Nitrobenzene								Y	Y		
1113-02-6	Omethoate				Y							
23135-22-0	Oxamyl			Y		Y						
301-12-2	Oxydemeton-methyl				Y							
	Paraffin oils; mineral oils											
1910-42-5	Paraquat dichloride		Y			Y						
56-38-2	Parathion		Y		Y	Y						
298-00-0	Parathion-methyl		Y		Y	Y	F					
87-86-5	PCP; Pentachlorophenol	Y	Y		Y	Y			Y	Y	Y	
298-02-2	Phorate		Y		Y							
13171-21-6	Phosphamidon		Y		Y							
32809-16-8	Procymidone								Y			
31218-83-4	Propetamphos				Y							
60207-90-1	Propiconazole								Y			
12071-83-9	Propineb										Y	
114-26-1	Propoxur							Y				
75-56-9	Propylene oxide, Oxirane							Y			Y	
148-24-3	Quinolin-8-ol; 8-hydroxyquinoline								Y	Y		
105024-66-6	Silafloufen								Y			
143-33-9	Sodium cyanide				Y							
62-74-8	Sodium fluoroacetate (1080)				Y	Y						
148477-71-8	Spirodiclofen								Y		Y	
57-24-9	Strychnine				Y							
4151-50-2	Sulfluramid		Y									
3689-24-5	Sulfotep				Y							
1314-84-7	Zinc phosphide				Y							
137-30-4	Ziram					Y		Y				
23783-98-4	Z-Phosphamidon		Y	Y			F					
96182-53-5	Tebupirimifos				Y							
111988-49-9	Thiacloprid								Y	Y		
79538-32-2	Tefluthrin				Y	Y						
13071-79-9	Terbufos				Y							
148-79-8	Thiabendazole								Y	Y		
39196-18-4	Thiofanox				Y							
640-15-3	Thiometon				Y							
137-26-8	Thiram		Y			Y	F	Y	Y			
52-68-6	Trichlorfon		Y					Y		Y		
55219-65-3	Triadimenol								Y			
24017-47-8	Triazophos				Y							
	Tributyltin compounds		Y									
81412-43-3	Tridemorph								Y			
68694-11-1	Triflumizole								Y			
2275-23-2	Vamidothion				Y							
81-81-2	Warfarin				Y	Y			Y	Y		
50471-44-8	Vinclozolin								Y	Y		

F: Annex III of the Rotterdam Convention includes certain specific formulations.

CRC : agreed by the Chemical Review Committee and the Conference of the Parties that the chemical meets the criteria of the Convention but yet not formally listed because of COP voting

FAO HHP = 1 = pesticides on Annexes of PIC & POP Convention AND/OR Carc 1A/B; Repr. 1A/B, Muta. 1A/B according to GHS

FAO HHP 2 = Recommended for PIC & POP Convention and/or **active ingredients (not formulations)** classified as WHO Ia/Ib



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