



**FSC Working Group Czech Republic**

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## **National Forest Stewardship Standard for the Czech Republic**

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## **1. Preface**

The Forest Stewardship Council (FSC) is an international non-governmental organization based in Bonn that administers the FSC certification system. The goal of the FSC certification system is to promote the environmentally responsible, socially beneficial and economically viable management of forests.

Through independent accreditation unit, FSC accredits (authorizes and monitors) certification companies. The certification organizations evaluate forest enterprises and attest that their management complies with accredited FSC Principles and Criteria. The FSC Certification system is based on impartial, independent assessment and control and thus it is credible for consumers. As a marketing tool, the FSC trademark and logo serve as incentives to forest owners and timber enterprises to credibly demonstrate the high ecological and social level of their forest management. From the consumer's point of view, the logo helps both individuals and institutions to demonstrate ecological and social responsibility for forests by purchasing certified products. FSC certification thus creates new avenues for sales and marketing of certified forests products.

The certification process is voluntarily initiated by the forest owners themselves. FSC certification is open to all interested enterprises, regardless of their status. It focuses on evaluating forest management rather than the actual condition of a given forest. Together with the certification body, the forest owner develops management concepts for the effective realization of the goals defined in the relevant forest management standard. The certification body will evaluate the implementation of these concepts and the fulfillment of requirements which can be met immediately.

## **2. Introduction**

The Czech FSC Standard is a fundamental normative document for forest management certification with the FSC international certification system on the territory of the Czech Republic. It is meant for forests of all types, classes, functions, ownership structures and areas.

Some requirements of the Czech FSC Standard do not apply to small forest areas as defined in the Czech FSC Standard, i.e. to areas below 500 ha (indicated in the text of the standard). Also, some requirements of the Czech FSC Standard (selected indicators listed under principles 7 and 8) are reduced or not applicable for forest properties below 50 ha (the threshold for the obligatory acquisition of a forest management plan). In the Czech Republic, forest properties over 10.000 ha are considered to be very large forests.

Forest management conforming to the Czech FSC Standard strives for close-to-nature forest areas with species composition appropriate for the site, and the age structure and spatial layout approaching the dynamics and structure of natural forest associations. Forest management conforming to the Czech FSC Standard leads to the progressive improvement of the environmental, economic and social output of forest enterprise management.

The Czech FSC Standard is based on the worldwide valid normative documents of the non-governmental organization the Forest Stewardship Council A.C. (FSC A.C.). It has been developed and revised by the FSC Working Group Czech Republic (FSC WG CZ), which received exclusive accreditation from the FSC accreditation body to develop these standards.

The Czech FSC Standard had been developed since February 2001 and its first draft was approved at the 1st FSC WG CZ General Assembly in January 2002 in Prague. The Standard was further developed by the Standardization Committee of FSC WG CZ. A broad expert consultation at national level in 2002 and 2003 followed. The second draft of the Czech FSC Standard was approved at the 2nd FSC WG CZ General Assembly in February 2003 in Prague. In 2003 the Standard was harmonized with the accredited German FSC-Standard and the nascent Polish FSC Standard. During 2004, in co-operation with the accredited certification bodies, the Standard was tested in the field, and four different forest properties of different areas, types and ownership structures on Czech territory were assessed: in the Krkonose National Park, and in co-operation with accredited certification bodies during the forest enterprise certification of Association of Municipal and Private Forests Svitavy, Municipal Forests Volary Inc., and Kinsky dal Borgo Inc. In the same year, further discussion of the Czech FSC Standard with selected external experts was coordinated by the Institute for Forest Ecosystems Research.

Then, the 3rd draft of the Czech FSC Standard, approved by the 4th FSC General Assembly in Brandýs nad Labem on 25 February 2005, was once again submitted to broad national and international discussion. The final 4th draft of the Czech FSC Standard which incorporated remarks that emerged in the national and international discussion, was approved by the 5th FSC WG CZ General Assembly in Ceska Trebova on 29th September 2005.

The FSC Working Group Czech Republic consists of three expert sections – Economic, Environmental and Social – each having an equal vote.

Members of FSC WG CZ develop and revise the Czech FSC Standard via the Standardization Committee of the association. FSC Working Group Czech Republic is open to new members and observers. For more information, visit the web site of the FSC CR Civil Association: [www.czechfsc.cz](http://www.czechfsc.cz).

### **3. Compliance with standard**

The Czech FSC Standard is an integrated whole; the order of the principles does not reflect their importance. The Czech FSC Standard is used in conjunction and combination with national and international laws and regulations. FSC Certification intends to complement, not supplant, other initiatives and instruments that support responsible forest management.

#### **FSC Principles and Criteria of Forest Stewardship**

Ten principles and fifty-six clarifying criteria set up by FSC as a basis for developing of national or regional FSC Standards.

#### **Forest Stewardship Standard**

The normative document which specifies the requirements with which a forest management enterprise must conform in order to obtain FSC certification. Such a standard must include the exact language of the FSC Principles and Criteria for Forest Stewardship, together with the indicator specifying the requirements of the principles and criteria with regard to the natural and socio-economic conditions of the Czech Republic.

#### **Principle**

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

#### **Wording of the ten international FSC Principles of forest stewardship:**

- 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.
- 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.
- 3. Indigenous peoples' rights** - The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognized and respected. The principle is not applicable in the Czech Republic.
- 4. Community relations and worker's rights** - Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.
- 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.
- 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.
- 7. 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.
- 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.

**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.

**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.

### **Criterion**

A means of judging whether or not a Principle (of Forest Management) has been fulfilled.

### **Sub-criterion**

Some of the FSC Criteria are presented in form of alphabetically listed items. These items are called sub-criteria.

### **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.

### **Means of verification**

A potential source of information or evidence that allows an auditor to evaluate compliance with an indicator. Means of verification does not have a normative character.

The FSC certification system does not insist on immediate perfection of the forest management in satisfying all the indicators at the time the certification evaluation is conducted. More important are the steps taken by forest owners to continuously improve overall management with a view to achieving the prescribed goals. The improvement of the forest management practice must show in following certification evaluations.

- a) Principles and Criteria are not subject to evaluation. In order to examine if a forest owner is complying with the principles and criteria, the fulfillment of each indicator of the forest management standard in question - the Czech FSC Standard - is assessed.
- b) All certification decisions are based on the identification of major incidents of non-compliance at the level of associated FSC Criteria. If a major incident of non-compliance at the level of an FSC criterion is identified, then the certificate cannot be issued.
- c) Major non-compliance in the fulfillment of any FSC criterion requirements is assessed on the basis of the accomplishment of all indicators of the associated criterion and also

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on the basis of the evaluation of the possible impact of all incidents of non-compliance:

- All incidents of non-compliance with any indicators that are identified by the certification body during an evaluation shall be recorded in the evaluation report.
  - Non-compliance at the level of the indicator shall be evaluated to determine whether it constitutes an incident of minor or major non-compliance at the level of the associated FSC Criterion.
- d) An incident of non-compliance shall be considered minor if:
- it is a temporary lapse
  - it is unusual/non-systematic
  - the impact of the non-compliance is limited in its temporal and spatial scale
  - prompt corrective action has been taken to ensure that it will not be repeated
  - it does not result in a fundamental failure to achieve the objective of the relevant FSC Criterion.
- e) An incident of non-compliance shall be considered major if it:
- continues over a long period of time
  - is repeated or systematic
  - the impact of the non-compliance is not limited in its temporal or spatial scale
  - is not promptly corrected or adequately responded to, in spite of the fact the management of the enterprise has been informed about it
  - it does or it may result in a fundamental failure to achieve the objective of the relevant FSC Criterion.
- When evaluating whether non-compliance is minor or major (i.e. likely to result in a fundamental failure to achieve the objective of the relevant FSC Criterion), the certification body shall take into account the uniqueness of the given ecosystem.
- The certification body decisions on whether an identified incident of non-compliance at the level of any indicator is minor or major (resulting in fundamental failure to achieve the objective of the relevant Criterion) must be substantiated in writing.
- f) If any major non-compliance occurs, the certification cannot be issued until corrective action is taken.
- g) If a major non-compliance is identified after the certificate has been issued, the certificate holder shall correct it within three months of the non-compliance notification received from the certification body. If the holder does not comply with the requirements, the certificate can be suspended.

## **4. Body of the standard**

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### **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.**

#### **1.1 Forest management shall respect all national and local laws and administrative requirements.**

- I. The owner has at his disposal all applicable laws and ordinances related to forest management, and is familiar with them (particularly with those mentioned in Appendix 1.)

Means of verification: interviews, review of documents

- II. There is no evidence of violation of applicable laws or of non-fulfillment of the duties related to forest management.

Means of verification: interviews with national authorities and representatives of stakeholders\*, field inspection

#### **1.2 All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.**

- I. All legally prescribed fees are paid and there is no evidence of payment indiscipline (fees are fully paid within specified periods).

Means of verification: review of documentation, interview with national authorities (possibly revision of fiscal audit outcome)

#### **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.**

- I. There is no evidence that the international agreements ratified by the Czech Republic (i. a. those listed in Appendix 2) have been violated on the part of the owner\*.

Means of verification: interviews with employees\* and representatives of stakeholders\*

#### **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.**

- I. The owner shall inform the certification body\* of all conflicts between existing laws and regulations and the Czech FSC Standard.

Means of verification: interviews with managers\*, review of documentation

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- II. If possible conflicts between existing laws and regulations and the Czech FSC Standard cannot be resolved by certification body\*, the owner\* shall report them to the FSC WG CZ Dispute Resolution Committee\*

Means of verification: interviews with managers\*, review of documentation

### **1.5 Forest management areas should be protected from illegal harvesting, settlement and other unauthorized activities.**

- I. The owner\* of a forest area of over 500 ha shall apply for the establishment of a forest guard.

Means of verification: interviews with national authorities, review of documentation

- II. The forest guard or the owner\* keeps records and resolves all kinds of observed offences against the existing legislation.

Means of verification: review of documentation, interviews with staff\* and representatives of national authorities, field inspection

### **1.6 Forest managers shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria.**

- I. The owner\* shall acknowledge FSC Principles and Criteria and make a written commitment to long-term conformation to them.

Mean of verification: review of documentation.

- II. The owner\* of a forest area of over 500 ha makes his obligation to conform to the Czech FSC Standard public.

Means of verification: review of released documentation

- III. If any forest operations are carried out by contractors, the owner\* contractually ensures contractors' adherence to the requirements of the Czech FSC Standard.

Means of verification: review of agreements with contractors, review of documentation

- IV. The owner\* notifies the affected employees\* of the requirements and limitations regarding the use of the FSC logo, both in communication and advertising, but especially in the labelling of products, and he respects these conditions.

Means of verification: interview with employees, review of documentation

## **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.**

### **II.1 Clear evidence of long-term forest use rights to the land (e.g. land title, customary rights, or lease agreements) shall be demonstrated.**

- I. The legal subject that cultivates the certified property has an appropriate licence for business operations, and documentation of its foundation and establishment.

Means of verification: review of documentation

- II. The forest owner\* provides maps demarcating the property in his use and the property designated for certification.

Means of verifications: review of maps and documentation

- III. The forest owner\* provides evidence of demarcated property as recorded in the land register, and documentation specifying the tenure and use rights (e.g. contracts with hunting associations, defined extraction areas, or previously-defined mineral extraction rights).

Means of verification: review of maps and documentation

### **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.**

- I. Local joint forest owners\* (municipalities, associations, fellowships, associations of owners\*) shall designate with free and informed consent a person or a legal subject to ensure protection of their right to control the forest management.

Means of verification: review of documentation, interview with the owner's\* agent

### **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.**

- I. The owner\* keeps records of all disputes over tenure or use rights, including documentation of all steps that have been undertaken in order to resolve these disputes.

Means of verification: review of documentation

- II. Should there be a dispute over tenure or use rights the owner\* and the affected party agree on steps towards the resolution of the dispute. The owner\* adheres to the agreed procedure.

Means of verification: review of documentation and correspondence, interviews with representatives of local stakeholders\*

### **Principle 3: Indigenous peoples' rights**

**The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognized and respected.**

**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.**

**3.2 Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.**

**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.**

**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.**

According to the definition by the United Nations, there are no indigenous peoples in the Czech Republic that would feel or define themselves as such. Therefore, the principle in this form is not applicable. Criteria 3.1-3.4 can be considered to be inapplicable in the case of the Czech Republic. Aspects of this principle, which are logically related to the interests of the local population, are covered under Principle 2 (customary rights) and Principle 4 (community interests).

### **Principle 4: Community relations and worker's rights**

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

**4.1 The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.**

I. The owner\* keeps track of local workers, suppliers and contractors. The requirements and conditions of tender do not disadvantage local contractors.

Means of verification: review of documentation, interviews with employees\* and representatives of local stakeholders\*

II. Only contractors qualified to pursue works in question are hired.

Means of verification: review of documentation, interview with employees\* and representatives of local stakeholders\*

III. Should the employees\* be from non-EU countries, the employer shall prove they hold valid work permits.

Means of verification: review of documentation

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- IV. The employees\* are supported in continuing their education and extending their proficiency by the employer.

Means of verifications: review of documentation, interview with the employees\*

- V. The owner\*, where appropriate and possible, allows local schools or other organisations to use the forest for the purposes of further education

Means of verification: review of documentation, interviews with employees\* and representatives of local stakeholders\*

### **4.2 Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.**

- I. All forest operations are organised and carried out in accordance with existing Health and Safety legislation, especially in accordance with provisions regarding the use of protective clothing and equipment.

Means of verification: interviews, filed inspection

- II. Relevant safety training of employees\* is to be carried out. Employees'\* attendance at these educational courses and trainings is considered a part of their work.

Means of verification: review of documentation, training records, field inspection, interviews with employees\*

- III. A number of Workplace Safety Personnel (or an individual) appropriate to the size of the workplace are designated responsible for the regular checking of employees' adherence to work safety regulations and use of protective clothing and equipment. All employees\* are familiar with the designated staff (individual).

Means of verification: review of documentation, interviews with employees\*

- IV. All machines, instruments and tools designated for use are in good technical condition so as to ensure their safe use.

Means of verification: field inspection, interviews with employees\*

- V. The owner\* documents work injuries, evaluates their causes and takes measures to prevent them.

Means of verification: review of documentation, interviews with employees\*

### **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 Labour Organisation (ILO).**

- I. There is no evidence that the existing social welfare laws and regulations as well as the Convention of International Labour Organisation (ILO) and provisions of FSC policy on FSC Certification and ILO convention have been violated.

Means of verification: contact with representatives of local stakeholders\*, in particular with trade unions and their associations and with the Bureau of Work Safety

- II. All employees\* can assert their right to form trade unions and other labour organisations, and make collective wage agreements, following the wage agreements of

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higher degrees, without any infringements on the employer's part. The employees\* attest that they do not fear sanctions on the employer's part when they organise in trade unions.

Means of verification: interviews with employees\* and trade unions

III. Employers respect the applicable basic pay and collective wage agreements negotiated between employers' associations and trade unions, or between the employee\* and the owner\*.

Means of verification: review of documentation, interviews with employees

IV. Prior to commencement of the certification process the owner\* of a forest area of over 500 ha informs his trade union, or, if it does not exist, union association, about certification, the opportunities it offers, and its impact on communication and the social sphere.

Means of verification: review of documentation, interviews with representatives of trade unions and their associations

### **4.4 Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations.**

I. The owner\* of a forest area of over 500 ha documents and evaluates changes in employment levels and workforce structure.

Means of verification: review of documentation, interviews with employees\*

II. Whenever possible, employees\* are employed year-round, layoffs must be justified by the enterprise, and are carried out after consultation with trade unions.

Means of verification: review of documentation, interviews with employees\*

III. Representatives of local stakeholders\* (both men and women), civil associations and other partners are identified, and their initiatives and discussions with them are documented.

Means of verification: review of documentation, interviews with local stakeholders representatives\*

IV. Neighbouring property owners and affected stakeholders\* are kept informed of forest operations that materially affect them. Their remarks are considered. Their participation in negotiations must be approved.

Means of verification: interviews with representatives of affected stakeholders\*

V. When taking decisions concerning forest management, the owner\* respects sites of special cultural or religious significance.

Means of verification: field inspections, interviews

VI. At company meetings or similar events, employees\* are kept informed about business changes that affect their social situation. The employer supports and keeps records of consultations with employees\*.

Means of verification: review of documentation, interviews with employees\* without the presence of their superiors

**4.5 Appropriate mechanisms shall be employed for resolving 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.**

I. The owner\* keeps records of, and resolves all complaints from, other parties regarding damage from forest operations affecting property, legal or customary rights, or natural resources resulting from his management activities. The owner\* takes measures to prevent such damage.

Means of verification: review of documents, interview with representatives of local stakeholders\*

II. The owner\* of a forest area of over 500 ha designates a person responsible for decisions on complaints and compensation for damage.

Means of verification: review of documents, interviews with management and local stakeholders\*

**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.**

**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.**

I. If comparable profits can be achieved, the owner\* chooses environmentally and socially friendlier technologies and methods.

Means of verification: field inspection, interviews, review of documentation

II. The financial plan of the forest owner\* ensures sufficient profits and other financial resources to cover all necessary costs.

Means of verification: review of documentation – financial plan (budgets, annual accounting statements)

**5.2 Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.**

I. With respect to local and regional economic needs, the owner\* produces and places on the market a wide range of high quality forest products.

Means of verification: interviews with management\*, review of documentation

**5.3 Forest management should minimize waste associated with harvesting and on-site processing operations and avoid damage to other forest resources\*.**

I. The owner\* chooses such methods of tree harvesting and transportation that lead to the elimination of loss and damage of timber.

Means of verification: field inspection, review of documentation, interviews

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II. The owner\* chooses technologies and methods of tree harvesting and transportation that prevent damage to advanced growths, surrounding stands, and other forest resources\*.

Means of verification: field inspection, interview with employees\*

III. Following the harvesting, all damage is monitored and measures to prevent its recurrence are employed. These measures must be considered when planning forest operations and included in agreements with contractors.

Means of verification: field inspection, review of documentation, interviews with employees\*

### **V.4. Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.**

I. The owner\* communicates with regional enterprises and small processing enterprises about their specific needs (small or specific orders).

Means of verification: interviews with management\* (possibly with local partners or stakeholders\*)

### **5.5 Forest management operations shall recognize, maintain, and, where appropriate, enhance the value of forest services and resources such as watersheds and fisheries.**

I. On the basis of the available information and following consultation with the public, and according to the scale and intensity of forest management, the owner\* identifies all-society functions of the forest. The identification of all-society functions of specific vegetation will be considered when developing forest management planning.

Means of verification: interviews with management\* and representatives of local stakeholders\*, review of documentation of consultations and management planning

II. When managing forest and building barriers in a stream, the owner\* creates conditions for functional and ecologically-balanced runoff conditions in the drainage area.

Means of verification: interviews, field inspection

III. Systematic drainage is not carried out, nor is existing drainage maintained. Only temporary drainage of disaster areas is permissible, to enable forest regeneration.

Means of verification: field inspection, interview

IV. Any aesthetically noteworthy natural objects and structures are preserved by the owner\* when carrying out any forest operations, even when these are not designated as natural monuments.

Means of verification: interviews with forest manager, field inspection

V. The owner\* does not consent to organised mass gatherings when there is a well-founded assumption that these could damage the forest ecosystem.

Means of verification: field inspection, interviews

VI. Game populations permit the natural regeneration of appropriate tree species stands. Should there be apparent damage from game, the owner\*, employing all existing legal measures, must strive to reduce game populations.

Means of verification: field inspections, review of documentation

VII. The influence of game populations on the forest and its economic impact are evaluated at least annually. If damage is identified, then the outcome of the evaluation justifies the steps taken to reduce game populations and claims for compensation.

Means of verification: review of documentation, interviews

**5.6 The rate of harvest of forest products shall not exceed levels which can be permanently sustained.**

I. The volume of harvesting and its composition must not exceed a given harvesting level in order to permanently prevent the reduction of forest resources\* and other forest functions.

Means of verification: management planning

II. No negative impact of the collection of non-timber forest products on forest ecosystems is identified. Should any apparent negative impact be identified, the owner\* takes measures to eliminate it.

Means of verification: field inspection

III. Christmas tree plantations may be established on 5% of the managed area at most.

Means of verification: review of documentation, field inspection

**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.**

**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.**

I. Prior to the commencement of site-disturbing operations, the owner\* evaluates their potential impact on the environment, affected resources and landscape. Should there be any doubt regarding the degree of impact of the intended operations, or if any doubts are put forward by local residents or stakeholders\*, an expert survey, appropriate to the scale of the operations, must be carried out.

Means of verification: inspection of documentation, interviews, field inspection

II. Prior to the commencement of forest operations, the owner\* of a forest area of over 500 ha or a responsible person must consider - according to the scale and intensity of these interventions - their environmental impact, particularly the impact on highly-protected plant and animal species\*, endangered ecosystems (biotopes), and on the water regime and soil.

Means of verification: inspection of documentation, interviews, field inspection

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III. The owner\* of a forest area of over 500 ha designates a person or a group of persons who, based on the indicator 6.1.I. a 6. 1. II., suggest and assign the completion of a biological evaluation\*, and is responsible for carrying out and controlling of the suggestions proposed in the biological evaluation\*.

Means of verification: interviews, possibly review of documentation

IV. When the management plan\* is being developed, the environmental impact of suggested measures is also considered at landscape level. The rationale of suggested measures is incorporated into the management plan\*.

Means of verification: forest management plan\*, interviews

**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.**

I. Forest management operations shall respect the habitats of highly-protected and endangered plant and animal species\*. In these areas, forest management operations shall be carried out only to an extent and in such a way as to ensure the maintenance or enhancement of populations and habitats of given species.

Means of verification: review of documentation, filed inspection, interviews

II. Natural forest-free areas\* of forest land are maintained in their natural condition (in particular, these areas are not afforested).

Means of verification: field inspection, review of documentation

III. Wetlands, spring areas, pools, watercourses and bodies of water are given attention leading to the maintenance and enhancement of their biodiversity and regeneration of their functions in the future.

Means of verification: field inspection

IV. Trees with cavities (den trees) are left to age and decay naturally.

Means of verification: field inspection, review of documentation

V. The owner\* keeps records and documentation of trees with nests of big highly-protected birds. In the course of nesting no disturbing forest operations shall be pursued (harvesting, in particular) within a radius of 100 metres.

Means of verification: field inspection, review of documentation, interviews with employees\*

VI. The owner\* does not hunt or tolerate the hunting of highly-protected animal species\*, poaching, inappropriate hunting, fishing, or gathering.

Mean of verification: review of documentation, field inspection

**6.3 Ecological functions and values shall be maintained intact, enhanced, or restored, including:**

**A. Forest regeneration and succession.**

## *Czech FSC Standard*

I. The natural regeneration of forest stands of site and regionally appropriate tree species\* is given priority, and conditions for this regeneration are developed.  
Means of verification: field inspection, review of documentation (management plan\*)

II. In pursuit of forest regeneration, small area\* regeneration components are given priority.  
Means of verification: field inspection, review of documentation (management plan\*, plan of regeneration)

III. In cases where clearings are created by salvage felling, the naturally seeding tree species are used as a preliminary (protective) stand.  
Means of verification: field inspection

IV. Shelterwood and selection system, or possibly a system using selection methods, is given priority.  
Means of verification: review of documentation, filed inspection

V. The mechanical cultivation of soil is tolerable solely when carried out to encourage natural regeneration, and these cases must be well documented and substantiated. Even then it is carried out only in small areas and without the overall removal of top soil horizons.  
Means of verification: review of documentation, interviews with employees\*, field inspection

VI. As a matter of principle, clear cuttings\* should be avoided. In substantiated cases clear cuttings up to one third of the maximum permitted principal felling according to the forest management plan is permissible. In these cases, the maximum area of the clear cutting is 0,5 ha.  
Means of verification: review of documentation, interviews with employees\*, field inspection

### **B. Genetic, species, and ecosystem diversity.**

VII. In every regenerated stand it is necessary to employ - with respect to the specific conditions of a given site - a minimum proportion of ecologically stabilizing tree species\* (EsD) according to the table in Appendix 6.  
Means of verification: field inspection, review of documentation

VIII. The minimum percentage of EsD according to the table in Appendix 6 shall not be reduced by tending.  
Means of verification: field inspection, review of documentation (management plan\*)

IX. In stands established before the effective certification date, the percentage of EsD is increased through tending, or beating up, if their character (especially their age, closeness, species composition) enables the employment of such an approach.  
Means of verification: filed inspection, review of documentation (management plan\*)

X. On afforestation sites, clump\* or group\* mixture is preferred to integral wide-ranging blocks of EsD.  
Means of verification: field inspection

## *Czech FSC Standard*

XI. Forest margins bordering non-forestland are regenerated predominantly through individual selection; deciduous tree species and shrubby ecotones enhancing stability of the stand and the ecotone effect are promoted.

Mean of verification: field inspection

XII. Larch (*Larix decidua*) can be cultivated solely as an admixed tree species\*.

Means of verification: field inspection, review documentation (management plan\*)

XIII. Interventions into riparian stands\* are carried out only as necessary resulting from the duties of the river administrator.

Means of verification: field inspection

XIV. In alluvial plains of permanent watercourses\* and ponds\* no clear cuttings are carried out in associated vegetation within a distance equal to its height.

Means of verification: field inspection

### **C. Natural cycles that affect the productivity of the forest ecosystem.**

XV. The owner\* of a forest area of over 500 ha works out a directive for the identification and leaving of fractures, snags, windthrows, trees with cavities, and selected full-grown trees to age and decay in maturity-approaching and mature stands, and adheres to this directive. The volume of the wood left to decay is at least 5 trees per hectare in a stand, and 30m<sup>3</sup> per hectare of maturity-approaching and mature stands\* in the forest property.

Means of verification: field inspection

XVI. The owner\* of a forest area of below 500 ha leaves at least 5 trees per hectare to decay.

Means of verification: field inspection

XVII. When the trees left are not in compliance with health and safety regulations and forest preservation, the forest manager\* is obliged to select alternate trees immediately fulfilling in a similar way the ecological functions of the removed trees.

Means of verification: field inspection

XVIII. The burning of felling debris is not permissible. The exceptional utilization of this method is possible in cases of the disastrous occurrence of pests living under the bark.

Means of verification: review of documentation, field inspection, interviews

XIX. The owner\* shall not employ the tree felling method, the only exception applies to clearing due to salvage felling.

Means of verification: field inspection, interviews with employees\*

**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.**

## *Czech FSC Standard*

I. The owner\* of a forest area of over 500 ha defines at least 2 %, in the case of municipal property 3% and in the case of state property 5% of the forest area as reference sites\*.

Means of verification: field inspection, review of documentation, interviews with employees\*

II. Larger areas are preferred for definition as reference sites\*.

Means of verification: field inspection, review documentation, interviews with employees\*

III. Reference sites must be represented on maps and should be demarcated in the field as well.

Means of verification: field inspection, review of documentation, interview with employees\*

IV. Reference sites\* are monitored at least once a decade, and the owner\* utilizes the results of the monitoring in the introduction of new procedures for forest management.

Means of verification: field inspection, review of documentation, interview with employees\*

V. The reference sites\* must be permanently removed from intensive forest use and serve as examples of forest ecosystems with natural dynamics of development. Only interventions leading to the enhancement of the natural state are carried out.

Means of verification: field inspection, review of documentation, interview with employees\*

VI. Stands or their parts in natural condition that are included in reference sites\* are kept up in a non-intervention management.

Means of verification: field inspection, review of documentation, interviews with employees\*

### **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.**

I. The owner\* shall prepare a guideline, which includes provisions mentioned in Appendix 7, to control erosion, minimize vegetation damage during harvesting, transportation of wood, construction of roads, and to control other mechanical disruptions of the soil and to conserve water resources.

Means of verification: review of documentation

II. The provisions of the guideline are respected and utilized when formulating the management plan and when executing forest operations.

Means of verification: review of documentation, field inspections

### **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 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.**

## *Czech FSC Standard*

I. In principle, chemical biocides\* and repellents are not employed. The utilization of herbicides for pest control is only permissible in exceptional cases when ordered by national authorities. Exceptions are also granted in cases when the owner\* substantiates the claim that the relief can not be achieved through alternate methods (particularly in the case of the necessary elimination of invasive species). Such cases must be documented by the owner\*.

Means of verification: review of documentation, interviews, field inspection

II. Non-degradable biocides\* shall not be used, especially World Health Organisation Type 1A and 1B biocides\*, substances mentioned in FSC policy on chemical pesticides, chlorinated hydrocarbon pesticides, pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain; as well as any pesticides banned by international agreements.

Means of verification: review of documentation

III. Fertilisation of timber land to increase yield is not applied.

Means of verification: review of documentation, interviews with employees\*

IV. The owner\* keeps records of synthetic chemicals applications. The records must include at least the name of the product, the location of its application, the extent of the treated area, the application method, the date of commencement and finalisation of the application, the total amount of the chemical utilized, and the rationale for the utilization of the synthetic chemical.

Means of verification: review of documentation (documentation of chemicals utilization)

V. When biocides\* are utilized, the owner\* must provide training for employees to eliminate health and environmental risks. The owner\* shall keep training records.

Means of verification: review of documentation, interviews with employees\*

VI. Liming is not permitted.

Means of verification: review of documentation, interviews with employees\* and interested groups\*, possibly field inspection

### **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.**

I. Chemicals, containers, fluid and solid non-organic wastes should be chosen and handled in a manner to prevent possible damage to the environment, and their disposal is carried out in an environmentally considerate manner on sites designated for this purpose, outside the forest.

Means of verification: field inspection

II. Dumping grounds are not established and tolerated in the forest. Wastes (except for biomass) associated with forest operations (e. g. wrappings) are carried away from the forest on the acceptance of the work at the latest.

Means of verification: field inspection, possibly review of contracts with suppliers of work and provided services, interviews with employees\*

## *Czech FSC Standard*

III. In compliance with legal regulations, the owner\* keeps documentation of waste, and if forest operations are carried out on contract, the responsibility for keeping records of waste is unequivocally specified in the contract.

Means of verification: review of documentation of wastes, possibly review of contract with suppliers of work and provided services.

### **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.**

I. Neither genetically modified organisms, nor products made of such organisms are used.

Means of verification: review of documentation, statement of the forest manager

II. If biological control\* agents are employed to regulate forest weed or pests, the owner\* or supplier of works conforms to all applicable laws and regulations as well as internationally accepted protocols. The owner\* consistently and regularly controls and documents the employment of such agents and monitors their impact on the ecosystem.

Means of verification: review of documentation, interview with employees\*, possibly field inspection

III. The employment of introduced\* (non-autochthonous) biological control\* agents is not permitted.

Means of verification: review of documentation

### **6.9 The use of exotic species shall be carefully controlled and actively monitored to avoid adverse ecological impacts**

I. The owner\* controls and monitors the incidence of introduced\* plant and animal species to avoid adverse ecological impacts. Species which behave invasively in the environment are gradually eliminated from the stands.

Means of verification: field inspection, interviews with employees\* and representatives of local stakeholders\*

II. When restocking stands, it is permissible to plant introduced\* tree species to a maximum proportion of 5 %.

Means of verification: field inspection, review of documentation (management plan\*)

III. The natural regeneration of introduced\* tree species is tolerable when its proportion does not exceed 10 %.

Means of verification: field inspection, interview with employees\* and representatives of local stakeholders\*

### **6.10 Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion:**

**A. entails a very limited portion of the forest management unit**

## *Czech FSC Standard*

I. The owner\* may approve the temporary or permanent claim of forest land only if it is in the public interest associated with public constructions, and if this resolution is well substantiated as the most appropriate alternative, as far as environmental impacts are concerned.

Means of verification: review of documentation, interviews with representatives of local stakeholders

### **B. does not occur on high conservation value forest areas**

II. Forest conversion to non-forest land is not permissible in high conservation value\* forests.

Means of verification: review of documentation, interviews with representatives of local stakeholders

### **C. will enable clear, substantial, additional, secure, long term conservation benefits across the forest management unit.**

III. The owner\* may approve the temporary or permanent claim of forest land when it will lead to clear, secure, substantial, long term conservation benefits.

Means of verification: review of documentation

## **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.**

### **7.1 The management plan and supporting documents shall provide:**

#### **A. Management objectives.**

I. The management plan\* defines management objectives including long-term objectives the fulfilment of which goes beyond the validity of the management plan\*.

Means of verification: review of the forest management general section

#### **B. Description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands.**

II. The management plan\* includes a description of natural conditions, and forest resources\* in the possession of the owner\*.

Means of verification: review of management plan and other documentation (e. g. OPRL – Regional Plan of Forest Development)

III. Land register documents, that serve as a means of identification of forest property, are included in the management plan\*.

Means of verification: review of management plan and other documentation

#### **C. Description of silvicultural and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories.**

## *Czech FSC Standard*

IV. The owner\* of a forest area of over 50 ha incorporates an ecologically substantiated description of the management method and management system into the management plan\*. Means of verification: management regulations, OPRL (Local Plan of Forest Development), data in the general section of the FMP, attitude of national authorities

### **D. Rationale for rate of annual harvest and species selection.**

V. The owners\* of a forest area of over 50 ha incorporate information on the definite maximum volume of harvested timber and on the extent of tending into the management plan\*.

Means of verification: review of management plan\*

VI. The owners\* of a forest area of over 50 ha incorporate information on medium-term management provisions that are based on the identified conditions of forest ecosystems.

Means of verification: review of the management plan

### **E. Provisions for monitoring of forest growth and dynamics.**

VII. The management plan\* of the owners\* of forest areas over 50 ha is based on regularly identified data on forest conditions.

Means of verification: general section of the FMP, information from interested parties

### **F. Environmental safeguards based on environmental assessments.**

VIII. The owner\* of a forest area of over 50 ha respects the statements of environment conservation bodies and other participants in the primary examination of the conception of the management plan\*. When developing and implementing the FMP, the owner\* shall fulfil the resulting requirements, which are mentioned in the primary protocol.

Means of verification: documentation of development of the FMP

### **G. Plans for the identification and protection of rare, threatened and endangered species.**

IX. When monitoring and identifying the stands of highly-protected and endangered plant and animal species\*, the owner\* co-operates with expert bodies, environment conservation bodies, and stakeholders\*.

Means of verification: interviews with representatives of local stakeholders\* and national authorities

### **H. Maps describing the forest resource base including protected areas, planned management activities and land ownership.**

X. The owner\* provides stand and profile maps for the period of the management plan\* applicability. The owner\* prepares the map of intended management interventions proportionately to the extent of the works and with regard to the annual harvest plan and silvicultural operations.

Means of verification: review of maps

XI. The owner\* of forest land of over 50 ha provides an ecological map showing the location of high conservation value areas and their protective zones, designated natural

## *Czech FSC Standard*

monuments, reference sites, elements of the territorial system of ecological stability, forests with a high conservation value, and other ecologically vulnerable localities, such as bodies of water, wetlands, spring areas, outcrops, and slide rocks.

Means of verification: review of maps

### **I. Description and justification of harvesting techniques and equipment to be used.**

XII. The owner\* of a forest area of over 500 ha specifies harvesting technologies and techniques of skidding.

Means of verification: management guidelines

### **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.**

I. During the periodical redevelopment (every ten years) of the management plan\* of owners of a forest area of over 500 ha the following information will be utilized and taken into account:

a) the results of forest condition assessment, monitoring of reference sites, and monitoring of highly-protected or endangered plant and animal species.

b) new technical and scientific information, documents of land use planning.

c) up-to-date information on social and economic circumstances acquired through consultation and through the process of public consultations (see indicators 4.4, 9.2 III.).

Means of verification: review of documentation, interviews.

II. During the periodical redevelopment (every ten years) of the management plan\* of owners of a forest area of under 500 ha the following information will be utilized and taken into account:

a) the results of forest condition assessment, monitoring of reference sites, and monitoring of highly-protected or endangered plant and animal species.

b) documents of land use planning.

Means of verification: review of documentation, interviews

### **7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan\*.**

I. The employees\* receive adequate training to ensure the proper implementation of intended management measures.

Means of verification: review of the training records, interviews with the employees\*

II. A person must always be designated responsible for the supervision of the conformance to the management measures, and the monitoring of operations.

Means of verification: interviews with employees\*

III. The owner\* strives to achieve high quality performance of the employees through the utilization of a system of corrective and preventive measures.

Means of verification: interviews with employees\*, review of documentation (agreements)

**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.**

I. The management plan\* for forest in public ownership is available to the public. For other forest areas over 50 ha, a summary of the management plan\*, including requirements listed in criterion 7.1 A-1, is made publicly available.

Means of verification: review of documentation, interviews with representatives of local stakeholders\*

II. The owner\* of forest area over 50 ha allows all known local stakeholders to participate in the revision of the management plan\*, if they explicitly show their interest participating in this proces.

Means of verification: review of documentation, interviews

### **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.**

**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.**

I. The owner\* of a forest area of over 500 ha shall introduce a system of internal controls, whereby he/she regularly checks all aspects of forest management.

Means of verification: review of documentation, interviews with management\*, as well as with forest workers

II. The owner\* of a forest area of below 500 ha shall introduce a system of controls appropriate to the size of the property, intensity of management, and silvicultural system.

Means of verification: review of documentation, interviews with management\*, as well as with forest workers

III. The owner\* has introduced a system that enables him to archive the results of the monitoring chronologically, and to keep them available for further utilization.

Means of verification: review of documentation

**8.2 Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators:**

#### **A. Yield of all forest products harvested.**

I. The owner\* observes the forest management documentation to get information on yield of all forest products harvested.

Means of verification: review of forest management documentation

**B. Growth rates, regeneration, and condition of the forest**

II. The redevelopment of the management plan\* of the owner of forest area of over 50 ha is based on the evaluation of regularly identified data on forest condition (in accordance with criterion 6.3, 7.1).

Means of verification: review of documentation, general section of the FMP

**C. Composition and observed changes in the flora and fauna**

III. The owner\* of a forest area of over 500 ha continuously monitors the impact of the management on the incidence of highly-protected plant and animal species (see 7.1 G).

Means of verification: interviews with the owner\*, review of documentation

IV. The owner\* allows research institutes to conduct a non-destructive forest research.

Means of verification: interviews with research institutes

**D. Environmental and social impacts of harvesting and other operations.**

V. For the purpose of monitoring social impact, the owner\* has knowledge at least of abodes and validity of employment agreements of the employees\* operating in the forest, and he/she keeps records of employees' working injuries\*.

Means of verification: review of documentation

VI. The owner\* regularly meets representatives of stakeholders for collective negotiations on the social and environmental impact of the forest management.

Means of verification: the minutes of the meetings

VII. In co-operation with local authorities and stakeholders, monitoring programmes focused on common problems (e.g. conservation of water resources) are prepared.

Means of verification: review of documentation, interviews with representatives of local stakeholders

**E. Costs, productivity, and efficiency of forest management.**

VIII. The owner\* keeps accounts which provide an overview of the amount of the costs and incomes of the forest management. The owner\* has processed basic information on the economy of the enterprise.

Means of verification: review of documentation – accounting books or audit

**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 "chain of custody."**

I. The owner\* employs a functioning system to ensure that the certificated products sold are clearly and unequivocally labelled.

Means of verification: interviews with employees\*, review of documentation and field inspection

## *Czech FSC Standard*

II. The owner\* keeps unequivocal and non-interchangeable documentation of products, which includes at least date, origin, type of product, amount of products and the registration code of the valid FSC certificate.

Means of verification: review of documentation of products selling

III. As long as the certified forest products remain the property of the owner\*, they must be clearly identified with non-interchangeable labels or logos or/and are stored separately from non-certified products.

Means of verification: interviews with employees, field inspection

IV. The owner\* designates a person responsible for adherence to the requirements of the FSC Chain of Custody.

Means of verification: interviews with employees

### **8.4 The results of monitoring shall be incorporated into the implementation and revision of the management plan\*.**

I. The owner\* of a forest area of over 50 ha documents the results of monitoring and check-ups and when developing a new management plan\* he utilizes them as one of the basic sources of documentation.

Means of verification: review of documentation, interviews, documentation of results of control operations

### **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.**

I. The results of monitoring, especially when it is carried out in compliance with Criterion 8.2, are available to the public, e.g. as a part of publicly accessible summary of FMP, with the exception of confidential information (see also 7.1).

Means of verification: review of documentation, interviews with representatives of local stakeholders\*

## **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.**

### **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.**

I. The owner\* identifies characteristic attributes of high conservation value forests\* and selects all significant growths with these attributes.

Means of verification: review of documentation, field inspection

## *Czech FSC Standard*

II. The owner\* of a forest area of over 500 ha provides a document which includes identified characteristic attributes of high conservation value forest\* and a list of selected growths with these attributes.

Means of verification: review of documentation

### **9.2 The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.**

I. The owner\* of a forest area of over 500 ha makes the document mentioned under 9.1.II. public.

Means of verification: review of documentation, interviews

II. The owner\* discusses identified characteristic attributes and the list of significant growths with a high conservation value with representatives of local stakeholders and other partners.

Means of verification: interviews with representatives of local stakeholders, review of documentation

III. The owner\* documents all remarks resulting from discussion with stakeholders and other partners. Also, it must be clear whether these remarks influenced the inclusion of the stands among forests with a high conservation value\*.

Means of verification: review of documentation, interviews

### **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.**

I. In forests with a high conservation value\* only management measures maintaining or enhancing the applicable characteristic conservation attributes of these forests may be carried out.

Means of verification: filed inspection (management plan\*)

II. These management measures are incorporated in the management plan\* on the basis of conservation attributes.

Means of verification: review of documentation, interviews with representatives of local stakeholders\*

III. Management measures in forests with a high conservation value\* respect the precautionary approach in order to maintain the characteristic conservation attributes of these forests.

Means of verification: field inspection, interviews with management\*

### **9.4 Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.**

I. The owner\* of a forest area of over 500 ha shall have developed and utilized programmes for the annual monitoring of the condition of forest with a high conservation value\*, including assessment of the effectiveness of the measures employed in these forests.

Means of verification: review of documentation

## **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.**

**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.**

**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.**

**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 classes and structures.**

**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.**

**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.**

**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.**

**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.

**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.

**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.

Plantations are planted, even-aged pure stands. They are not the goal of close-to-nature sustainable forest management in the Czech Republic. Their ecological impact is often negative. The growing and continued establishment of plantations is not acceptable according to these standards. Forest tree nurseries, seed orchards, and other areas providing material necessary for forest regeneration are not considered plantations, but instrumental areas of forest management.

The Principle in this form is not applicable in the Czech Republic. Therefore, Criteria 10.1. – 10.9. are considered to be not applicable in the conditions of the Czech Republic.

## 5. Definitions and interpretations of terms

**Admixed tree species:** tree species representation below 30% of a given stand.

**Appropriate provenance:** in this context, growths with good genetic classification.

**Associated stands of watercourses and ponds:** a stand in floodplain of a watercourse directly connected to riparian stand.

**Biocides:** Collective name for chemical and organic compounds used in the control of harmful agents.

**Biological control:** deliberate use of living organisms, ‘bioagents’ (especially certain species of insect, mites, helminths, fungi, bacteria or viruses) intentionally employed in the elimination of forest weeds or pests. *Biological agents* according to the articulation of *Lists of admissible preparations of forest protection*. The organisms employed in biological control, so called bioagents, may become spontaneously spreading invasive species, or may be affecting non-target organisms for as long as they remain in the ecosystem. Therefore, only use of autochthonous bioagent species is allowed, and their usage must be monitored and their cohabitation with autochthonous species evaluated to prevent negative impacts on the ecosystem.

**Biological evaluation:** biological survey of affected territories, and written assessment of impacts of the intended interventions on plants and animals in compliance with §18 of Directive no. 395/1992 of the Coll., through which some provisions of the the law No. 114/1992 of the Coll. are applied.

**Certification body:** an organisation that conducts control and certification in compliance with FSC Standards and is accredited by FSC A. C.

**Clear cutting:** a type of large area (see definition ‘small scale’) regeneration felling, when all trees of an area larger than 0,3 ha are cut and the width of the cutting exceeds one half of the mean height of the stand.

**Clump mixture:** a spatial layout of tree species, where a continuous area consists of several trees of one species.

**Dispute resolution committee:** elected three-man commission of the FSC Working Group Czech Republic (FSC CR – civil association). Among other activities, it resolves complaints and disputes that emerge during the development and modification of Czech FSC Standards. The dispute resolution committee acts in compliance with the applicable Protocol on complaints and disputes resolution. Suggestions will be delivered to the Dispute Resolution Committee by the Office of the FSC CR Civil Association, Bratislavská 31, Brno 602 00, e-mail: fsc@ecn.cz.

**Ecologically stabilizing tree species:** All native and site-appropriate deciduous tree species and white fir (*Abies alba*) out of coniferous tree species. Species appropriate for individual sets of forest types are listed in Appendix 6.

**Employees:** workers with valid employment contract with owner.

**Erosion rill:** rill in the topsoil as a result of erosive wash.

**Even-aged monocultures:** forest growths where due to forest operations (sowing, planting or other regeneration methods) only one tree species is represented (i.e. more than 90 %), despite bigger potential of the site, and that are structurally uniform due to lack of age differentiation.

**Expert assessment:** In accordance with legal provisions an expert assessment is considered to be: EIA documentation, biological evaluation, expert survey, statement of national authorities, assessment of qualified natural person or legal entity

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**Forest growth margins:** a forest strip two or three rows of trees wide along the border, outside the stand area.

**Forest manager:** a person who owns and manages, or has the exclusive right to manage a forest property that is subject to FSC certification.

**Forest resources:** all benefits of forest, timber and non-timber products of forest.

**Group mixture:** a spatial layout of tree species, where continuous area of trees of one species does not exceed 0,1 ha.

**High conservation value forest (HCVF):** Forest with the following characteristic conservationist attributes: natural species composition corresponding with site conditions, differentiated (natural) spatial and age structure, natural biodiversity, and natural dynamics of ecosystem development. Also parts of a forest of high cultural or religious significance are included. On the basis of characteristic conservationist attributes, designated or proposed small highly protected areas (where forest ecosystems are subject to protection) are preferentially introduced among the high conservation value forests. This can be applied also to first zones of protected landscape area (CHKO) and national parks, elements of territorial system of ecological stability, designated and proposed Special Areas of Conservation of Natura 2000 system, mapped well-preserved natural sites, protective forests.

**Highly protected and endangered species:** highly protected and endangered plant and animal species under the Nature and Landscape Conservation Law, that are specified in the directives on the implementation of this law (see Appendix no. 3). The term ‘endangered species’ relates to: internationally protected animal and plant species mentioned in international conventions, on the national level red-listed animal and tree species or, on the regional level, species mentioned in local lists of endangered species, or species justifiably specified as such after consultations with stakeholders, national nature conservation authorities or the Agency for Nature Conservation and Landscape Protection of the Czech Republic.

**Introduced species:** introduced species, which are not autochthonous in the Czech Republic.

**Level of landscape:** in an agricultural landscape, any forest area is of fundamental functional significance. Assessing the impact of suggested measures at the landscape level can be carried out only in the case of operations the impact of which is supposed to be extensive. Forest planning is also supposed to be such an operation according to the national legislation (formulation of FMP) and fulfilling this indicator can take place at the same level as demanded by effective legislation (Act No. 114/1992 of the Coll. on nature conservation and landscape protection, as amended by later regulations).

**Management plan:** forest management plan (FMP) and forest management guidelines (FMG).

Introduced species. The average representation of these species is calculated on the basis of the property area, however, the owner should avoid compact plantings and introduced tree species should be used only as a single admixture. Larch (*Larix decidua*) is not considered an introduced tree species here.

**Mature and maturity approaching stands:** stands older than 80% of rotation age, and forests of rich structure.

**Monitoring:** monitoring is repetitive surveillance. In practice, it is regular surveillance of wildy growing plants and the incidence of feral animals, the populations of which are supposed to be affected by management measures. The forest manager shall make sure the methodology of the surveys is compatible, so that the outcomes of the surveys would be comparable.

In compliance with the wording of individual criteria and indicators it is also understood as a means of evaluating results or changes. The results of the monitoring show the effect of management interventions. The results of national authorities’ surveys may be utilised, as well as studies of some stakeholders.

**Natural composition of species:** species composition quantitatively and qualitatively corresponding to the natural condition of the site.

**Natural forest (forest in natural condition):** forest communities of age, species and spatial structure and dynamics not influenced by human activities (formed and developing without human intervention) and corresponding to the site conditions.

**Natural forest-free areas:** forest-free areas due to specific habitats, e. g. wetlands, peatbogs, rock outcrops, societies of grasses and herbs. In case it is necessary, the owner may obtain exception from national authorities allowing him to leave the forest-free areas in their natural condition.

**Natural regeneration:** formation of a new growth of tree species via natural processes (natural seeding, regeneration). Artificial regeneration (planting of seedlings, sowing) is employed:

- in transformation of monocultures
- in increasing of natural species diversity (especially through introducing of site appropriate ecostabilizing tree species – EsD)
- in underplanting and undersowing
- afforestation of clearings due to salvage felling
- afforestation of non-forest lands
- improving and topping up the regeneration.

Artificial regeneration as mentioned above fulfils all desirable aims of regeneration, which can not be accomplished through natural regeneration.

**Near-natural forest:** a forest whose tree species composition mostly corresponds to habitat conditions, while in comparison with natural forest its spatial structure is more modest. The development of these habitats has been influenced by human activities, or they have been intentionally produced.

**Non-destructive survey:** this kind of survey does not lead to global liquidation of soil cover and vegetation, to utilisation of biocidal substances and other forms of unethical treatment of biological species. Should such a survey be part of planned management measures, it can be permitted.

**Owner:** a forest owner, or a forest management body authorized by the owner, or, in the case of a forest owner of an area exceeding 10.000 ha an administrative body managing a single forest management unit.

**Plantation:** planting of appropriate species, sorts or race of trees serving for industrial (agrocultural) production of special forest products (assortment of wood) on a site which, due to its natural production potential or its artificial maintenance at a high level, can provide peak yield of appropriate volume and quality in a short time, as the rotation period of forest plantations is relatively short.

**Predominant tree species:** a tree species representation higher than 30% in a given stand.

**Preparatory growth:** a growth of a pioneer species (especially birch, rowan, common alder, grey alder, aspen, European larch) that reached such a degree of ecological effect that it markedly changed the nature of the herb layer and the closeness of its treetops reached at least 70%. The utilisation of natural succession processes on clearings due to salvage felling serves to create appropriate conditions for climax tree species and supports the genetically more suitable part of their populations. In case it is necessary, required exceptions may be obtained from national authorities. The artificial introduction of preparatory tree species is required.

**Reference sites:** representative samples of landscape ecosystems – growths or their parts whose species composition and spatial and age structure correspond to or come close to natural condition.

Existing special protected areas, territorial system of ecological stability, high conservation value forests (according to Principle 9), demarcated natural biotopes of Natura 2000, hard to

reach localities, protected forests and the like, are preferentially introduced among reference sites. The reference sites serve as examples of forest ecosystems with natural dynamics of development. Therefore, it is appropriate to try to change their classification from ‘production forests’ to ‘special purpose forests’. The area of individual reference sites must be as large as possible, so that desirable natural processes can be in progress. It is preferable to demarcate a larger continuous area of not fully optimal parameters instead of several small areas, even though they may be in better condition. Demarcation of the reference site in the field is not necessary, but it is convenient. It is convenient to associate the monitoring of reference sites with the renewal of FMP. However, it is necessary to extend it also on non-mesurational variables. Reference sites must be permanently removed from intensive forest use. Conceivable management interventions within the area of the demarcated reference sites shall lead only to the attainment of natural conditions of the forest ecosystem. Therefore, these interventions must lead to the renewal of potential species composition and approach to natural forest structure. Growths whose species composition and structure are similar to presumed natural condition are kept in non-intervention management. Any intervention in these growths is possible only within the bounds of legal measures for pest control.

**Riparian stands:** stands of tree species directly bordering a watercourse or a pond (usually covers one to two rows of trees – depending on slope of the banks).

**Shelterwood and selection management system:** forest management without clear cutting in the area of the renewal element. The choice of the management system shall be made with respect to the condition of the present growths and the condition of the ecosystem. If conditions are appropriate, group selection should also not be omitted. The selection management system is perceived as a condition. At present, there is no example in CR of larger forest areas in this condition. The aim of selection methods is to achieve selection condition. However, the use of single elements of the selection management system is also perceived as convenient.

**Site appropriate tree species:** tree species of existing natural forest societies and tree species that show satisfactory increment on the sites where they are grown. They are also sufficiently immune to various noxious abiotic and biotic factors, and have no negative impact on the given site (see Appendix no. 6).

**Small area:** with average dimension (length of the biggest dimension) not exceeding the mean growth height. Preference of small area renewal elements relates to the clear cutting management method. In the case of shelterwood or selection management method the expanse of the area is fully dependent on the owner’s decision.

**Stakeholder/local stakeholder:** corporate bodies or individuals the interests of which are related in any way (especially due to geographical location, expertise or competences) with forest property. This refers to municipalities, local citizens and fellowships, neighbouring/affected owners, non-governmental organisations, etc.

**Trees left to age and decay:** establishing so-called “pools” of dying and dead trees left in the forest ecosystem should be the aim of the practice of leaving dead wood in growths. These “pools” can constitute a significant source of niches important for preservation of natural processes converting organic matter. It is at the owner’s decision whether the timber of dead trees will be left in the growth standing (which is the more appropriate option), or in the form of trees cut down to fulfill the intended purpose. However, with existing den trees the protection of breeding places and endangered mammal species (e.g. Miniopterinae, dormice, or beasts) must be ensured. Lying wood should not be a major obstacle for carrying out any manipulations in the growths.

Trees left to decay are in principle trees of larger dimensions (large timber). Trees of potentially low value are preferred, e.g. fungous trees, hard to reach trees, fractures, snags, grown-up trees within the reference sites, deciduous trees, firs, trees in riparian stands and

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aesthetically noteworthy trees. Trunks in the final phase of decay, i.e. when losing the wood structure, are put out of the records and can be slightly preferred. Except for 5 trees for 1 ha, all matter designated to be left in the forest – felling remains, den trees, trees left for their aesthetic value, growth margins, trees from reference sites and other non-intervention management localities – is included in the prescribed amount of 30 m<sup>3</sup> for 1 ha. The average number is calculated on the whole forest property area. The average of the 5 trees left in 1 ha is calculated on the area of subcompartment.

**Water course:** drainage channel that in the common course of the weather has a permanent stream of water

**Water reservoir:** permanent water area for Standards purposes, with natural banks and growths of site appropriate tree species.

**Workers:** employees in an occupational relationship with an owner, or with a company carrying out forest operations on the basis of a contract with the owner, tradesmen or contractual partners directly hired to carry out forest operations or any other persons carrying out forestry work in the owner's forest.

## **6. Appendixes**

### **Appendix 1: Forest management acts and ordinances**

Act No. 289/1995 of the Coll. on forests, in wording of later directives

Act No. 114/1992 of the Coll. on nature conservation and landscape, in wording of later directives

Act No. 254/2001 of the Coll. – water act, in wording of later directives

Act No. 100/2001 of the Coll. on environmental impact assessment, in wording of later directives

Act No. 477/2001 of the Coll. on packaging and on amending of certain acts (The Packaging Act), in wording of later directives

Act No. 17/1992 of the Coll. on the environment, in wording of later directives

Act No. 123/1998 of the Coll. on the right for information on environment, in wording of later directives

Act No. 157/1998 of the Coll., on chemical substances and chemical agents, and on amending of some other acts, in wording of later directives

Ordinance of the Department of Agriculture of CR No. 77/1996 of the Coll. on terms of request of withdrawal or restriction and on details on conservation of property which was designated to fulfil forest functions

Ordinance of the Department of Agriculture of CR No. 78/1996 of the Coll. on assignment of zones of forests endangered due to air pollution.

Ordinance of the Department of Agriculture of CR No. 82/1996 of the Coll. on genetic classification, forest renewal, afforestation and on record regarding treatment of forest tree species seeds and seedlings

Ordinance of the Department of Agriculture of CR No. 83/1996 of the Coll. on formulation of local plans on forest development and on definition of management sets of stands

Ordinance of the Department of Agriculture of CR No. 84/1996 of the Coll. which specifies details on forest conservation measures, and the design of badge and service card of forest guard

Ordinance of the Department of Agriculture of CR No. 13/1994 of the Coll., which refines some detail on protection of agricultural land resources

### **Appendix 2: International treaties and agreements relevant to nature conservation**

The Ramsar Convention „*On wetlands of international importance primarily as waterfowl biotopes*“ (396/1990 of the Coll.).

The Bern Convention – „*Convention on European Wildlife and Natural Habitats conservation*“ (107/2001 of the Coll.).

The Bonn Convention – „*Convention on the Migratory Species of Wild Animals Conservation*“ (127/1994 of the Coll.).

“*The Convention on Biodiversity*“ CBD (134/1999 of the Coll.).

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The Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES, 572/1992 of the Coll.)

Directive on natural stands and wildlife fauna and flora conservation (92/43/EHS)

Directive on conservation of wild birds wildlife waterfowl conservation (79/409/EEC)

### **Appendix 3: Refereneces to lists of highly protected and endangered plant and animal species:**

Ordinance No. 395/1992 of the Ministry of the Environment of the Czech Republic, implementing some provisions of Act No. 114/1992 of the Czech National Council on nature and landscape protection, in wording of later directives

### **Appendix 4: Acts and ordinances related to save working conditions and occupational safety**

Act No.20/1966 of the Coll., on Health Care of the Population, in wording of Act No. 548/1991 of the Coll., (since 1.4.1992 including § 40 on the obligation to provide for preventive care of the industrial doctor).

The Labour Code - Act No. 65/1965 of the Coll., §§ 18, 22, 73, fifth heading, 187-205d.

Act No. 22/1997 of the Coll., on technical requirements on production, in wording of Act No. 71/2000 of the Coll.

Act No. 353/1999 of the Coll., on the prevention of accidents caused by selected dangerous chemical substances and chemical agents, and on the amending of Act No. 425/1990 of the Coll. on district offices, the modification of their authority, and several other relevant measures, in wording of later directives (the act on prevention of serious accidents), in wording of Act No. 258/2000 of the Coll.

Act No. 258/2000 of the Coll. on the protection of public health.

Act No. 102/2001 of the Coll., on the general safety of products.

Act No. 86/2002 of the Coll., on the protection of the atmosphere.

Act No. 356/2003 of the Coll., on chemical substances and chemical agents and on modification of some acts.

International Labour Organization (ILO) Convention No. 155.

Government Decree No. 108/1994 of the Coll., on the execution of the labour code and several other acts, in wording of Government Decree No. 461/2000 of the Coll.

Government Decree No. 290/1995 of the Coll., defining list of occupational diseases.

Government Decree No. 352/2000 of the Coll., changing several directives of ministries and other authorities.

Government Decree No. 502/2000 of the Coll., on protection from negative impacts of noise and vibrations.

Government Decree No. 480/2000 of the Coll., on the protection of health from non-ionizing radiation.

Government Decree No. 523/2002 of the Coll., which amends Government Decree No. 178/2001 of the Coll. setting the conditions for safety work.

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Government Decree No. 378/2001 of the Coll., which sets detailed requirements for safe operation and use of machines, equipment, devices, and tools (effective date - 1.1.2003).

Government Decree No. 494/2001 of the Coll., setting the method of recording, announcing, and sending records on injuries, a sample record of an injury, and a circle of authorities and institutions to which a work injury is to be reported and the record on it sent.

Government Decree No. 495/2001 of the Coll., setting the extent and detailed conditions on providing personal protective equipment and washing, cleaning, and disinfection substances.

Government Decree No. 28/2002 of the Coll., setting the method of work organization and the work procedures employed in forest or on other similar working sites, that the employers are obligated to ensure.

Government Decree No. 27/2002 of the Coll., setting the method of work organization and the work procedures, that shall be employed in animal breeding, and that the employers are obligated to ensure.

Government Decree No. 11/2002 of the Coll., setting the appearance and placement of safety marks and introduction of signals.

Government Decree No. 168/2002 of the Coll., setting the method for work organisation and the work procedures associated with transportation, that the employers are obligated to ensure

Ordinance No. 48/1982 of the Coll. of the Czech Bureau of Work Safety (ČÚBP – Český úřad pro bezpečnost práce), setting the basic requirements to ensure work and equipment safety, in wording of subsequent regulations.

Ordinance No. 324/1990 of the Coll. of the Czech Bureau of Work Safety and the Czech Safety Authority (ČÚBP/ČBÚ) on work safety and equipment employed in construction operations.

Ordinance No. 288/2003 of the Coll. of the Ministry of Agriculture of the Czech Republic defining works/ working sites that pregnant women, nursing mothers, mothers within the first nine months of the post partum period, and adolescents are not allowed to carry out/attend; it also sets exceptional conditions under which adolescents can carry out these works and/or attend these workplaces to help them to prepare for their future professions.

### **Appendix 5: Acts and regulations referring to ensuring employees' rights**

The Labor Code, Act No. 65/1965 of the Coll., in wording of later regulations

The Employment Act No. 1/1991 of the Coll., in wording of later regulations

The Collective Negotiations Act, No. 2/1991 of the Coll., in wording of later regulations

The Constitutional Act - The Declaration of Basic Rights and Freedoms, No. 23/1991 of the Coll., in wording of later regulations

The Act on Assembly, No. 83/1990 of the Coll., in wording of later regulations

Act No. 1/1992 of the Coll. on wages, compensation for work readiness, and average earnings, in wording of later regulations

Act No. 143/1992 of the Coll., on salaries and compensation for work readiness in budgetary organizations and some other organizations and bodies, in wording of later regulations

### **ILO Conventions:**

29 Forced Labour Convention, 1930.

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- 87 Freedom of Association and Protection of the Right to Organise Conventions, 1948.
- 97 Migration for Employment (Revised) Convention, 1949.
- 98 Right to Organise and Collective Bargaining Convention, 1949.
- 100 Equal Remuneration Convention, 1951.
- 105 Abolition of Forced Labour Convention, 1957.
- 111 Discrimination (Occupation and Employment) Convention, 1958.
- 131 Minimum Wage Fixing Convention, 1970.
- 138 Minimum Age Convention, 1973.
- 141 Rural Workers' Organizations Convention, 1975.
- 142 Human Resources Development Convention, 1975.
- 143 Migrant Workers (Supplementary Provisions) Convention. 1975
- 155 Occupational Safety and Health Convention, 1981.
- 169 Indigenous and Tribal Peoples Convention, 1989.
- 182 Worst Forms of Child Labour Convention, 1999.

ILO Conventions are embodied in directive of EC, which are further included in labour code (see above).

### **Politics**

FSC-POL-30-401 Certification and ILO Convention

FSC-POL-30-601 Chemical pesticides policy

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**Appendix 6: Species composition of regenerated stands**

SLT	Forest Management Set	Minimum Percentage of EsD*	Appropriate EsD*	Percentage of MZD (in compliance with ordinance)
0C	13 (01)	10	db, jd	5
0G	39 (poor in nutrients), 59 (rich in nutrients)	5	bř	5-10
0K1, 3, 5, 7	13	30	db, bk, bř, jř	5-15
0K2, 4, 6	13	20	bk, db, jř, jd	5-15
0M	13, 01	10	db, bř	5-15
0N	13 (01)	20	bř, bk	5
0O	13 (27)	20	DB, jd	5-15
0P	13 (27)	15	DB, jd, bř	5-15
0Q	01, 13 (27)	10	db, jd, bř	5-15
0Q5	01, 13	10	jd, bř	5-15
0R	1	5	bř	5
0T	39	10	bř, db	5-15
0X	1	10	db, bk, hb, bř	10
0Y	1	10	db, bk, bř	5
0Z	1	5	bř, db, bk	5
1A	21	70	DB, hb, jv, lp, břek	30
1B	25	50	DB, hb, bk, lp, břek	20
1C	21 (23)	40	DB, hb, lp, bbk, břek	30 (25)
1D	25	50	DB, hb, jv, lp, js	20
1G	29	70	OL, VR, tp, os	70
1H	25	60	DB, hb, lp, břek	20
1I	23	60	DB, hb, lp, bř	25
1J	1	95	JV, HB, lp, tř, db, bk, bbk, břek	95
1K	23	50	DB, bř, hb	25
1L	19	80	TPČ, DBL, jl, lp, jv, js	15
1M	13	40	DB, bř, hb, jř	5-15
1N	21	50	DB, hb, bř, lp	30
1O	25	80	DBL, lp, hb, os, bř	20
1P	27	60	DBL, bř, os	20
1Q	27	50	DBL, bř, os	20
1S	23 (poor in nutrients), 25 (rich in nutrients)	50	DBL, hb, lp, bř	20-25
1T	29	70	OL, břp, vrby	70
1U	19	80	TP, dbl, ol, js	15
1V	25	60	DBL, hb, lp, jl, jv, js	20
1W	25	60	DB, hb, bk, lp, břek	20
1X	1	90	DB, dřín, břek, muk, bbk	90
1Z	1	80	DB, bř	70
2A	21	70	DB, bk, jv, lp, hb, bbk	30
2B	25, 21 (exposed)	60	DB, bk, hb, lp, břek	20
2C	21 (23)	50	DB, bk, hb	30 (25)
2D	25, 21 (exposed)	60	DB, bk, lp, kl, jl, jv, hb	20-30
2G	59	50	DB, JD, OL, lp, bk, os	5-20
2H	25	60	DB, BK, hb, lp, jv, břek	20
2I	23	50	DB, bk, bř	25
2L	19	80	DBL, js, jv, jl, ol	15
2M	23, 21 (exposed)	50	DB, bk, bř	25-30
2K	23, 21 (exposed)	50	DB, bk, bř	25-30
2N	21	50	DB, bk, lp, bř	30

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20	25	50	DBL, bk, jd, lp, hb	20
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SLT	Forest Management Set	Minimum Percentage of EsD*	Appropriate EsD*	Percentage of MZD (in compliance with ordinance)
2P	27	40	DBL, jd, bk, os, bř	20
2Q	27	40	DBL, jd, bk, bř,	20
2S	21 (exposed), 23 (poor in nutrients), 25 (rich in nutrients)	50	DB, bk, hb, lp, bř	20-30
2T	39	20	os, ol	5-10
2V	25	60	DBL, bk, jv, jd, jl, js	20
2W	25	60	DB, bk, lp, bbk, jv, js, břek	20
2X	1	90	DB, dřín, bk, hb, břek, lp	90
2Z	1	70	DB, bk, bř,	60
3A	41 (exposed), 31 (dry)	60	BK, db, lp, jv, jd, tis	30
3B	45, 41 (exposed)	60	BK, dbz, hb, lp, jd, tis	25-30
3C	31 (21, 23)	50	BK, db, lp	30 (25)
3D	45, 41 (exposed)	60	BK, dbz, lp, jv, tis	25-30
3F	41	50	BK, db, lp, jd, js, jv, tis	30
3G	59	40	DB, jd, ol, bk,	5-20
3H	45	50	BK, dbz, hb, jv, js, tis	25
3I	43, 23 (poor in nutrients)	50	BK, db, jd	25
3J	1	90	JV, LP, bk, jd, jlh, hb, js	90
3K	43, 23 (poor in nutrients), 41 (exposed)	50	BK, db, jd	25-30
3L	29 (19)	70	OL, JS, tp, os	70 (15)
3M	23, 21 (exposed)	50	BK, DB, bř	25-30
3N	41, 21 (poor in nutrients)	50	BK, db, jd, lp,	30
3O	47	50	BK, DBL, jd, lp	25
3P	27 (47)	30	DBL, jd, bk, bř, os	20 (25)
3Q	27	25	DBL, jd, bk, bř	20
3R	39 (59)	10	bř	5-10
3S	45, 41 (exposed), 43 (poor in nutrients)	50	BK, db, lp, jd, hb	25-30
3T	39	30	DBL, jd, bř, os, vrby	5-10
3U	19	60	JS, jv, bk, jd, db	15
3V	47, 59 (waterlogged)	60	BK, DBL, jd, jv, js	25 (5-20)
3W	35	70	BK, db, lp, tis, jv, hb, jd, js	70
3X	1	80	BK, dřín, lp, jv, bbk, břek	80
3Y	1	50	BK, db, bř	30
3Z	1	50	BK, db, bř	30
4A	31 (dry), 41 (exposed)	60	BK, lp, jv, jd, jlh, tis	30
4B	45, 41 (exposed)	50	BK, jd, dbz, lp, tis	25-30
4C	31	50	BK, db, lp, jd, tis	30
4D	45, 41 (exposed)	50	BK, kl, lp, jd, tis	25-30
4F	41	50	BK, kl, lp, jd, tis	30
4G	59	40	JD, DB, bk, ol	5-20
4H	45	50	BK, lp, dbz, kl, tis	25
4I	43	50	BK, jd, db	25
4K	43, 41 (exposed)	50	BK, dbz, jd, jř, bř	25-30
4M	23, 21 (exposed)	50	BK, db, bř, jd, jř	25-30
4N	41, 21 (poor in nutrients)	50	BK, dbz, jd, jř, jv	30
4O	47	50	JD, db, bk, os	25
4P	47	40	JD, dbl, bk, os, bř	25
4Q	27	30	JD, dbl, bk, bř, os	20

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<b>SLT</b>	<b>Forest Management Set</b>	<b>Minimum Percentage of EsD*</b>	<b>Appropriate EsD*</b>	<b>Percentage of MZD (in compliance with ordinance)</b>
4R	59	10	bř, jd	5-20
4S	45, 41 (exposed), 43 (poor in nutrients)	50	BK, jd, bř	25-30
4V	47, 59 (waterlogged)	60	BK, jv, js, db, jd	5-25
4W	35	70	BK, kl, lp, js, jd, tis	70
4X	1	80	BK, db, jd, jv, jř	80
4Y	1	50	BK, db, jd, bř	30
4Z	1	50	BK, db, jd, bř, jř	30
5A	51, 31 (dry)	60	BK, kl, jd, jlh, js, tis	30
5B	55, 51 (exposed)	50	BK, jd, tis	25-30
5C	31	40	BK, jd, kl, lp, tis	30
5D	55, 51 (exposed)	50	BK, jd, kl, tis	25-30
5F	51	50	BK, jd, kl, tis, jlh, js, lp	30
5G	59	20	JD, ol, bk	5-20
5H	55	50	BK, jd, tis, kl	25

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5I	53, 43	40	BK, jd	25
5J	1	60	KL, js, jlh, bk, jd	60
5K	53, 43, 51 (exposed)	40	BK, jd, jv	25-30
5L	29 (19)	70	OL, js, os	70 (15)
5M	23, 43, 51 (exposed)	40	BK, jd, bř	25-30
5N	51	50	BK, jd, kl	30
5O	57	40	JD, bk	25
5P	57	40	JD, bk, os, bř	25
5Q	27 (57)	30	JD, bk	20 (25)
5R	39 (59)	10	bř, ol	5-10 (20)
5S	55, 51 (exposed)	40	BK, jd, kl, tis	25-30
5T	39	30	JD, db, bř, ol	5-10
5U	51 (53)	50	KL, js, bk, jd, jlh, jv	25-30
5V	57, 59 (waterlogged)	40	BK, jd, kl, js	5-25
5W	35, 45 (53)	60	BK, jd, kl, tis, jlh, js	25-70
5Y	1	40	BK, jd, bř	30
5Z	1	40	BK, jd, bř	30
6A	51	50	BK, kl, jd	30
6B	55, 51 (exposed)	40	BK	25-30
6D	55, 51 (exposed)	40	BK, jd, kl	25-30
6F	51	40	BK, jd, kl, jlh	30
6G	59 (79)	25	JD, bk, ol	5-20
6H	55	40	BK, jd, kl	25
6I	53	30	BK, jd	25
6K	53, 51 (exposed)	30	BK, jd, jř	25-30
6L	1	70	OLŠ, kl, js, jd	70
6M	53, 51 (exposed)	30	BK, jd, jř, bř	25-30
6N	51	40	BK, jd, kl, jř	30
6O	57	30	JD, bk, kl	25
6P	57	25	JD, bk	25
6Q	57	25	JD, bk, bř	25
6R	79 (59)	5	jd, bř	5-20
6S	55, 51 (exposed)	30	BK, jd, kl	25-30
6T	79 (39)	5	JD, ol	5 (5-10)
6V	57, 59 (waterlogged)	25	BK, kl, js, jd	5-25
6Y	1	30	BK, jd, bř, jř	30
6Z	1	30	BK, bř, jř	30
7B	75	20	bk, jd, kl	15

SLT	Forest Management Set	Minimum Percentage of EsD*	Appropriate EsD*	Percentage of MZD (in compliance with ordinance)
7F	71	20	bk, jd, kl	15
7G	79	10	jd, ol, bř, os, jř	5
7K	73, 71 (exposed)	20	bk, jd, jř	15
7M	73, 71 (exposed)	15	bk, jd, jř, bř	15
7N	71	20	bk, jd, kl, jř	15
7O	77	20	jd, bk	5-10
7P	77	10	jd, bk, bř	5-10
7Q	77	10	jd, bk, bř	5-10
7R	79	5	bř, jř	5
7S	75, 71 (exposed)	20	bk, jd, kl	15
7T	79	5	jd, bř, jř	5
7V	77, 79 (waterlogged)	20	bk, kl, jd	5-10
7Z	1	10	bk, jd, bř, jř	10
7Y	1	10	bk, jd, bř, jř	10
8A	71, 02	15	kl, bk, jř, jd	15

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8F	71, 02	15	jd, bk, jř, kl	15
8G	79	5	bř, jř	5
8K	71 (exposed), 73, 02	15	jř, bk, kl, jd	15
8M	71 (exposed), 73, 02	15	jř, vrby	15
8N	71, 02	15	jř, bk, kl	15
8Q	79	5	jř, bř	5
8R	1	1	bř	1-5
8S	75, 71 (exposed), 02	15	jd, bk, bř, jř	15
8T	79	5	bř, jř	5
8V	77, 79 (waterlogged)	10	kl, bk	5-15
8Y	1	5	bř, jř	5
8Z	2	+	jř	+
9K	2	+	jř	+
9R	1	+	bř, jř	+
9Z	2	+	jř, vrby	+

Explanatory Notes:

**SLT** - set of forest types, or a single forest type, in compliance with the conception of the Czech Institute of Forestry Management (IFM)

**Minimal percentage of EsD\* (Ecologically stabilizing tree species\*)** – the minimum percentage of ecologically stabilizing tree species\*. In case of regenerated stands and advance growth stands, the percentage is evaluated on the basis of the area (or, in case of planting, on the basis of the number of individual trees) with stabilising species; in case of maturity approaching and mature stands\*, the percentage is evaluated on the basis of circular basal areas.

**Appropriate EsD\* (Ecologically stabilizing tree species\*)** – the list of ecologically stabilizing tree species\* (EsD) characteristic for individual forest-type groups. These main tree species\* do not necessarily need to predominate in regenerated stands. However, they should be represented in the stands. It is desirable the species composition to include multiple EsD\* corresponding to a given site. Tree species other than those listed in the table (with the exception of spruce, pine, larch, and introduced\* species) can be included in the percentage of ecologically stabilizing tree species\*.

**Abbreviations for the tree species listed:** **bbk** - Field Maple (*Acer campestre*), **bk** - Common Beech (*Fagus sylvatica*), **bř** - various native Birches, usually Silver Birch (*Betula pendula*), **břp** - White Birch (*Betula pubescens*), **břek** - Wild Service Tree (*Sorbus torminalis*), **db** - various native Oaks (*Quercus* species, native species only), **dbl** - Common Oak (*Quercus robur*), **dbz** - Sessile Oak (*Quercus petraea*), **dřín** - Cornelian Cherry (Common Dogwood) (*Cornus mas*), **hb** - Hornbeam (*Carpinus betulus*), **jd** - Silver Fir (*Abies alba*), **jl** - various native Elms (*Ulmus* species), **jlh** - Wych Elm (*Ulmus glabra*), **jř** - Rowan ("Mountain Ash") (*Sorbus aucuparia*), **js** - Common Ash (*Fraxinus excelsior*), **jv** - native Maples, (*Acer* species), usually Norway Maple (*Acer platanoides*), **kl** - Sycamore (*Acer pseudoplatanus*), **lp** - various native Limes, usually Common Lime (*Tilia cordata*), **muk** - Whitebeam (*Sorbus aria*), **ol** - various native Alders, mostly Common Alder (*Alnus glutinosa*), **olš** - Grey Alder (*Alnus incana*), **ts** - Common Yew (*Taxus baccata*), **tp** - Black Poplar (*Populus nigra*) together with silver poplar (*Populus alba*), **os** - Aspen (*Populus tremula*), **tř** – Wild Cherry (*Cerasus avium=Prunus avium*), **vr** - Willows, usually tree species White Willow and Crack Willow (*Salix alba*, *Salix fragilis*), **vrby** - bush Willows, usually (*Salix aurita*), in middle altitudes also Grey Willow (*Salix cinerea*) and in high altitudes of the Sudeten Mountains and Carpathians also Silesian Willow (*Salix silesiaca*).

**Percentage of MZD (Directive)** – The minimum percentage of improvement and reinforcement tree species (MZD) in compliance with the Ministry of Agriculture Ordinance No. 83/1996 Col. related to Act No. 289/1995 of the Coll. The percentage set is obligatory for all owners\* of forests areas over 3 ha. These figures also served as the basis for setting the minimum percentage of ecologically stabilising species\* – the proposed percentage could not be lower than that specified in the ordinance.

**Appendix 7: Guidelines for erosion control, minimising vegetation damage during harvesting and transportation of wood and construction of roads, minimising other mechanical disruptions of soil and for conservation of water sources.**

As a minimum, these requirements must be fulfilled:

- a. Forest transport network for close-to-nature forest management is permanent, and it is recorded on the map. The approaching and skidding lines are permanent, too. The system of approaching and skidding lines must be optimally adapted to the character of the terrain, and its density must be set with respect to environmental, economic, and social requirements.
- b. Construction of new roads and lines is minimised. The reconstruction and enhancement of existing roads and lines is preferred, if their location does not represent a significant danger to the environment. New roads and reconstruction of the transport network must be projected and carried out to ensure the least possible disruption of the water regime, and other functions of the neighbouring landscape. Asphalt roads can be constructed only if assessment of various technologies proves, that any other variant of the project does not guarantee functionality.
- c. Redundant roads and links are rehabilitated with regard to the water regime and other functions of the neighbouring landscape and afforested areas; they can also be left to natural succession.
- d. Harvesting operations employ technologies to minimise the use of living trees as much as possible. Damaged trees must be adequately treated.
- e. Technologies and procedures of skidding and transportation of wood must always be carefully chosen and in the case of some technologies restrictions arising from climatic and field peculiarities must be set (relating to term and locality). The selection of technologies must guarantee that no erosion rills, deep ruts in flat ground, global soil compaction or rutted soil will emerge. If, despite all the measures listed above, some of the mentioned phenomena appear, procedures for rehabilitation must be set and responsibility for its implementation must be designated.
- f. List of banned types of operation fillings for machinery are determined (updated according to the changes on the market). Operation fillings with the least damaging environmental impacts are preferred. Rules and rehabilitation procedures are appointed in case of outflows of operation fillings and to prevent them.
- g. Machinery cross watercourses only in places designated for and tailored to that.