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## SGS QUALIFOR

### THE FSC NATIONAL FOREST STEWARDSHIP STANDARD FOR THE REPUBLIC OF NAMIBIA

#### FSC-STD-NAM-01-2019

This checklist presents The FSC National Forest Stewardship Standard for the Republic of Namibia for forest certification against the FSC Principles and Criteria effective 01 April 2020

. This standard forms the basis for:

- Scoping assessment
- Certification assessment
- Surveillance assessment
- Information to stakeholders on the assessment criteria used by SGS Qualifor

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**CHANGES SINCE THE PREVIOUS VERSION OF THE STANDARD**

Section	Change	Date
	Changes throughout	06/01/2020

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## THE STANDARD

### PRINCIPLE 1. COMPLIANCE WITH LAWS:

The Organization shall comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements. (P1 P&C V4)

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

#### Indicator 1.1.1

**Legal registration\* is granted by a legally competent\* authority to carry out all activities within the scope of the certificate and is documented and unchallenged.**

#### Verifiers & Guidance:

Certificate of Incorporation for company structures; copy of gazette for conservancies or title deed

Auditor may utilise the permits issued by MAWF/DoF

Reference: Annexure A - List of National and International Laws and Conventions

**Criterion 1.2 The Organization shall demonstrate that the legal status of the Management Unit, including tenure and use rights, and its boundaries, are clearly defined. (C2.1 P&C V4)**

#### Indicator 1.2.1

**Legal\* tenure\* to manage and use resources within the scope of the certificate is documented and undisputed:**  
1.2.1.1. Legal tenure is granted by a legally competent\* authority

#### Verifiers & Guidance:

Title Deed and/or Land Tax Invoice - Land owners; Lease/management agreement - Land managers; Customary Tenure - Stakeholder interviews

#### Indicator 1.2.2

**The boundaries of all Management Units\* within the scope of the certificate are physically indicated on the MU or documented and clearly shown on maps.**

#### Verifiers & Guidance:

Map with clear boundaries; Physical markers (e.g. pegs, rocks, fence lines) or description of the demarcations for non- freehold land; Interviews with Stakeholders to verify there are no disputes.

**Criterion 1.3 The Organization shall have legal rights to operate in the Management Unit, which fit the legal status of The Organization and of the Management Unit, and shall comply with the associated legal obligations in applicable national and local laws and regulations and administrative requirements. The legal rights shall provide for harvest of products and/or supply of ecosystem services from within the Management Unit. The Organization shall pay the legally prescribed charges associated with such rights and obligations. (C1.1, 1.2, 1.3 P&C V4)**

#### Indicator 1.3.1

All activities undertaken in the Management Unit\* are carried out in compliance with:  
1) Applicable laws\*, regulations and administrative requirements;  
2) Legal rights\* and Customary Law  
3) Relevant and required payments.

#### Verifiers & Guidance:

Proof of payments, invoices, certificates of issue such as but not limited to Social Security payment, collective agree-ment (Labour Act, 2012, as amended, Article 128a), VAT, Income Tax, Land Tax, Harvesting Permit, Transport Permit

Annexure A - List of National and International Laws and Conventions

Customary (or traditional) law is applicable under legal provisions for Namibia

<b>Criterion 1.4</b>		<b>The Organization shall develop and implement measures, and/or shall engage with regulatory agencies, to systematically protect the Management Unit from unauthorized or illegal resource use, settlement and other illegal activities. (C1.5 P&amp;C V4)</b>
<b>Indicator 1.4.1</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Measures are developed and implemented to provide protection* from unauthorized or illegal hunting, fishing, trapping, collecting and settlement, and other unauthorized activities.</b>	Proof of training to harvesters*; Harvesters Agreement or Farm Rules signed by harvesters; Infield observations; Proof of progressive disciplinary action; Tribal Authority records or interviews	
<b>Indicator 1.4.2</b>		<b>Verifiers &amp; Guidance:</b>
<b>Measures are developed and implemented to provide protection* from unauthorized or illegal harvesting.</b>	Proof of training to harvesters*; Harvesters Agreement or Farm Rules signed by harvesters; Infield observations; Proof of progressive disciplinary action; Tribal Authority records or interviews	
<b>Indicator 1.4.3</b>		<b>Verifiers &amp; Guidance:</b>
<b>A system is implemented to work with the regulatory bodies to identify, report, control and discourage unauthorized or illegal activities.</b>	Reports, records, Stakeholder Consultation MET officials; Reports or Interviews with MAWF, Namibian Police (NAMPOL) and Traditional Authorities (TA) ; Coop-eration with Crime Prevention Forum, Neighbourhood Watch (all NAMPOL recognised bodies)	
<b>Criterion 1.5</b>		<b>The Organization shall comply with the applicable national laws, local laws, ratified international conventions and obligatory codes of practice, relating to the transportation and trade of forest products within and from the Management Unit, and/or up to the point of first sale. (C1.3 P&amp;C V4)</b>
<b>Indicator 1.5.1</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Compliance with applicable national laws* and ratified international conventions relating to the transportation and trade of forest products up to the point of first sale is demonstrated.</b>	Forestry Harvesting Permit; Forestry Marketing permit; Forestry Transport Permit; Specified Delivery Note; Goods Received Note; Weigh Bill; Tax Invoice or similar invoice; Supplier Invoice	
<b>Indicator 1.5.2</b>		<b>Verifiers &amp; Guidance:</b>
<b>Compliance with CITES provisions is demonstrated</b>	Producers have access to details of CITES species and MET permit	
<b>Criterion 1.6</b>		<b>The Organization shall identify, prevent and resolve disputes over issues of statutory or customary law, which can be settled out of court in a timely manner, through engagement with affected stakeholders. (C2.3 P&amp;C V4)</b>
<b>Indicator 1.6.1</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Indicator 1.6.1.Z</b>	Organisational Procedure and/or Policy	
<b>A publically available* dispute* resolution process is in place, developed through culturally appropriate* engagement* with affected stakeholders*.</b>	<b>1.6.1.Z:</b> Stakeholder engagement with Affected stakeholders* include local communities or other stakeholders who have statutory or customary tenure over the land and/or operational activities. A constitution is developed within defined communities and conservancies.	
<b>Indicator 1.6.1.S</b>	<b>1.6.1.S:</b> International best practice in community engagement and dispute resolution methodologies, where stakeholders are not directly engaged.	

<p>An effective, publicly available* documented dispute* resolution process is in place. It is developed in accordance with international best practice.</p>	
<p><b>Indicator 1.6.2</b></p> <p><u>Indicator 1.6.2.Z</u> The Organization provides evidence that disputes related to applicable laws* or customary law that can be settled out of court are responded to in a timely manner or are in the dispute resolution process.</p> <p><u>Indicator 1.6.2.S</u> An effective, publicly available* documented Stakeholders are engaged in a timely manner for disputes relating to applicable laws* or customary law and are either resolved or are in the dispute resolution process*.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p><u>1.6.2.Z:</u> Up-to-date records of consultations with affected parties in the resolution process</p> <p><u>1.6.2.S:</u> Interviews with management and affected stakeholders. Up-to-date records of consultations with affected parties in the resolution process</p>
<p><b>Indicator 1.6.3</b></p> <p><u>Indicator 1.6.3.Z</u> Up to date records of disputes related to issues of applicable laws* or customary law, are held including:</p> <ol style="list-style-type: none"> <li>1) Steps taken to resolve disputes*;</li> <li>2) Outcomes of all dispute* resolution processes; and</li> <li>3) Unresolved disputes*, the reasons they are not resolved, and how they will be resolved.</li> </ol> <p><u>Indicator 1.6.3.S</u> The Organization demonstrates the implementation of the dispute resolution process. Records of disputes related to issues of applicable laws* or customary law are maintained:</p> <ol style="list-style-type: none"> <li>1) Outcomes of all dispute* resolution processes; and</li> <li>2) Unresolved disputes*, the reasons they are not resolved, and how they will be resolved.</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p><u>1.6.2.Z:</u> Register of disputes including the above</p> <p><u>1.6.2.S:</u> Register of disputes which include the outcomes of finalised dispute cases and reasons for unresolved disputes.</p>
<p><b>Indicator 1.6.4</b></p> <p>Operations cease in areas where disputes* exist which could not be solved by affected parties outside the court and while they are being handled by appropriate authorities:</p>	<p><b>Verifiers &amp; Guidance:</b></p>

<p>1) Of substantial magnitude* (1000 ha); or  2) Of substantial duration* (&gt;3 months); or  3) Involving a significant* number of interests.</p>	
<p><b>Criterion 1.7</b>      <b>The Organization shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, The Organization shall implement other anti-corruption measures proportionate to the scale and intensity of management activities and the risk of corruption.</b></p>	
<p><b>Indicator 1.7.1</b>   A policy which meets or exceeds legislation is implemented, which includes a commitment not to offer or receive bribes of any description. The policy is publicly available* at no cost.</p>	<p><b>Verifiers &amp; Guidance:</b>  Organisational Anti-Corruption Policy or Statement within the Management Plan; Whistle Blowing Policy within the Management Plan  Namibia Anti-Corruption Act (2003)</p>
<p><b>Indicator 1.7.2</b>   No evidence of bribery, coercion and other acts of corruption directly associated to the scope of management activities of The Organization</p>	<p><b>Verifiers &amp; Guidance:</b>  Interviews of Stakeholders</p>
<p><b>Indicator 1.7.3</b>   Corrective measures are implemented if corruption does occur.</p>	<p><b>Verifiers &amp; Guidance:</b>  Disciplinary and/or legal action, Internal CARs; Training attendance registers  Namibia Anti-Corruption Act (2003)</p>
<p><b>Criterion 1.8</b>      <b>The Organization shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria in the Management Unit, and to related FSC Policies and Standards. A statement of this commitment shall be contained in a publicly available document made freely available. (C1.6 P&amp;C V4)</b></p>	
<p><b>Indicator 1.8.1</b>   A long-term* commitment to forest* management practices consistent with FSC Principles* and Criteria* and related Policies and Standards is signed by Senior Management Representative and is publicly available* at no cost.</p>	<p><b>Verifiers &amp; Guidance:</b>  Organisational Policy or Statement within the Management Plan</p>
<p><b>PRINCIPLE 2. WORKERS' RIGHTS AND EMPLOYMENT CONDITIONS:</b>  The Organization shall maintain or enhance the social and economic wellbeing of workers*.</p>	
<p><b>Criterion 2.1</b>      <b>The Organization shall uphold the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. (C4.3 P&amp;C V4)</b></p>	
<p><b>Indicator 2.1.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>

<p><b>The Organization* does not use child labour:</b></p> <p><b>2.1.1.1 Children from the age of 14 may be employed for light work but it does not interfere with schooling, nor be harmful to their health or development;</b></p> <p><b>2.1.1.2 No person under the age of 18 is employed in hazardous or heavy work within approved national laws and regulations;</b></p> <p><b>2.1.1.3 The Organization* prohibits the worst forms* of child labour.</b></p>	<p>ID documents, birth certificates, affidavit by workers* and employment records of workers*; Risk Assessment for Chemical Application and other Hazardous work; Interview with workers; Field Assessment</p> <p>Namibian Labour Act 11 of 2007; Namibian Constitution; Education Act 2001</p>
<p><b>Indicator 2.1.2</b></p> <p><b>There is no evidence of forced or compulsory labour:</b></p> <p><b>2.1.2.1 Employment relationships are based on mutual consent</b></p> <p><b>2.1.2.2. There is no evidence of any practices indicative of forced or compulsory labour including, but not limited to the following: retention of identity documents, untimely payment of wages, threats of violence or denunciation to the authorities.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Labour inspector records, dispute and grievance records and interviews with workers, worker representatives and unions, employment contracts signed by employer and employee with witness signatures</p> <p>Other elements may include Physical and sexual violence; Bonded labour, Withholding of wages /including payment of employment fees and or payment of deposit to commence employment, Restriction of mobility/movement</p>
<p><b>Indicator 2.1.3</b></p> <p><b>To prevent debt bondage, no more than one third of the workers' average earnings are taken as shop or food credit.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Discussions with manager and workers, Interview with workers, payslips, farm store records; Labour union agreements</p> <p>As per the Namibian Labour Act 11 of 2007 – To prevent Debt Bondage, No more than one third of shop or food credit of the worker's average charcoal earnings should be allowed.</p> <p>The agreement between NAU, Min of Labour and the Farm Workers Union of 2017 stipulates 35%</p> <p>Only in case of compassionate reasons like death / funerals can a bigger advance be given, with the worker* formally acknowledging the debt in advance.</p>
<p><b>Indicator 2.1.4</b></p> <p><b>The Organization* ensures that there is no discrimination in employment and occupation.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Indicator 2.1.5</b></p> <p><b>The Organization* respects freedom of association and the right to collective bargaining, with documented evidence of:</b></p> <p><b>1) Workers* are able to establish or join worker organizations* of their own choosing;</b></p> <p><b>2) The Organization* respects the rights of workers to engage in lawful activities related to forming, joining or</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Employment contracts or Agreements with contractors, interview with workers</p>

<p>assisting a workers' organization*, or to refrain from doing the same; and will not discriminate or punish workers for exercising these rights;</p> <p>3) The Organization* negotiates with lawfully established workers' organizations* and/ or duly selected representatives in good faith* and with the best efforts to reach a collective bargaining* agreement; and</p> <p>4) Employment contracts or collective bargaining* agreements are implemented where they exist.</p>	
<p><b>Criterion 2.2 The Organization shall promote gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.</b></p>	
<p><b>Indicator 2.2.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Indicator 2.2.1.Z</b> Documented systems are implemented that promote gender equality* and prevent gender discrimination in employment practices, training opportunities, awarding of contracts, processes of engagement* and all levels of management activities inclusive of meetings, management committees and decision-making forums.</p> <p><b>Indicator 2.2.1.S</b> The Organization implements a system which promotes gender equality* and prevents gender discrimination in employment practices and training opportunities.</p>	<p><b>2.2.1.Z:</b> Organizational Policy or Procedure; Discussions with workers; Job descriptions; Training records; Vacancy announcements <i>Namibian Labour Act, No. 11 of 2007</i></p> <p><b>2.2.1.S:</b> Interviews with workers to verify understanding of:</p> <ul style="list-style-type: none"> <li>- job descriptions;</li> <li>- training carried out</li> <li>- vacancy announcements</li> </ul>
<p><b>Indicator 2.2.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p>Work carried out within the MU by workers (men and women) are included in training programmes.</p> <p>Note - Training Records are available for all organizations except SLIMF scale Organizations.</p>	<p>Discussions with workers and managers Records</p>
<p><b>Indicator 2.2.3</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p>Workers (men and women) are paid directly for their work. Wages are equitable when they do the same work.</p>	<p>Contracts and pay sheets; Discussions with workers and manager. <i>Managers may consider variances due to the level of experience, years of consecutive employment</i></p>
<p><b>Indicator 2.2.4</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>



<p><b>Maternity and paternity leave is available, and there are no penalties for utilizing the leave.</b></p>	<p>Employment contract, Leave documents. Interviews with workers and management  <b>Maternity leave is 4 weeks before childbirth and 8 weeks after childbirth. Three days Paternity leave is available. Paternity leave is not required in the Namibian Labour Act; this may be booked as Compassionate Leave, with no penalty or impact on annual leave.</b></p>
<p><b>Indicator 2.2.5</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.</b></p>	<p>Contracts with workers*; Discussions with manager and workers; Grievance register; Records of cases resolved  <b>Namibian Labour Act, No. 11 of 2007</b></p>
<p><b>Criterion 2.3      The Organization shall implement health and safety practices to protect workers from occupational safety and health hazards. These practices shall, proportionate to scale, intensity and risk of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work. (C4.2 P&amp;C V4)</b></p>	
<p><b>Guidance</b> – The SDG evaluated the conditions in Namibia along with the risk posed to workers from the heat and other environmental conditions. The Bush thickening (encroacher bush) in Namibia is approximately 4.5 metres in height, when grown. The Namibian climate is dry with high temperatures ranging between 25 degrees Celsius in Winter and 48 degrees Celsius in Summer. Based on the assessment, the SDG has developed Annexure C which outlines the required Personal Protective Equipment (PPE).</p>	
<p><b>Indicator 2.3.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Indicator 2.3.1.Z</b>  <b>The Organization assesses risks with mitigating measures related to Forestry work. The results are used in the development of documented Health and Safety Practices.</b>  <b>Indicator 2.3.1.S</b>  <b>The Organization assesses risks with mitigating measures related to Forestry work. The results are used in the development of Health and Safety Practices that are communicated to workers.</b></p>	<p><b>2.3.1.Z:</b> List of identified risks and mitigating actions available  Organisational health and safety policies/procedures; Risks linked to nutrition are identified and mitigated  <b>Namibian Labour Act 11 of 2007 in conjunction with Regulation 156; ILO Code of Practice on Safety and Health in Forestry Work</b>  <b>2.3.1.S:</b>  Interviews with workers</p>
<p><b>Indicator 2.3.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Indicator 2.3.2.Z</b>  <b>Health and safety practices are implemented with documented evidence available.</b>  <b>Indicator 2.3.2.S</b>  <b>Health and safety practices are implemented.</b></p>	<p><b>2.3.2.Z:</b> Assessments/reports and minutes of meetings; Records of training; Awareness talks on Occupational Health Risks; In-field inspection  <b>2.3.2.S:</b> Training records; Interviews with workers to verify understanding of mitigating measures implemented</p>
<p><b>Indicator 2.3.3</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Workers* are provided with and utilise personal protective equipment (PPE) appropriate to their as-signed tasks as indicated in Annexure C.</b></p>	<p>In-field inspection; Issue registers</p>

<b>Indicator 2.3.4</b>	<b>Verifiers &amp; Guidance:</b>
<p><b><u>Indicator 2.3.4.Z</u></b> Records are kept on accident rates and lost time to accidents. Documented evidence on preventative measures implemented.</p> <p><b><u>Indicator 2.3.4.S</u></b> The Organization maintains records on accident rates and lost time to accidents.</p>	<p><b>2.3.4.Z:</b> Incident and investigation records and copies of accident reports signed by the Social Security Office; Discussions with workers and managers compared to accident register; Assessment reports, health and safety meetings minutes, Revised procedures</p> <p><b>2.3.4.S:</b> Interviews with workers on improvements on safety measures based on previous incidents, revised procedures</p>
<b>Indicator 2.3.5</b>	<b>Verifiers &amp; Guidance:</b>
The Organisation implements adaptive management* after major accidents or incidents.	Health and Safety Procedures and/or Policies, Risk Assessment, Interviews with manager and workers*, Training records
<b>Indicator 2.3.6</b>	<b>Verifiers &amp; Guidance:</b>
The Organization has identified relevant occupational diseases and demonstrates awareness and preventative measures.	<p>Awareness talks with workers; Attendance register</p> <p>E.g. Heatstroke, malaria, tick-bite fever, HIV/AIDS, TB</p> <p>Refer to the National Risk Assessments and infection control guidelines from the Ministry of Health and Social Services available via the following links:</p> <p>For HIV and AIDS: <a href="http://www.methealth.com.na/pdf/arv/MaxFINAL_Namibia_ART_Guidelines2017.pdf">http://www.methealth.com.na/pdf/arv/MaxFINAL_Namibia_ART_Guidelines2017.pdf</a></p> <p>TB: <a href="https://www.challengeit.org/publications/tools/country/Namibia_Infection_Control_Guidelines.pdf">https://www.challengeit.org/publications/tools/country/Namibia_Infection_Control_Guidelines.pdf</a></p> <p>Communicable diseases: <a href="https://www.cdc.gov/globalhealth/countries/namibia/pdf/namibia.pdf">https://www.cdc.gov/globalhealth/countries/namibia/pdf/namibia.pdf</a>; <a href="http://www.who.int/nmh/countries/nam_en.pdf">http://www.who.int/nmh/countries/nam_en.pdf</a></p>
<b>Indicator 2.3.7</b>	<b>Verifiers &amp; Guidance:</b>
Accommodation provided to workers meets or exceeds the requirements in Annexure D.	Inspection of Housing
<p><b>Criterion 2.4</b>      <b>The Organization shall pay wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements or living wages, where these are higher than the legal minimum wages. When none of these exist, The Organization shall through engagement with workers develop mechanisms for determining living wages.</b></p>	
<b>Indicator 2.4.1</b>	<b>Verifiers &amp; Guidance:</b>
Wages paid meet or exceed the Agricultural Industry Wage or Agreements reached with Trade Unions.	Pay sheets/ slips of employees/ contractors; Charcoal paid per tonne is reconciled and meets or exceeds the minimum wage for farm workers or rates agreed by Unions.
<b>Indicator 2.4.2</b>	<b>Verifiers &amp; Guidance:</b>
Payment of wages, salaries and contracts are effective within 1 month of transfer of timber product and NTFP to The Organization. Instant payments are provided as an option to seasonal migrant workers upon delivery of forest products to the farm owner/manager.	Interviews with workers; Evidence that payment to workers has not been delayed further than 30 days.

<b>Criterion 2.5</b>		<b>The Organization shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the Management Plan and all management activities. (C7.3 P&amp;C V4)</b>
<b>Indicator 2.5.1</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Indicator 2.5.1.Z</b> Workers* have job specific training as per Annexure B to safely and effectively contribute to the implementation of the management objectives.	<b>2.5.1.Z:</b> Training Plan; Supervisory and Training records e.g. corrective actions per worker; Signed Records	
<b>Indicator 2.5.1.S</b> Workers* have job specific training as per Annexure B which safely and effectively contributes to the management objectives of the MU. Records are maintained for legally required training only and supervision.	<b>2.5.1.S:</b> Infield observation, Legally required records of training (e.g. First Aid), Interviews with managers and workers*	
<b>Criterion 2.6</b>		<b>The Organization through engagement with workers shall have mechanisms for resolving grievances and for providing fair compensation to workers for loss or damage to property, occupational diseases*, or occupational injuries* sustained while working for The Organization*.</b>
<b>Indicator 2.6.1</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Indicator 2.6.1.Z</b> A dispute* resolution process is developed and implemented through culturally appropriate* engagement* with workers*	<b>2.6.1.Z:</b> Organisational procedures and/or policy	
<b>Indicator 2.6.1.S</b> There is a mutual understanding of the dispute resolution process* between managers and workers	<b>2.6.1.S:</b> Interviews with managers and workers SLIMF are encouraged to maintain attendance registers of discussions held with workers	
<b>Indicator 2.6.2</b>	<b>Verifiers &amp; Guidance:</b>	
Workers* grievances are identified and responded to and are either resolved or are in the dispute* resolution process.	Grievance register; Discussions with workers and managers	
<b>Indicator 2.6.3</b>	<b>Verifiers &amp; Guidance:</b>	
Up-to-date records of workers* grievances related to workers* loss or damage of property, occupational diseases* or injuries are maintained including: 1) Steps taken to resolve grievances; 2) Outcomes of all dispute* resolution processes including fair compensation*; and	Grievance Records, Discussions with workers and managers.	

3) Unresolved disputes*, the reasons they are not resolved, and how they will be resolved.	
<b>Indicator 2.6.4</b>	<b>Verifiers &amp; Guidance:</b>
<b>Fair compensation* is provided to workers* for work-related loss or damage of property and occupational disease* or injuries.</b>	All workers registered for employees' compensation; Payment of Social Security contributions, other work-related compensations, Records of payments
<p><b>PRINCIPLE 3. INDIGENOUS PEOPLES' RIGHTS:</b></p> <p>The Organization shall identify and uphold Indigenous Peoples' legal and customary rights of ownership, use and management of land, territories and resources affected by management activities. (P3 P&amp;C V4)</p>	
<p><b>Guidance</b> - Indigenous Peoples is relevant when the Organization is operating in or neighbouring communal areas or resettlement farms where Indigenous Peoples may be residing or have rights of access to the area and its resources.</p> <p>The Namibian Government prefers to speak about "marginalised" rather than "indigenous" communities, defining "indigenous" by reference to European colonialism, implying that the vast majority of Namibians are in fact "indigenous" (LAC, 2014). The Constitution of Namibia emphasises equality and freedom from discrimination on the grounds of sex, ethnic origin or social or economic status etc. It does not make specific reference to marginalised or indigenous groups but Article 23 allows Parliament to enact legislation to provide affirmative actions to redress social, economic and educational imbalances.</p> <p>"While most people in Namibia can be characterized in a strict sense as indigenous to the area, the San, Himba, Ovatie, Ovatiimba, and Ovazemba are recognized by the Government of Namibia as particularly marginalized groups and have been identified in various Namibian laws and policies as groups that merit special attention and concern. The conditions of these groups, especially relative to other segments of the population of Namibia, can be identified as similar to those of groups identified as indigenous worldwide. Other non-dominant groups in Namibia include the Nama, a Khoesan people." (Anaya, 2013)</p> <p>In general, San individuals identify themselves according to their ethnic group, i.e. Ju 'hoansi, !Xun (or !Kung), Hai  om, Naro, Khwe or !Xoon, rather than as "San" (a generally accepted political label), which is, like "Bushmen", an external term. (LAC, 2014)</p>	
<b>Criterion 3.1</b>	<p><b>The Organization shall identify the Indigenous Peoples that exist within the Management Unit or those that are affected by management activities. The Organization shall then, through engagement with these Indigenous Peoples, identify their rights of tenure, their rights of access to and use of forest resources and ecosystem services, their customary rights and legal rights and obligations that apply within the Management Unit. The Organization shall also identify areas where these rights are contested.</b></p>
<b>Indicator 3.1.1</b>	<b>Verifiers &amp; Guidance:</b>
<p><b><u>Indicator 3.1.1.Z</u></b>  <b>Indigenous Peoples* that may be affected by management activities are identified and documented.</b></p> <p><b><u>Indicator 3.1.1.S</u></b>  <b>Indigenous Peoples* that may be affected by management activities are identified.</b></p>	<p><b>3.1.1.Z:</b> Maps or a list reflecting the location and contact details of resident communities, neighbours and nearby settlements.</p> <p><b>3.1.1.S:</b> Records; Interviews with responsible staff to assess knowledge of residents and neighbouring communities.</p>
<b>Indicator 3.1.2</b>	<b>Verifiers &amp; Guidance:</b>
<p><b>Through culturally appropriate* engagement* with the Indigenous Peoples* identified in 3.1.1, the following are documented and/or mapped:</b></p>	Supporting documentation for access rights and ownership and/or map

<p>1) Their legal* and customary rights* of tenure*;</p> <p>2) Their legal* and customary* access to, and use rights*, of the forest* resources and ecosystem services*;</p> <p>3) Their legal* and customary rights* and obligations that apply;</p> <p>4) The evidence supporting these rights and obligations;</p> <p>5) Areas where rights are contested between Indigenous Peoples*, governments and/or others;</p> <p>6) Summary of the means by which the legal* and customary rights* and contested rights, are addressed by The Organization*;</p> <p>7) The aspirations and goals of Indigenous Peoples* related to management activities.</p>	
<p><b>Criterion 3.2</b>      <b>The Organization shall recognize and uphold the legal and customary rights of Indigenous Peoples to maintain control over management activities within or related to the Management Unit to the extent necessary to protect their rights, resources and lands and territories. Delegation by Indigenous Peoples of control over management activities to third parties requires Free, Prior and Informed Consent. (C3.1 and 3.2 P&amp;C V4)</b></p>	
<p><b>Indicator 3.2.1</b></p> <p>Indigenous Peoples are informed of how, when and where they may engage with The Organization to the extent necessary to protect their rights</p>	<p><b>Verifiers &amp; Guidance:</b> Interviews with Indigenous Peoples groups; Records</p>
<p><b>Indicator 3.2.2</b></p> <p>The legal* and customary rights* of Indigenous Peoples are not violated by The Organization*.</p>	<p><b>Verifiers &amp; Guidance:</b> Records of disputes; Stakeholder Interviews <i>Traditional Authorities Act and Communal Land Reform Act 5, 2002, its amendments and regulations</i></p>
<p><b>Indicator 3.2.3</b></p> <p>Where evidence exists that legal* and customary rights* of Indigenous Peoples related to management activities have been violated, the dispute* resolution process is followed.</p>	<p><b>Verifiers &amp; Guidance:</b> Records of disputes. Causes and nature of disputes and actions taken are monitored.</p>
<p><b>Indicator 3.2.4</b></p> <p><i>Free, prior and informed consent*</i> is granted by <i>Indigenous Peoples*</i> prior to management activities that affect their identified rights</p>	<p><b>Verifiers &amp; Guidance:</b> Records of Consultation</p>

<p>through a process that includes:</p> <ol style="list-style-type: none"> <li>1) Ensuring <i>Indigenous Peoples*</i> know their rights and obligations regarding the resource;</li> <li>2) Informing the <i>Indigenous Peoples*</i> of the value of the resource, in economic, social and environmental terms;</li> <li>3) Informing the <i>Indigenous Peoples*</i> of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights, resources, <i>lands and territories*</i>; and</li> <li>4) Informing the <i>Indigenous Peoples*</i> of the current and future planned <i>forest*</i> management activities.</li> </ol>	
<p><b>Indicator 3.2.5</b></p> <p>Where the process of Free Prior and Informed Consent* (FPIC) has not yet resulted in an FPIC agreement, The Organization* and the affected Indigenous Peoples* are engaged in a mutually agreed FPIC process that is advancing, in good faith* and with which the community is satisfied.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Stakeholder consultation with Indigenous Peoples groups and The Organization</p>
<p><b>Criterion 3.3</b></p>	<p>In the event of delegation of control over management activities, a binding agreement between The Organization and the Indigenous Peoples shall be concluded through Free, Prior and Informed Consent. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions.</p>
<p><b>Indicator 3.3.1</b></p> <p>Where control over management activities has been granted through Free Prior and Informed Consent* based on culturally appropriate* engagement*:</p> <ol style="list-style-type: none"> <li>3.3.1.1. The binding agreement* contains the duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions.</li> <li>3.3.1.2. Records of the Agreements are maintained.</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Contractual Agreement with Indigenous Peoples Groups</p> <p>Signed documentation constituting a Consent from a relevant Traditional Authority, or recognised body representing Indigenous Peoples Groups</p>

<b>Criterion 3.4</b>		<b>The Organization shall recognize and uphold the rights, customs and culture of Indigenous Peoples as defined in the United Nations Declaration on the Rights of Indigenous Peoples (2007) and ILO Convention 169 (1989). (C3.2P&amp;C V4)</b>
<b>Indicator 3.4.1</b>	<b>Verifiers &amp; Guidance:</b>	
The rights, customs and culture of Indigenous Peoples* as defined in UNDRIP and ILO Convention 169 are not violated by The Organization*.	Stakeholder Interviews	
<b>Indicator 3.4.2</b>	<b>Verifiers &amp; Guidance:</b>	
Where evidence exists that rights, customs and culture of Indigenous Peoples* have been violated by The Organization*, the situation is documented including steps to restore* these rights, customs and culture of Indigenous Peoples*.	Dispute Resolution Procedure, Records of process followed	
<b>Criterion 3.5</b>		<b>The Organization, through engagement with Indigenous Peoples, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance and for which these Indigenous Peoples hold legal or customary rights. These sites shall be recognized by The Organization and their management, and/or protection shall be agreed through engagement with these Indigenous Peoples. (C3.3P&amp;C V4)</b>
<b>Indicator 3.5.1</b>	<b>Verifiers &amp; Guidance:</b>	
Sites of significance to Indigenous Peoples regarding their legal* or customary rights*, are clearly identified.	Records of community and stakeholder consultations; Maps, where allowed by Indigenous Peoples.  The following types of sites of special significance are commonly found in Namibia: Grave sites, sacred and historical sites, areas of significant scenic value, rock art and historical routes.	
<b>Indicator 3.5.2</b>	<b>Verifiers &amp; Guidance:</b>	
<b>Indicator 3.5.2.Z</b> Measures to protect such sites are agreed, documented and implemented with Indigenous Peoples' agreement. Where Indigenous Peoples determine that physical identification of sites in documents or maps would threaten its protection or value, other means will be used.	<b>3.5.2.Z:</b> Documented procedures, Stakeholder interviews, Interviews with workers* and managers, Photographic evidence	
<b>Indicator 3.5.2.S</b> Measures to protect such sites are agreed and implemented with Indigenous Peoples' agreement.	<b>3.5.2.S:</b> Records; Interviews with Indigenous Peoples Groups	
<b>Indicator 3.5.3</b>	<b>Verifiers &amp; Guidance:</b>	
Newly discovered sites of significance are investigated by management, consulted with stakeholders and are not impacted by operations until	Interviews with workers and relevant stakeholders	

consultation and measures are agreed upon.	
<b>Criterion 3.6</b>	The Organization shall uphold the right of Indigenous Peoples to protect and utilize their traditional knowledge and shall compensate local communities for the utilization of such knowledge and their intellectual property. A binding agreement as per Criterion 3.3 shall be concluded between The Organization and the Indigenous Peoples for such utilization through Free, Prior and Informed Consent before utilization takes place, and shall be consistent with the protection of intellectual property rights. (C3.4 P&C V4)
<b>Indicator 3.6.1</b>	<b>Verifiers &amp; Guidance:</b>
<p>Traditional knowledge* and intellectual property* are protected. They are only used when the acknowledged owners of that traditional knowledge* and intellectual property* have provided their Free, Prior and Informed Consent* formalized through a binding agreement*</p> <p>3.6.1.1 Indigenous Peoples are compensated according to the Binding Agreement*.</p>	<p>Agreement with Indigenous Peoples; Records of Payments</p>
<b>PRINCIPLE 4. COMMUNITY RELATIONS:</b>	
The Organization shall contribute to maintaining or enhancing the social and economic wellbeing of local communities. (P4 P&C V4)	
<b>Criterion 4.1</b>	The Organization shall identify the local communities that exist within the Management Unit and those that are affected by management activities. The Organization shall then, through engagement with these local communities, identify their rights of tenure, their rights of access to and use of forest resources and ecosystem services, their customary rights and legal rights and obligations that apply within the Management Unit.
<b>Indicator 4.1.1</b>	<b>Verifiers &amp; Guidance:</b>
Local Communities that may be affected by management activities are identified via Best Available Information.	<p>Interviews with stakeholders and managers and/or maps</p> <p>This includes neighbours and local farming communities, but is not limited to these stakeholders only.</p>
<b>Indicator 4.1.2</b>	<b>Verifiers &amp; Guidance:</b>
<p><b>Indicator 4.1.2.Z</b></p> <p>Through culturally appropriate* engagement* with the local communities, the Organization* has documented the identification of the legal rights and customary rights of local communities*, their access to and use of forest resources.</p> <p><b>Indicator 4.1.2.S</b></p> <p>Through culturally appropriate* engagement* with the local communities, The Organization has identified the legal rights of local communities*, their access to and use of forest resources.</p>	<p><b>4.1.2.Z:</b> List of resident households and their tenure and user rights; List of access rights and agreements with surrounding communities and other users; Records / documentation / maps of all tenure and access rights for local communities potentially affected by management activities.</p> <p><b>4.1.2.S:</b> Verbal description, documented evidence only required for legal agreements.</p>



<b>Criterion 4.2</b>	<b>The Organization shall recognize and uphold the legal and customary rights of local communities to maintain control over management activities within or related to the Management Unit to the extent necessary to protect their rights, resources, lands and territories. Delegation by local communities of control over management activities to third parties requires Free, Prior and Informed Consent. (C2.2 P&amp;C V4)</b>
<b>Guidance</b> - This Criterion is only applicable to Organizations with management activities within State Forests, approved community forests and conservancy areas in Namibia. If the MU does not fall in one of these areas, this Criterion shall be considered non-applicable by the Certification Body.	
<b>Indicator 4.2.1</b>	<b>Verifiers &amp; Guidance:</b>
<b>Local communities* are informed of when, where and how they can engage* with the Organization to the extent necessary to protect their legal and customary rights.</b>	Interviews with stakeholders
<b>Indicator 4.2.2</b>	<b>Verifiers &amp; Guidance:</b>
<b>The legal* and customary rights of local communities* to maintain control over management activities are not violated by The Organization*.</b>	Stakeholder interviews; Records of disputes(and their amicable resolution) <a href="#">Traditional Authorities Act and Communal Land Reform Act 5 of 2002</a>
<b>Indicator 4.2.3</b>	<b>Verifiers &amp; Guidance:</b>
<b>The situation is corrected or the dispute resolution process is implemented where evidence exists of legal or customary rights of local communities being violated.</b>	Evidence that the Dispute Resolution Process has been followed; Interviews with stakeholders
<b>Indicator 4.2.4</b>	<b>Verifiers &amp; Guidance:</b>
<b>Free, Prior and Informed Consent* is granted by local communities* prior to management activities that affect their identified rights through a process that includes:</b> <b>1) Ensuring local communities* know their rights and obligations regarding the resource;</b> <b>2) Informing the local communities* of the value of the resource, in economic, social and environmental terms;</b> <b>3) Informing the local communities* of their right to withhold or modify consent to the proposed management activities to the extent necessary to protect their rights and resources; and</b> <b>4) Informing the local communities* of the current and future planned forest* management activities.</b>	Evidence of consultation

<p><b>Indicator 4.2.5</b></p> <p>Where the process of Free Prior and Informed Consent* (FPIC) has not yet resulted in an FPIC agreement, the Organization* and the affected local communities* are engaged in a mutually agreed FPIC process that is advancing, in good faith* and with which the community is satisfied.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Stakeholder consultation with affected parties</p>
<p><b>Criterion 4.3</b>      <b>The Organization shall provide reasonable opportunities for employment, training and other services to local communities, contractors and suppliers proportionate to scale and intensity of its management activities. (C4.1 P&amp;C V4)</b></p>	
<p><b>Indicator 4.3.1</b></p> <p><u><b>Indicator 4.3.1.Z</b></u></p> <p>Reasonable* opportunities are provided to local communities*, local contractors and local suppliers for:</p> <ol style="list-style-type: none"> <li>1) Employment,</li> <li>2) Training,</li> <li>3) Local value addition/ processing</li> <li>4) other services</li> </ol> <p><u><b>Indicator 4.3.1.S</b></u></p> <p>The Organization demonstrates at least once in the certification cycle that where economically viable, reasonable* opportunities were communicated to local communities*, local contractors and local suppliers for:</p> <ol style="list-style-type: none"> <li>1) Employment,</li> <li>2) Training</li> <li>3) Local value addition/ processing</li> <li>4) other services</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p><u><b>4.3.1.Z:</b></u> Records of notices; Recruitment and employment policies of the Organization; Interviews with the workers and or contractors</p> <p><u><b>4.3.1.S:</b></u> Documented evidence of communication; Contracts with local 3rd parties</p>
<p><b>Criterion 4.4</b>      <b>The Organization shall implement additional activities, through engagement with local communities that contribute to their social and economic development, proportionate to the scale, intensity and socio-economic impact of its management activities. (C4.4 P&amp;C V4)</b></p>	
<p><b>Indicator 4.4.1</b></p> <p>Opportunities for local social and economic development are identified and implemented on a provincial or national scale in consultation with local communities* and other relevant organizations.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Opportunities identified on regional scale, Documented evidence of implementation</p>
<p><b>Indicator 4.4.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>

<p>Projects and additional activities are implemented and / or supported that contribute to local social and economic benefit and are proportionate to the socio-economic impact of management activities.</p>	<p>Stakeholder interviews, project reports, photographic evidence</p>
<p><b>Criterion 4.5</b>      <b>The Organization, through engagement with local communities, shall take action to identify, avoid and mitigate significant negative social, environmental and economic impacts of its management activities on affected communities. The action taken shall be proportionate to the scale, intensity and risk of those activities and negative impacts. (C4.4 P&amp;C V4)</b></p>	
<p><b>Indicator 4.5.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b><u>Indicator 4.5.1.Z</u></b>  <b>The Organization provides documented evidence of engagement* with local communities in the planning and implementation of measures which mitigate significant* negative impacts from management activities</b></p> <p><b><u>Indicator 4.5.1.S</u></b>  <b>The Organization engages* with directly affected local communities in the planning and implementation of measures which mitigate significant* negative impacts from management activities</b></p>	<p><b><u>4.5.1.Z:</u></b> Assessment of impacts of operations on members of the community; Measures to avoid and mitigate negative impacts; Interviews with affected local communities e.g. confirmation of communication received prior to burning operations</p> <p><b><u>4.5.1.S:</u></b> Records; Interviews with directly affected local communities</p>
<p><b>Criterion 4.6</b>      <b>The Organization, through engagement with local communities, shall have mechanisms for resolving grievances and providing fair compensation to local communities and individuals with regard to the impacts of management activities of The Organization. (C4.5 P&amp;CV4)</b></p>	
<p><b>Indicator 4.6.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b><u>Indicator 4.6.1.Z</u></b>  <b>The Organization develops a dispute* resolution process with directly affected communities, documented and publicly available on request.</b></p> <p><b><u>Indicator 4.6.1.S</u></b>  <b>The Organization develops a dispute resolution process with directly affected communities.</b></p> <p><b>4.6.1.1. The Organization demonstrates a mutual understanding of the dispute resolution process with community leaders.</b></p>	<p><b><u>4.5.1.Z:</u></b> Organisational procedures and/or policy</p> <p><b>Cross reference to Indicator 1.6.1</b></p> <p><b><u>4.5.1.S:</u></b> Records; Interviews with management and community leaders</p>
<p><b>Indicator 4.6.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Grievances related to the impacts of management activities are responded to in a timely manner*, and are either resolved or are in the dispute* resolution process.</b></p>	<p><b>Cross reference to Indicator 1.6.2</b></p>

<p><b>Indicator 4.6.3</b></p> <p><u>Indicator 4.6.3.Z</u> Up to date records of disputes related to impacts of management activities are held including:</p> <ol style="list-style-type: none"> <li>1) Steps taken to resolve disputes*;</li> <li>2) Outcomes of all dispute* resolution processes; and</li> <li>3) Unresolved disputes*, the reasons they are not resolved, and how they will be resolved.</li> </ol> <p><u>Indicator 4.6.3.S</u> The Organization demonstrates implementation of the dispute resolution process. Records of disputes related to impacts of management activities are maintained:</p> <ol style="list-style-type: none"> <li>1) Outcomes of all dispute* resolution processes; and</li> <li>2) Unresolved disputes*, the reasons they are not resolved, and how they will be resolved.</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p><u>4.5.3.Z:</u> Register of Grievances and up-to-date records of dispute resolution</p> <p><u>4.5.3.S:</u> Register of disputes which include the outcomes of finalised dispute cases and reasons for unresolved disputes.</p>
<p><b>Indicator 4.6.4</b></p> <p>Operations cease in areas where disputes* exist and could not be resolved timeously</p> <ol style="list-style-type: none"> <li>1) of substantial magnitude* (1000 ha); or</li> <li>2) of substantial duration* (&gt;6 months); or</li> <li>3) involving a significant* number of interests or</li> <li>4) whilst awaiting legal verdict.</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Record of disputes; Evidence of consultation with affected parties with legal representation</p> <p>Suspension of operations would take place in the case of very serious disputes as described by the above thresholds only</p>
<p><b>Criterion 4.7</b>      <b>The Organization, through engagement with local communities, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance, and for which these local communities hold legal or customary rights. These sites shall be recognized by The Organization, and their management and/or protection shall be agreed through engagement with these local communities.</b></p>	
<p><b>Indicator 4.7.1</b></p> <p>Sites of significance for which local communities hold legal or customary rights are clearly identified by local communities* and are recognised by The Organization.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Records of community and stakeholder consultations; Maps, where allowed by the stakeholders</p> <p>The following types of sites of special significance are commonly found in Namibia: Grave sites, sacred and historical sites, areas of significant scenic value, rock art and historical routes.</p>
<p><b>Indicator 4.7.2</b></p> <p><u>Indicator 4.7.2.Z</u> Measures to protect such sites are agreed, documented</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p><u>4.7.2.Z:</u> Documented procedures, Interviews with workers*</p> <p>Cross reference Training from P.6 for workers</p> <p><u>4.7.2.S:</u> Interviews with workers*</p>

<p>and implemented with local community agreement.</p> <p><b>Indicator 4.7.2.S</b></p> <p>Measures to protect such sites are agreed and implemented with local community agreement.</p>	
<p><b>Indicator 4.7.3</b></p> <p>Newly discovered sites of significance are investigated by management in consultation with local community representatives and are not impacted by operations until measures are agreed upon</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Interviews with workers* and stakeholders</p>
<p><b>Criterion 4.8</b>      <b>The Organization shall uphold the right of local communities to protect and utilize their traditional knowledge and shall compensate local communities for the utilization of such knowledge and their intellectual property. A binding agreement as per Criterion 3.3 shall be concluded between The Organization and the local communities for such utilization through Free, Prior and Informed Consent before utilization takes place, and shall be consistent with the protection of intellectual property rights.</b></p>	
<p><b>Indicator 4.8.1</b></p> <p>Traditional knowledge* and intellectual property* are protected and are only used when the owners of that traditional knowledge* and intellectual property* have provided their Free, Prior and Informed Consent* through a binding agreement*</p> <p>4.8.1.1. Benefits are to be shared between the organization and local communities*, with compensation to the local communities* according to the binding agreement*</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Swakopmund Protocol on the Protection of Traditional Knowledge and Expression of Folklore (ARIPO, 2010)</p> <p>Industrial Property Act (Trademark, copyrights, patent regulations), Act 1 of 2012</p> <p>Access to Biological and Genetic Resources and Associated Traditional Knowledge, Act 2 of 2017</p>
<p><b>PRINCIPLE 5. BENEFITS FROM THE FOREST:</b></p> <p>The Organization shall efficiently manage the range of multiple products and services of the Management Unit to maintain or enhance long-term economic viability and the range of social and environmental benefits. (P5 P&amp;C V4)</p>	
<p><b>Criterion 5.1</b>      <b>The Organization shall identify, produce, or enable the production of, diversified benefits and/or products, based on the range of resources and ecosystem services existing in the Management Unit in order to strengthen and diversify the local economy proportionate to the scale and intensity of management activities. (C5.2 and 5.4 P&amp;C V4).</b></p>	
<p><b>Indicator 5.1.1</b></p> <p>The Organization identifies the range of resources available on the MU which strengthens and diversifies the local economy.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan</p> <p>Evaluation of products produced from resources e.g. firewood, charcoal, poles, droppers, Non-timber forest products (NTFP), human resources, game authorised to be hunted</p>
<p><b>Indicator 5.1.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>

<p><b>Consistent with management objectives*, the identified benefits and products are produced by The Organization* and/or made available for others to produce, to strengthen and diversify the local economy.</b></p>	<p>Management Objectives are listed in the Management Plan; Sales Invoices and/or delivery notes; Transport and/or export permits; Harvesting permits; Budget – Income sheet, where available; Contractual agreements; Marketing Plan; NTFP permits such as hunting permits</p> <p>Sustainable timber production does not need to be the primary objective of the Organization. Timber utilisation may constitute a secondary management objective. Primary Objectives may include ecological restoration*, wildlife management and tourism.</p>
<p><b>Indicator 5.1.3</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>When The Organization* makes FSC promotional claims regarding the maintenance and/or enhancement of ecosystem services*, Procedure for claims on Ecosystem Services is used according to FSC-PRO 30-006.</b></p>	<p>As per FSC-PRO-30-006</p>
<p><b>Criterion 5.2 The Organization shall normally harvest products and services from the Management Unit at or below a level which can be permanently sustained. (C5.6 P&amp;C V4)</b></p>	
<p><b>Indicator 5.2.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>The Organization quantifies the timber resources, based on the current inventory of the forest* including growth and yield, density data model* calculations and maintenance of ecosystem functions*.</b></p> <p><b>5.2.1.1 Harvesting levels* of NTFP resources are based on Best Available Information on growth and yield, mortality rates and maintenance of ecosystem functions*.</b></p>	<p>Scientific field assessment of resource; density data model*calculations, NTFP Permit conditions.</p> <p>Forestry and Environmental Authorisation Process for Bush Harvesting Projects, MAWF and MET in 2017</p> <p>Detailed Assessment of the Biomass Resource and Potential Yield in a Selected Bush Encroached Area of Namibia, Smit, G.N, De Klerk, J.N, Schneider M.B and Van Eck, J., 2015.</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. .Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Indicator 5.2.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>The maximum allowable annual cut does not exceed the harvest levels as determined in Indicators 5.2.1 and 5.2.1.1.</b></p>	<p>Long term Camp based Harvest Plan &amp; Actual Yield Summary; Allowable Harvest vs Actual Harvest per Camp of Management Unit, Density Data Model* Calculations</p> <p>The maximum allowable cut may exceed growth rates for an Organization with a primary ecological restoration (environmental objective). The Organization has management procedures, records of implementation and monitoring records as per the restoration plan as required in C5.1, C5.2, C6.1, C6.3, C7.1, C7.2, C7.3, C7.4, C8.1, C8.2; C8.3, C10.1, C10.5, C10.7, C10.11</p> <p>Refer to Glossary for Tree Equivalents*, Mosaic Harvesting*</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. .Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p> <p>Refer to <a href="http://www.dasnamibia.org">www.dasnamibia.org</a> for additional information on studies carried out; all freely downloadable</p>
<p><b>Indicator 5.2.3</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Actual annual harvest volumes for timber resources are recorded and reconciled</b></p>	<p>Annual Allowable vs Actual Cut Records per Camp for Charcoal, per MU for NTFPs and Biomass</p>

<p>against the annual allowable cut determined in 5.2.2:</p> <p>5.2.3.1. Actual annual harvest volumes for NTFP resources are recorded and reconciled against the annual allowable cut determined in 5.2.2</p>	
<p><b>Criterion 5.3 The Organization shall demonstrate that the positive and negative externalities of operations are in-cluded in the management plan. (C5.1 P&amp;C V4)</b></p>	
<p><b>Indicator 5.3.1</b></p> <p>Costs related to preventing, mitigating or compensating for negative social and environment impacts of management activities are quantified and documented in the management plan.</p> <p>5.3.1.1. Costs related to maintenance of mechanised equipment are budgeted and expended in the management plan</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan; Budget as per Management Plan; Income Statement, where available</p> <p><b>Examples of impacts include:</b></p> <p>Negative impacts - veld fires, erosion, poaching, cross reference Criterion 8.2.</p>
<p><b>Indicator 5.3.2</b></p> <p>Benefits related to positive social and environment impacts of management activities are identified and included in the management plan*.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan</p> <p><b>Examples of Positive impacts –social contribution projects, conservation projects, sponsorships, employment and restoration</b></p>
<p><b>Criterion 5.4 The Organization shall use local processing, local services, and local value adding to meet the requirements of The Organization where these are available, proportionate to scale, intensity and risk. If these are not locally available, The Organization shall make reasonable attempts to help establish these services. (C5.2 P&amp;C V4)</b></p>	
<p><b>Indicator 5.4.1</b></p> <p>Where cost, quality and capacity of non-local and local options are at least equivalent, local goods, services, processing and value-added facilities are used.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Agreements with international and national service providers</p>
<p><b>Indicator 5.4.2</b></p> <p>Reasonable* attempts are made to establish and encourage capacity where local goods, services, processing and value-added facilities are not available.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Communication of available opportunities, tenders issued, stakeholder interviews.</p>
<p><b>Criterion 5.5 The Organization shall demonstrate through its planning and expenditures proportionate to scale, intensity and risk, its commitment to long-term economic viability. (C5.1 P&amp;C V4)</b></p>	
<p><b>Indicator 5.5.1</b></p> <p>Sufficient funds are allocated and expenditures made to</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Budget; Invoices/ Sales or delivery notes of products; Financial statements/ records of equitable measure</p>

implement the management plan* in order to meet this standard and to ensure long-term* economic viability*.	
<p><b>PRINCIPLE 6. ENVIRONMENTAL VALUES* AND IMPACTS:</b></p> <p>The Organization shall maintain, conserve and/or restore ecosystem and environmental values of the Management Unit, and shall avoid, repair or mitigate negative environmental impacts. (P6 P&amp;C V4)</p>	
<p><b>Criterion 6.1</b>      <b>The Organization shall assess environmental values in the Management Unit and those values outside the Management Unit potentially affected by management activities. This assessment shall be undertaken with a level of detail, scale and frequency that is proportionate to the scale, intensity and risk of management activities, and is sufficient for the purpose of deciding the necessary conservation measures, and for detecting and monitoring possible negative impacts of those activities.</b></p>	
<p><b>Indicator 6.1.1</b></p> <p><b>Best Available Information* is used to identify environmental values* within, and, where potentially affected by management activities, outside of the Management Unit*.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Field inspection, Documented Environmental Assessment; Management Plan</p> <p>Appropriate literature review (e.g. Atlas of Namibia; Biological Diversity of Namibia, Red Lists, etc.)</p> <p>EIS (<a href="http://www.the-eis.com">www.the-eis.com</a>)</p> <p>MET; DoF (Directorate of Forestry); NBRI (National Botanical Research Institute); Strategic Environmental Assessment (SEA) of Large Scale Bush Thinning,</p> <p>Empirical data from long-term assessments documented by e.g. farmers or similar associations, universities, research institutions</p> <p>EMPs or Environmental clearance certificates</p>
<p><b>Indicator 6.1.2</b></p> <p><b>Assessments of environmental values* are conducted with a level of detail and frequency so that:</b></p> <p><b>1) Impacts of management activities on the identified environmental values* can be assessed as per Criterion* 6.2;</b></p> <p><b>2) Risks* to environmental values* can be identified as per Criterion* 6.2;</b></p> <p><b>3) Necessary conservation* measures to protect values can be identified as per Criterion* 6.3; and</b></p> <p><b>4) Monitoring* of impacts or environmental changes can be conducted as per Principle* 8.</b></p>	<p>Field surveys and monitoring are documented &amp; available plus interview forest managers</p> <p>Results of: Literature review; EIS; Consultations; Cross reference to Indicators 8.3, 6.2, 6.3</p>
<p><b>Criterion 6.2</b>      <b>Prior to the start of site-disturbing activities, The Organization shall identify and assess the scale, intensity and risk of potential impacts of management activities on the identified environmental values. (C6.1 P&amp;C V4)</b></p>	
<p><b>Indicator 6.2.1</b></p> <p><b>Indicator 6.2.1.Z</b></p> <p><b>An environmental impact assessment* identifies and assesses existing and potential impacts on environmental values identified in Indicator 6.1.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p><b>6.2.1.Z:</b> Internal Environmental Assessment (adapted SEA);</p> <p>For mechanised operations*, MET/ DEA approved EIA are required</p> <p>Environmental Management Plan (adapted, approved SEA)</p> <p>In-house assessment and Management Plan</p> <p><b>6.2.1.S:</b> Management Plan</p> <p>There is a Management Plan template in the Strategic Environmental Assessment by SAIEA, which may be adapted by The Organization.</p>



<p>prior to initiating site disturbing activities.</p> <p><b>Note - For mechanised* harvesting methods, a formal environmental impact assessment is required.</b></p> <p><b>Indicator 6.2.1.S</b></p> <p>The Organization utilises a Management Plan for environmental values identified in Indicator 6.1.1 prior to initiating site disturbing activities.</p>	
<p><b>Criterion 6.3</b>      <b>The Organization shall identify and implement effective actions to prevent negative impacts of management activities on the environmental values, and to mitigate and repair those that occur, proportionate to the scale, intensity and risk of these impacts. (C6.1 P&amp;C V4)</b></p>	
<p><b>Guidance:</b> as per C5.2, harvesting rates do not exceed the levels as defined in the TE* Model, and other calculations for ecological restoration* or harvesting levels* determined for permanently sustainable forest production. Further explanation of ecological restoration* were taken from SEA, 2016 approved by MAWF and MET and specifically states: "Bush thinning should be carried out in a phased approach so that the system is not shocked by an abrupt change from dense bush to open veld. All protected plants should not be harvested for bush thinning. Dry river beds to carry more trees and larger trees. All bush thinning should aim to leave a heterogenous mix of trees and bush."</p>	
<p><b>Indicator 6.3.1</b></p> <p><b>Management activities are planned to prevent negative impacts and to protect environmental values*.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Density Data Model* calculations; Management Plan/EMP</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Indicator 6.3.2</b></p> <p><b>Management activities are implemented to prevent negative impacts and to protect environmental values*.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield Observation; Density Data Model* records; Training records</p>
<p><b>Indicator 6.3.3</b></p> <p><b>Management activities are implemented to prevent excessive harvesting* of timber and NTFPs.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield Observation; Production records; Permits; Density Data Model calculation*</p> <p><b>SEA 2016, Annexure 2: Recommended density of trees after bush thinning in the Strategic Environmental Assessment (SEA), approved by MAWF and MET</b></p>
<p><b>Indicator 6.3.4</b></p> <p><b>Management activities are implemented to avoid the harvesting of protected trees, unless allowed by harvesting permit.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield Observation; Harvesting Permit; Training records</p>
<p><b>Indicator 6.3.5</b></p> <p><b>Indicator 6.3.5.Z</b></p> <p><b>Where negative impacts to environmental values* occur, measures are adopted and</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p><b>6.3.5.Z:</b> Field inspection; Monitoring records; Training records; Disciplinary action</p> <p><b>6.3.5.S:</b> Density Data Model* records; Verbal description by management; Interviews with workers; Infield observation, cross reference to criteria 7.2, 7.4, 8.2 and 8.3</p>

<p>documented to prevent further damage, and negative impacts are mitigated* and/or repaired*.</p> <p><b>Indicator 6.3.5.S</b></p> <p>The Organization describes measures adopted to prevent further damage and to restore the environmental value*.</p>	<p>Forestry and Environmental Authorisations Process for Bush Harvesting Projects, MAWF and MET, 2017</p> <p>Chapter 3 in Bush Control Manual, DAS(2017)</p> <p>Detailed Assessment of the Biomass Resource and Potential Yield in a Selected Bush Encroached Area of Namibia, Smit, G.N, De Klerk, J.N, Schneider M.B and Van Eck, J., 2015.</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. .Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Criterion 6.4</b>      <b>The Organization shall protect rare species and threatened species and their habitats in the Management Unit through conservation zones, protection areas, connectivity and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the scale, intensity and risk of management activities and to the conservation status and ecological requirements of the rare and threatened species. The Organization shall take into account the geographic range and ecological requirements of rare and threatened species beyond the boundary of the Management Unit, when determining the measures to be taken inside the Management Unit. (C6.2 P&amp;C V4)</b></p>	
<p><b>Indicator 6.4.1</b></p> <p>Best Available Information* is used to identify rare and threatened species*, and their habitats*, including CITES species on or adjacent to the MU.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Records; Interview with Forest manager; Infield observations</p> <p>Appropriate literature review (e.g. Atlas of Namibia; Biological Diversity of Namibia; Mammals of the Southern African sub-region; Snakes &amp; other reptiles; Frogs of Southern Africa; Roberts Birds of Southern Africa; Namibia Red, Rare &amp; Endemic birds; Trees &amp; Shrubs of Namibia; Red Lists, etc.)</p> <p>EIS (<a href="http://www.the-eis.com">www.the-eis.com</a>)</p> <p>MET; Forestry; NBRI; Consultants; local research institutions</p> <p>Vertebrate fauna &amp; flora lists, including Rare Threatened &amp; Endangered (RT&amp;E) spp.</p>
<p><b>Indicator 6.4.2</b></p> <p>Potential impacts of management activities on rare and threatened species* and their conservation* status and habitats* are identified and management activities are modified to avoid negative impacts.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Environmental risk assessment, Interviews with forest managers; Infield observations; Management Plan (identified RT&amp;E species with mitigation actions included)</p>
<p><b>Indicator 6.4.3</b></p> <p>The rare and threatened species* and their habitats* are protected, including through the provision of conservation zones*, protection areas*, and other direct means for their survival and viability, such as species' recovery programs.</p> <p>6.4.3.1. Connectivity is encouraged within the MU.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Farm Maps to include requirements; Infield observation; Permits from MET and/or other relevant departments</p>
<p><b>Indicator 6.4.4</b></p> <p>Hunting, fishing, trapping and collection of rare or threatened species* is prevented, and in accordance</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Permits; Infield observations; Interviews with workers</p>

with the Namibian Nature Conservation Ordinance.	
<b>Criterion 6.5</b>	<b>The Organization shall identify and protect representative sample areas of native ecosystems and/or restore them to more natural conditions. Where representative sample areas do not exist or are insufficient, The Organization shall restore a proportion of the Management Unit to more natural conditions. The size of the areas and the measures taken for their protection or restoration, including within plantations, shall be proportionate to the conservation status and value of the ecosystems at the landscape level, and the scale, intensity and risk of management activities. (C6.4 and 10.5 P&amp;C V4 and Motion 2014#7)</b>
<b>Indicator 6.5.1</b>	<b>Verifiers &amp; Guidance:</b> Management Plan/Supporting documents; Map; Infield observations <b>Sensitive ecosystems* - Refer to Glossary</b> <b>Guidance – termite mounds are recognised as micro-habitats*which should be protected, as RT&amp;E species are frequently associated with them. Buffer zones to be determined at MU level.</b>
<b>Sensitive ecosystems* are identified using Best Available Information*</b>	
<b>Indicator 6.5.2</b>	<b>Verifiers &amp; Guidance:</b> Infield observations; Farm maps (formal or hand drawn maps)
<b>Buffer zones* around sensitive ecosystems* identified in Indicator 6.5.1 are maintained.</b>	
<b>Indicator 6.5.3</b>	<b>Verifiers &amp; Guidance:</b> Management Plan, Infield observation
<b>The size of the Representative Sample Areas* and/or restoration* areas is proportionate to the conservation* status and value of the ecosystems*, the size of the Management Unit* and the intensity* of forest* management.</b>	
<b>Indicator 6.5.4</b>	<b>Verifiers &amp; Guidance:</b> Management Plan/Supporting documents, Map, Infield observations <b>Group Schemes may apply this at the Group Scheme Level as per FSC-STD-30-005</b> <b>Areas may exceed 10% based on the assessment carried in C6.1</b>
<b>Sensitive Ecosystems* in combination with other components of the conservation areas network* com-prise of a minimum of 10% area of the Management Unit*.</b>	
<b>6.5.4.1. Where Sensitive ecosystems* are identified in the MU, they are protected from management impacts</b>	
<b>Criterion 6.6</b>	<b>The Organization shall effectively maintain the continued existence of naturally occurring native species and genotypes, and prevent losses of biological diversity, especially through habitat management in the Management Unit. The Organization shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting. (C6.2 and C6.3 P&amp;C V4)</b>
<b>Indicator 6.6.1</b>	<b>Verifiers &amp; Guidance:</b> Infield observation and Interviews with management and workers* <b>Examples include mosaic approach; avoid damaging termite mounds /pans/ephemeral drainage line vegetation/habitat</b>
<b>Management activities maintain the plant communities (non-woody species) and habitat features* found within native</b>	

ecosystems* in which the Management Unit* is located.	
Indicator 6.6.2	<b>Verifiers &amp; Guidance:</b> Monitoring records; Management Plan, Infield observations
Where past management has eliminated plant communities or habitat features*, management activities aimed at re-establishing such habitats* are implemented.	
Indicator 6.6.3	<b>Verifiers &amp; Guidance:</b> Infield observations <b>Cross reference Indicator 8.3.1</b> Bush thinning should aim to leave a heterogeneous mix of trees and bush. The veld that remains should have a variety of tree species, of different size classes, and spaced so that there are open patches and dense patches, to provide a variety of habitats for animals.
Management maintains, enhances, improves* or restores* habitat features* and plant communities, to support biodiversity.	
Indicator 6.6.4	<b>Verifiers &amp; Guidance:</b> Permits (MET; CITES) <b>Cross reference to P1 for Permits</b>
Effective measures are taken to manage and control hunting, and collecting activities to ensure that naturally occurring native species*, their diversity within species and their natural distribution are maintained.	
Indicator 6.6.5	<b>Verifiers &amp; Guidance:</b> MET Permits <b>Refer to - MET, Nature Conservation Ordinance</b>
Conservation practices for wildlife protection* are in place as per Namibian Nature Conservation Ordinance requirements.	
Indicator 6.6.6	<b>Verifiers &amp; Guidance:</b> Farm Rules/ procedures; Interviews with workers* and management <b>This regulation does not limit authorised utilisation as per Indicator 6.6.4.</b> <b>Cross reference to P1.3 for Permits</b>
An internal regulation banning and punishing the poaching and sale of bush meat is understood by workers*.	
Indicator 6.6.7	<b>Verifiers &amp; Guidance:</b> Search/Patrol/ control system or M&E system
Implementation of a system of regular and punctual controls to ensure hunting policies are respected	
<b>Criterion 6.7</b>	<b>The Organization shall protect or restore natural watercourses, water bodies, riparian zones and their connectivity. The Organization shall avoid negative impacts on water quality and quantity and mitigate and remedy those that occur. (C6.5 and 10.2 P&amp;C V4)</b>
Indicator 6.7.1	<b>Verifiers &amp; Guidance:</b> Infield observation; Monitoring records
Protection* measures are implemented to protect natural watercourses*, water bodies*, riparian zones* and	

<p>their connectivity*, inclusive of water quantity and quality.</p> <p>6.7.1.1. Restoration activities are implemented where protection measures were not effective</p>	
<p><b>Indicator 6.7.2</b></p> <p>Site disturbances* do not occur within 100m of perennial/ephemeral rivers/drainage lines; rivulets (Omaramba*); pans; fountains.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Map; Infield observations; Monitoring records; Training records</p> <p>Forest Act 12 of 2001</p>
<p><b>Indicator 6.7.3</b></p> <p>The use of chemicals is not permitted within 100m from perennial/ephemeral rivers/drainage lines; rivulets (Omaramba*); pans and fountains.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Training and Monitoring records; Infield Observation</p> <p>Forest Act 12 of 2001</p>
<p><b>Indicator 6.7.4</b></p> <p>Where continued degradation exists to watercourses*, water bodies*, water quantity and water quality caused by previous managers and the activities of third parties, measures are implemented that prevent or mitigate this degradation.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield observation; Monitoring records</p>
<p><b>Criterion 6.8</b>      <b>The Organization shall manage the landscape in the Management Unit to maintain and/or restore a varying mosaic of species, sizes, ages, spatial scales and regeneration cycles appropriate for the landscape values in that region, and for enhancing environmental and economic resilience. (C10.2 and 10.3 P&amp;C V4)</b></p>	
<p><b>Indicator 6.8.1</b></p> <p>A varying mosaic of species, sizes, ages, spatial scales*, regeneration and ecological restoration* cycles is maintained, taking cognisance of natural features in the surrounding landscape*.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Density Data Model* records; Infield observations</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. .Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Indicator 6.8.2</b></p> <p>The mosaic of species, sizes, ages, spatial scales*, and regeneration cycles is restored* where it has not been maintained</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Density Data Model* records; Infield observations; Monitoring records</p>

<p><b>Criterion 6.9</b></p>	<p><b>The Organization shall not convert natural forest to plantations, nor natural forests or plantations on sites directly converted from natural forest to non-forest land use, except when the conversion:</b></p> <ol style="list-style-type: none"> <li>a) <b>Affects a very limited portion of the area of the Management Unit, and</b></li> <li>b) <b>Will produce clear, substantial, additional, secure long-term conservation benefits in the Management Unit, and</b></li> <li>c) <b>Does not damage or threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values. (C6.10 P&amp;C V4 and Motion 2014#7)</b></li> </ol>
<p><b>Indicator 6.9.1</b></p> <p><b>There is no conversion of natural forest* to plantations*, nor conversion of natural forests* to non-forest* land use, use, except when the conversion:</b></p> <ol style="list-style-type: none"> <li>1) <b>Affects a very limited portion* of the Management Unit*, and</b></li> <li>2) <b>The conversion will produce clear, substantial, additional, secure, long-term conservation* benefits in the Management Unit*; and</b></li> <li>3) <b>Does not damage or threaten High Conservation Values*, nor any sites or resources necessary to maintain or enhance those High Conservation Values*.</b></li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Density Data Model* records; Management Plan/Supporting documents; Maps; Adherence to Forestry regulations; Infield observations</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Criterion 6.10</b></p>	<p><b>Management Units containing plantations that were established on areas converted from natural forest after November 1994 shall not qualify for certification, except where:</b></p> <ol style="list-style-type: none"> <li>a) <b>Clear and sufficient evidence is provided that The Organization was not directly or indirectly responsible for the conversion, or</b></li> <li>b) <b>The conversion affected a very limited portion of the area of the Management Unit and is producing clear, substantial, additional, secure long-term conservation benefits in the Management Unit. (C10.9 P&amp;C V4)</b></li> </ol>
<p>This Criterion is not relevant and is not auditable for compliance; there are no Commercial Plantations within the forestry context in Namibia. Climatic and soil conditions are not conducive to plantation forestry in Namibia.</p>	
<p><b>PRINCIPLE 7. MANAGEMENT PLANNING:</b></p> <p>The Organization shall have a management plan consistent with its policies and objectives and proportionate to scale, intensity and risks of its management activities. The management plan shall be implemented and kept up to date based on monitoring information in order to promote adaptive management. The associated planning and procedural documentation shall be sufficient to guide staff, inform affected stakeholders and interested stakeholders and to justify management decisions. (P7 P&amp;CV4)</p>	
<p><b>Criterion 7.1</b></p>	<p><b>The Organization shall, proportionate to scale, intensity and risk of its management activities, set policies (visions and values) and objectives for management, which are environmentally sound, socially beneficial and economically viable. Summaries of these policies and objectives shall be incorporated into the management plan, and publicized. (C7.1a P&amp;C V4)</b></p>
<p><b>Indicator 7.1.1</b></p> <p><b>The organization's vision, values and broader objectives are reflected in their</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management plan and/or policies</p>

management plan with separate policies that promote environmentally sound, socially beneficial and economically viable forestry.	
<b>Criterion 7.2</b>	<b>The Organization shall have and implement a management plan for the Management Unit which is fully consistent with the policies and management objectives as established according to Criterion 7.1. The management plan shall describe the natural resources that exist in the Management Unit and explain how the plan will meet the FSC certification requirements. The management plan shall cover forest management planning and social management planning proportionate to scale, intensity and risk of the planned activities. (C7.1 P&amp;C V4)</b>
<b>Indicator 7.2.1</b>  The management plan* includes management actions, procedures, strategies and measures to achieve the management objectives* as indicated in Annexure E.	<b>Verifiers &amp; Guidance:</b> Management Plan in accordance with Annexure E for SLIMF and non-SLIMF
<b>Criterion 7.3</b>	<b>The management plan shall include verifiable targets by which progress towards each of the prescribed management objectives can be assessed.</b>
<b>Indicator 7.3.1</b>  Verifiable targets*, and the frequency that they are assessed are established for monitoring the progress towards each management objective*.	<b>Verifiers &amp; Guidance:</b> Management plan, Monitoring Plan Cross reference to Criterion 8.1 and 8.2
<b>Criterion 7.4</b>	<b>The Organization shall update and revise periodically the management planning and procedural documentation to incorporate the results of monitoring and evaluation, stakeholder engagement or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances. (C7.2 P&amp;C V4)</b>
<b>Indicator 7.4.1</b>  The management plan* is revised and updated at least every 5 years consistent with Annexure E and Annexure F to incorporate: 1) Monitoring* results, including results of certification audits; 2) Evaluation results; 3) Stakeholder engagement* results; 4) New scientific and technical information from local and international institutions, and 5) Changing environmental, social, or economic circumstances.	<b>Verifiers &amp; Guidance:</b> Management plan, Supporting Plans Major updates every 5 years Minor updates where significant changes are made annually Published scientific evidence from local and/or international institutions or local engagement with experts is incorporated into the updates of the Management Plan

<b>Criterion 7.5</b>	<b>The Organization shall make publicly available a summary of the management plan free of charge. Excluding confidential information, other relevant components of the management plan shall be made available to affected stakeholders on request, and at cost of reproduction and handling. (C7.4 P&amp;C V4)</b>
<b>Indicator 7.5.1</b>  <b>A summary of the management plan* inclusive of defined policies, management objectives, monitoring results and excluding confidential information* is made publicly available* at no cost.</b>	<b>Verifiers &amp; Guidance:</b> Stakeholder interviews, signed stakeholder meeting participation registers, public platforms (e.g. Organisation web-sites) <b>Summary of management plan and/or maps</b>
<b>Criterion 7.6</b>	<b>The Organization shall, proportionate to scale, intensity and risk of management activities, proactively and transparently engage affected stakeholders in its management planning and monitoring processes, and shall engage interested stakeholders on request. (C4.4 P&amp;C V4)</b>
<b>Indicator 7.6.1</b>  <b>Affected and interested stakeholders*, including rights holders, are proactively and transparently engaged* in management activities which affect their interests.</b>	<b>Verifiers &amp; Guidance:</b> Records of stakeholder engagements, stakeholder interviews <b>Cross reference:</b> 1) Dispute* resolution processes (Criterion* 1.6, Criterion* 2.6, Criterion* 4.6); 2) Identification of rights (Criterion* 3.1, Criterion* 4.1), sites (Criterion* 3.5, Criterion* 4.7) and impacts (Criterion* 4.5); 3) Local communities* socio-economic development activities (Criterion* 4.4); and 4) High Conservation Value* assessment, management and monitoring (Criterion* 9.1, Criterion* 9.2, Criterion* 9.4).
<b>Indicator 7.6.2</b>  <b>Engagement* is used to:</b> 1) Determine appropriate representatives and contact points (including where appropriate, local institutions, organizations and authorities); 2) Determine mutually agreed communication channels allowing for information to flow in both directions; 3) Ensure all actors (women, youth, elderly, minorities) are represented and engaged equitably; 4) Ensure all meetings, all points discussed and all agreements reached are recorded; 5) Ensure the content of meeting records is approved; and 6) Ensure the results of all culturally appropriate* engagement* activities are shared with those involved.	<b>Verifiers &amp; Guidance:</b> Stakeholder list, Records of stakeholder consultation, Communication Plan or Procedures, Stakeholder interviews
<b>Indicator 7.6.3</b>  <b>The Organization ensures engagement* with identified stakeholders is implemented</b>	<b>Verifiers &amp; Guidance:</b> Documented Stakeholder list and records of engagement <b>Examples include: Photographic evidence, Use of community radios, social media</b>



in monitoring* and planning processes of management activities which affect their interests, and that relevant records are maintained.	
<p><b>PRINCIPLE 8. MONITORING AND ASSESSMENT:</b></p> <p>The Organization shall demonstrate that, progress towards achieving the management objectives, the impacts of management activities and the condition of the Management Unit, are monitored and evaluated proportionate to the scale, intensity and risk of management activities, in order to implement adaptive management. (P8 P&amp;C V4)</p>	
<p><b>Criterion 8.1 The Organization shall monitor the implementation of its Management Plan, including its policies and management objectives, its progress with the activities planned, and the achievement of its verifiable targets.</b></p>	
<p><b>Indicator 8.1.1</b></p> <p>Procedures are documented and executed for monitoring* the implementation of the management plan* including its policies and management objectives* and achievement of verifiable targets*.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan and/or Procedures with consideration to scale, intensity and risk to The Organization; Infield Observation</p>
<p><b>Indicator 8.1.2</b></p> <p>Supervision is executed in the implementation of the Management Plan</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield observation, Interviews with workers* and managers, appointment letters/ contracts</p>
<p><b>Criterion 8.2 The Organization shall monitor and evaluate the environmental and social impacts of the activities carried out in the Management Unit, and changes in its environmental condition. (C8.2 P&amp;C V4)</b></p>	
<p><b>Indicator 8.2.1</b></p> <p>The social impacts of management activities are monitored* and evaluated consistent with Annexure F.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan/Supporting documents; Monitoring reports/records/data base; Infield observations</p>
<p><b>Indicator 8.2.2</b></p> <p>The environmental impacts of management activities are monitored* and evaluated consistent with Annexure F.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management Plan/Supporting documents; Monitoring reports/records/data base; Infield observations</p>
<p><b>Indicator 8.2.3</b></p> <p>Changes in environmental conditions are monitored* and evaluated consistent with Annexure F.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Sustainability (ecological restoration* and timber utilisation); Regrowth; Invasive alien spp.; Poisonous plants/unpalatable shrubs; Erosion –field observation; Grass and other biomass changes; Wildlife changes</p> <p>Scientific methods of monitoring changes e.g. photographic monitoring points</p>
<p><b>Criterion 8.3 The Organization shall analyze the results of monitoring and evaluation and feed the outcomes of this analysis back into the planning process. (C8.4 P&amp;C V4)</b></p>	
<p><b>Indicator 8.3.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>

<p><b>Adaptive management* procedures are implemented so that monitoring* results feed into periodic updates to the planning process and the resulting management plan*.</b></p>	<p>Management plan and/or Update/change matrix  <b>Major update of Management Plan every 5 years, minor updates in management plan for significant changes from the results of monitoring assessments</b></p>
<p><b>Criterion 8.4 The Organization shall make publicly available a summary of the results of monitoring free of charge, excluding confidential information. (C8.5 P&amp;C V4)</b></p>	
<p>This criterion is fulfilled within Indicators 7.4.1 and 7.5.1  Indicator 7.4.1 Outlines the minimum requirements to be included in the Management Plan of the Organisation, with normative inclusion of Annexure E and F.  Indicator 7.5.1 refers to summary of management plan inclusive of monitoring results. Annexure F lists which monitoring results must be publically available</p>	
<p><b>Criterion 8.5 The Organization shall have and implement a tracking and tracing system proportionate to scale, intensity and risk of its management activities, for demonstrating the source and volume in proportion to projected out-put for each year, of all products from the Management Unit that are marketed as FSC certified. (C8.3 P&amp;C V4)</b></p>	
<p><b>Indicator 8.5.1</b></p> <p><b>A system is implemented to track and trace all products that are marketed as FSC certified. As part of that:</b></p> <p><b>1) Transaction verification* is supported by providing FSC transaction* data, as requested by the certification body;</b></p> <p><b>2) Fibre testing* is supported by surrendering samples and specimens of materials and information about species composition for verification, as requested by the certification body.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Verbal description of system implemented, supporting documented evidence of implementation and documented support to the Certification body</p>
<p><b>Indicator 8.5.2</b></p> <p><b>Information about all products sold is compiled and documented, including:</b></p> <p><b>1) Species name;</b></p> <p><b>2) Product description;</b></p> <p><b>3) Volume (or quantity) of product;</b></p> <p><b>4) Information to trace the material to the source</b></p> <p><b>5) Whether or not the material was sold as FSC certified.</b></p> <p><b>8.5.2.1. MUs with Roundwood and unprocessed timber products in their scope for sales are required to include the logging dates</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Sales summary; Production records; Delivery notes; Financial records and/or statements</p>
<p><b>Indicator 8.5.3</b></p> <p><b>Sales invoices and/or delivery documentation are kept for a minimum of five years for all products sold with an FSC claim, which identify a</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Sales invoices, Delivery notes and Transport Permits are maintained</p>

<p>minimum, the following information:</p> <ol style="list-style-type: none"> <li>1) Name and address of purchaser;</li> <li>2) The date of sale;</li> <li>3) Species name;</li> <li>4) Product description;</li> <li>5) The volume (or quantity) sold;</li> <li>6) Certificate code; and</li> <li>7) The FSC Claim "FSC 100%" identifying products sold as FSC certified.</li> </ol>	
<p><b>Criterion 8.6 The Organization adheres to the Requirements for use of the FSC trademarks by certificate holders (FSC-STD-50-001).</b></p>	
<p><b>Indicator 8.6.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>The organization utilises the FSC Trademarks on-product and/or for promotional use as per the requirements of FSC-STD-50-001</b></p>	<p>Approval of Trademark use from Certification Body or Self approval Trademark system Verification of compliance on Organisational website, brochures, promotional videos and on-product use.</p>
<p><b>PRINCIPLE 9. HIGH CONSERVATION VALUES:</b></p> <p>The Organization shall maintain and/or enhance the High Conservation Values (HCV) in the Management Unit through applying the precautionary approach. (P9 P&amp;C V4)</p>	
<p><b>Criterion 9.1 The Organization, through engagement with affected stakeholders, interested stakeholders and other means and sources, shall assess and record the presence and status of the following High Conservation Values in the Management Unit, proportionate to the scale, intensity and risk of impacts of management activities, and likelihood of the occurrence of the High Conservation Values:</b></p> <p><b>HCV 1</b> – Species diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.</p> <p><b>HCV 2</b> – Landscape-level ecosystems and mosaics. Intact forest landscapes and large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.</p> <p><b>HCV 3</b> – Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.</p> <p><b>HCV 4</b> – Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.</p> <p><b>HCV 5</b> – Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or Indigenous Peoples (for livelihoods, health, nutrition, water, etc.), identified through engagement with these communities or Indigenous Peoples.</p> <p><b>HCV 6</b> – Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples. (C9.1 P&amp;C V4 and Motion 2014#7)</p>	
<p><b>Indicator 9.1.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>An assessment is completed which records the location, status and condition of High Conservation Value* Categories 1-6, in accordance with Annexure G.</b></p>	<p>Results of assessments</p>

<b>Indicator 9.1.2</b>	<b>Verifiers &amp; Guidance:</b>
The assessment uses results from engagement* with affected* and interested stakeholders* as identified in Annexure G.	Results of stakeholder consultations are documented
<b>Criterion 9.2</b> The Organization shall develop effective strategies that maintain and/or enhance the identified High Conservation Values, through engagement with affected stakeholders, interested stakeholders and experts. (C9.2 P&C V4)	
<b>Indicator 9.2.1</b>	<b>Verifiers &amp; Guidance:</b>
Threats to High Conservation Values* are identified.	Results of Assessments Cross reference to Criteria 6.2 and 6.3.
<b>Indicator 9.2.2</b>	<b>Verifiers &amp; Guidance:</b>
Effective management strategies and actions are developed in consultation with affected rights holders*, affected* and interested stakeholders, to maintain and/or enhance the identified High Conservation Values* and associated High Conservation Value Areas* (Annexure G) prior to implementing potentially harmful management activities.	Management plan, Maps
<b>Criterion 9.3</b> The Organization shall implement strategies and actions that maintain and/or enhance the identified High Conservation Values. These strategies and actions shall implement the precautionary approach and be proportionate to the scale, intensity and risk of management activities. (C9.3 P&C V4)	
<b>Indicator 9.3.1</b>	<b>Verifiers &amp; Guidance:</b>
The High Conservation Values* and the High Conservation Value Areas* on which they depend are maintained and/or enhanced, including by implementing the strategies developed (Annexure G).	Management plan, Maps
<b>Indicator 9.3.2</b>	<b>Verifiers &amp; Guidance:</b>
The strategies and actions prevent damage and avoid risks to High Conservation Values*, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of High Conservation Values* are uncertain.	Management plan
<b>Indicator 9.3.3</b>	<b>Verifiers &amp; Guidance:</b>
Activities that harm High Conservation Values* cease	Management Plan, Infield Observation

immediately and actions are taken to restore* and protect the High Conservation Values*.	
<p><b>Criterion 9.4</b> The Organization shall demonstrate that periodic monitoring is carried out to assess changes in the status of High Conservation Values, and shall adapt its management strategies to ensure their effective protection. The monitoring shall be proportionate to the scale, intensity and risk of management activities, and shall include engagement with affected stakeholders, interested stakeholders and experts. (C9.4 P&amp;C V4)</p>	
<p><b>Indicator 9.4.1</b></p> <p>A program of periodic monitoring* that is sufficient in scope and detail that (Annexure G) assesses:</p> <ol style="list-style-type: none"> <li>1) Implementation of strategies;</li> <li>2) The status of High Conservation Values* including High Conservation Value Areas* on which they depend; and</li> <li>3) The effectiveness of the management strategies and actions for the protection* of High Conservation Value* to fully maintain and/or enhance the High Conservation Values*.</li> <li>4) Change in Status relative to initial assessment</li> </ol>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management plan, Monitoring plan</p> <p>Major Review/revision every 5years</p> <p>Revision to occur where significant changes arise</p>
<p><b>Indicator 9.4.2</b></p> <p>The monitoring* program includes engagement* with affected* rights holders, affected* and interested stakeholders* and experts if/when required.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Results of stakeholder consultation (documented)</p>
<p><b>Indicator 9.4.3</b></p> <p>Management strategies and actions are adapted when monitoring* or other new information shows that these strategies and actions are insufficient to ensure the maintenance and/or enhancement of High Conservation Values*.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Management plan, Monitoring plan</p>
<p><b>PRINCIPLE 10. IMPLEMENTATION OF MANAGEMENT ACTIVITIES:</b></p> <p>Management activities conducted by or for The Organization for the Management Unit shall be selected and implemented consistent with The Organization's economic, environmental and social policies and objectives and in compliance with the Principles and Criteria collectively.</p>	
<p><b>Guidance</b> – Approximately 30 million hectares of Namibian land is affected by high densities of bush (indigenous tree spp. and alien invasive tree spp.). Bush thickening (encroachment) is a natural phenomenon characterised by the excessive expansion of bush at the expense of other plant species, especially grasses. It has severe negative consequences on key ecosystem services, especially soil conservation and groundwater recharge. The Government of Namibia has recognised bush thickening as a key challenge for the national economy and food safety and is included</p>	

in the current National Development Plan. Bush control through selective harvesting can restore productivity of the land, provide income through the utilisation of the biomass and ultimately strengthen the drought resilience of farmers. Bush harvesting is regulated by Namibian forestry and environmental policies. The aim is to ecologically restore\*the landscape to a more "natural" condition (i.e. lower tree density with varied spp. composition via a mosaic harvesting\* approach); increased biodiversity for both fauna and flora; increased grass biomass, and groundwater recharge.

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

**Indicator 10.1.1**

Harvested sites naturally regenerate in accordance with management objectives.

**Verifiers & Guidance:**

Cross reference: Criteria 5.2, 6.1, 6.3, 6.5, 8.3.

Density data model\* calculations within the MU

Forestry and Environmental Authorisation Process for Bush Harvesting Projects, MAWF and MET, 2017

Detailed Assessment of the Biomass Resource and Potential Yield in a Selected Bush Encroached Area of Na-mibia, Smit, G.N, De Klerk, J.N, Schneider M.B and Van Eck, J., 2015.

As per Glossary of Terms - **Density Data Model\***: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents\* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. . Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.

**Criterion 10.2** The Organization shall use species for regeneration that are ecologically well adapted to the site and to the management objectives. The Organization shall use native species and local genotypes for regeneration, unless there is clear and convincing justification for using others. (C10.4 and C10.8 P&C V4)

**Indicator 10.2.1**

Invasive alien species are eradicated.

**Verifiers & Guidance:**

**Criterion 10.3** The Organization shall only use alien species when knowledge and/or experience have shown that any invasive impacts can be controlled and effective mitigation measures are in place. (C6.9 and C10.8 P&C V4)

**Indicator 10.3.1**

Invasive alien species are located, identified and eradicated throughout the management system. Ecological restoration\* is implemented in accordance with a management plan based on the FSC P&Cs.

**Verifiers & Guidance:**

Assessment of invasive alien species within MU, evidence of eradication within the MU; Monitoring of spread and control; Cross reference Indicator 8.2.2.

E.g. *Opuntia spp.*; *Prosopis spp.*

National Review of Invasive Alien Species Namibia, 2004

**Criterion 10.4** The Organization shall not use genetically modified organisms in the Management Unit. (C6.8 P&C V4)

**Indicator 10.4.1**

Genetically modified organisms\* are not used.

**Verifiers & Guidance:**

Statement within the Management Plan and/or Verbal commitment by Manager; Infield observation

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

**Indicator 10.5.1**

**Verifiers & Guidance:**

<p><b>Silvicultural practices* are implemented that are ecologically appropriate. Protected species, sensitive ecosystems* and plant habitats are maintained.</b></p>	<p>Management plan; Infield Observations; Monitoring Plan and Records; Density Data Model* calculations</p> <p>Forestry and Environmental Authorisations Process for Bush Harvesting Projects, MAWF and MET, 2017</p> <p>Chapter 3 in Bush Control Manual, DAS (2017).</p> <p>Detailed Assessment of the Biomass Resource and Potential Yield in a Selected Bush Encroached Area of Na-mibia, Smit, G.N, De Klerk, J.N, Schneider M.B and Van Eck, J., 2015.</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. . Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Criterion 10.6 The Organization shall minimize or avoid the use of fertilizers. When fertilizers are used, The Organization shall demonstrate that use is equally or more ecologically and economically beneficial than use of silvicultural systems that do not require fertilizers, and prevent, mitigate, and/or repair damage to environmental values, including soils. (C10.7 P&amp;C V4 and Motion 2014#7)</b></p>	
<p><b>Indicator 10.6.1</b></p> <p><b>The use of fertilizers is minimized or avoided:</b></p> <p><b>10.6.1.1 Fertilizer is not applied within 100m of riparian zones</b></p> <p><b>10.6.1.2. Documented procedures are implemented for its application and storage.</b></p> <p><b>10.6.1.3. Records detailing the volume, type of fertilizer and sites shall be maintained.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Interviews with stakeholders; Infield Observations</p> <p>Should fertilizers be used, appropriate stock control must be done; records of applications; fertilizer-type, sites, application rates; documented sites on farm maps; after-care &amp; monitoring, including control-sites of applications.</p> <p>Fertilizers Farm Feeds and Agricultural Remedies Act 36 of 1947</p>
<p><b>Criterion 10.7 The Organization shall use integrated pest management and silviculture systems which avoid, or aim at eliminating, the use of chemical pesticides. The Organization shall not use any chemical pesticides prohibited by FSC policy. When pesticides are used, The Organization shall prevent, mitigate, and/or repair damage to environmental values and human health. (C6.6 and C10.7 P&amp;C V4)</b></p>	
<p><b>Indicator 10.7.1</b></p> <p><b>Silvicultural systems* are implemented which avoid or aim to eliminate the frequency, extent and amount of pesticide* applications as per an Integrated Pest Management Plan</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Chemical records; Infield inspections; Monitoring Plan</p> <p>Integrated Pest Management Plan, documented disposal of containers for pesticides / after-care chemicals</p> <p>Forestry and Environmental Authorisations Process for Bush Harvesting Projects, MAWF and MET, 2017</p> <p>Chapter 3 in Bush Control Manual, DAS. (2017).</p>
<p><b>Indicator 10.7.2</b></p> <p><b>Chemical pesticides* prohibited by FSC's Pesticide Policy are not used or stored in the Management Unit*.</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Approved Derogations; Chemical Records; Monitoring results</p>
<p><b>Indicator 10.7.3</b></p> <p><b>Records of pesticide* usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location</b></p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Chemical records, Storage site inspection</p>

and area of use and reason for use.	
<b>Indicator 10.7.4</b>	<b>Verifiers &amp; Guidance:</b>
Procedures are developed and implemented on the use of pesticides* and Hydrocarbons which complies with the ILO document "Safety in the use of chemicals at work" and the Petroleum Products and Energies Act 13,1990 regarding requirements for the transport, storage, handling, application and emergencies for clean-up following accidental spillages.	Organizational Procedures on Pesticide Use, Procedure on Hydrocarbon use and emergency spillages
<b>Indicator 10.7.5</b>	<b>Verifiers &amp; Guidance:</b>
Procedures are implemented on the use of pesticides	Chemical storage facilities, PPE, Training records of chemical operators Occupational Health and Safety in Namibia, governed by the Labour Act Nr 11 of 2007 in conjunction with Regulation 156 Hazardous Substance Ordinance, 1974
<b>Indicator 10.7.6</b>	<b>Verifiers &amp; Guidance:</b>
If pesticides* are used, application methods minimize quantities used, while achieving effective results, and provide effective protection* to environmental values identified in Criterion 6.1.	Chemical records, Field inspections, Monitoring records, Operational Procedures
<b>Indicator 10.7.7</b>	<b>Verifiers &amp; Guidance:</b>
Damage to environmental values* and negative impacts on human health from pesticide* use is prevented and mitigated or repaired where damage occurs.	Field Observation, Interviews with workers and managers, Operational Procedures, Training Records, Material Safety Data Sheet, Chemical storage and equipment.
<b>Indicator 10.7.8</b>	<b>Verifiers &amp; Guidance:</b>
When pesticides* are used: 1) The selected pesticide*, application method, timing and pattern of use offers the least risk to humans and non-target species; and 2) Objective evidence demonstrates that the pesticide* is the only effective, practical and cost effective way to control the pest.	Cost-benefit analysis or Integrated Pest Management Plan
<b>Criterion 10.8</b>	The Organization shall minimize, monitor and strictly control the use of biological control agents in accordance with internationally accepted scientific protocols. When biological control agents are used, The Organization shall prevent, mitigate, and/or repair damage to environmental values. (C6.8 P&C V4)
<b>Indicator 10.8.1</b>	<b>Verifiers &amp; Guidance:</b>



<p>The use of biological control agents* complies with Namibian Legislation &amp; internationally accepted scientific protocols*</p> <p>10.8.1.1. Use is minimized, monitored* and controlled.</p> <p>10.8.1.2. Records are maintained regarding type, quantity, period, location and reason for use.</p>	<p>Records of release of biological control agents; Stakeholder interviews; Chemical records; Field inspections; Photo-graphic evidence</p>
<p><b>Indicator 10.8.2</b></p> <p>Damage to environmental values* caused by the use of biological control agents* is prevented and mitigated or repaired where damage occurs.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Cross reference to P8 and C6.2, C6.3</p>
<p><b>Criterion 10.9 The Organization shall assess risks and implement activities that reduce potential negative impacts from natural hazards proportionate to scale, intensity, and risk.</b></p>	
<p><b>Indicator 10.9.1</b></p> <p>Potential negative impacts of natural hazards* on infrastructure*, forest* resources and communities in the Management Unit*are assessed and mitigated.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Verbal description from management; Monitoring Plan and Records; Records of stakeholder consultation; Procedures</p>
<p><b>Indicator 10.9.2</b></p> <p>The risk* for management activities to increase the frequency, distribution or severity of natural hazards* is identified and reduced for those hazards* that may be influenced by management.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Infield observation, Fire Management plan, Monitoring Plan, Operational Procedures for workers*</p> <p>Natural hazards include drought and natural fire</p> <p>Photographic evidence</p> <p>Forestry Act, 12 of 2001, Forestry Regulation 5801, 2015</p> <p>Guidance for charcoal operations – Good Practices for Namibian Charcoal (NCA, 2017).</p>
<p><b>Criterion 10.10 The Organization shall manage infrastructural development, transport activities and silviculture so that water resources and soils are protected, and disturbance of and damage to rare and threatened species, habitats, ecosystems and landscape values are prevented, mitigated and/or repaired. (C6.5 P&amp;C V4)</b></p>	
<p><b>Indicator 10.10.1</b></p> <p>Development, maintenance and use of infrastructure*, as well as transport activities, are managed to protect environmental values* identified in Criterion* 6.1.</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Refer to Criteria 6.1, 6.2. and 6.3 and C8.2</p>
<p><b>Indicator 10.10.2</b></p> <p>Disturbance or damages to water courses*, water bodies*, soils, rare and threatened species*, habitats*, ecosystems* and landscape values* are prevented, mitigated and repaired in a timely manner*, and</p>	<p><b>Verifiers &amp; Guidance:</b></p> <p>Refer to Criteria 6.3 and 6.4 and C8.2 and C8.3</p> <p>Table 3 Avoid Soil Erosion and Loss of Fertility, Table 5 Prevent Pollution of Water Sources (Forestry and Environmental Authorisations Process for Bush Harvesting Projects Guideline, MAWF and MET, 2017).</p>

management activities modified to prevent further damage.	
<p><b>Criterion 10.11</b> The Organization shall manage activities associated with harvesting and extraction of timber and non-timber forest products so that environmental values are conserved, merchantable waste is reduced, and damage to other products and services is avoided. (C5.3 and C6.5 P&amp;C V4)</p>	
<p><b>Indicator 10.11.1</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Manual and Semi-mechanised harvesting or thinning and extraction practices for timber and non-timber forest products* are implemented in a manner that conserves environmental values* as identified in Criterion* 6.1.and High Conservation Values* identified in Criteria* 9.1 and 9.2.</b></p>	<p>Infield observation, Monitoring Plan and Records, Procedures, Pre and Post harvesting records, Photographic evidence, Density Data Model* calculations and records</p> <p>The below is a brief outline of some important harvesting guidelines (Decision Support System on how to control bush thickening by <i>Acacia mellifera</i> in Namibian Savanna rangelands (Joubert D and Zimmerman I, 2017)</p> <ul style="list-style-type: none"> <li>• All bush thinning activities should leave trees and shrubs of all sizes and all species (including thickening ones).</li> <li>• Leave dead trees.</li> <li>• Leave patches of thickets (mosaic approach*).</li> <li>• Leave wood (fines and larger branches) and, if possible, lay out as bush filters.</li> <li>• Try to harvest along contours</li> <li>• Do not harvest within 100m of a river course.</li> <li>• Avoid harvesting of protected species.</li> <li>• Do not chop or remove any individual with a stem diameter as stipulated in the harvesting permit.</li> <li>• Multi-stemmed harvesting as indicated on permit. Diameter size in accordance with harvesting permit conditions.</li> <li>• Minimise soil disturbance as much as possible.</li> <li>• In the case of charcoal production, follow the Good Practices for Namibian Charcoal (NCA, 2017) guidelines for reducing the risk of unwanted uncontrolled fires.</li> </ul> <p>For more details, refer to "Forestry and Environmental Authorisation Process for Bush Harvesting Projects" (MAWF and MET, 2017).</p> <p>As per Glossary of Terms - <b>Density Data Model*</b>: Method of quantifying target, bush thickening species permitted by Ministry of Agriculture Water and Forestry (MAWF) and Ministry of Environment and Tourism (MET), 2017. The basis of calculation is the Tree Equivalents* (TE) model. All further utilisation of the resource is calculated based on forest inventory and harvest permits as issued prior to felling. . Intention is to define what level of bush thinning is most appropriate, to achieve the goal of ecological restoration and/or sustainable timber and NTFP use. The result of the model calculation determines the maximum to which harvesting limits are allowed; deviation would require justification involving expert consultations.</p>
<p><b>Indicator 10.11.2</b></p>	<p><b>Verifiers &amp; Guidance:</b></p>
<p><b>Mechanised operations* have documented procedures which evaluate and mitigate site contamination, impacts on soil structure and other conservation values, as identified in Indicator 6.1.1*.</b></p>	<p>Harvest Permit, Environmental Clearance Certificate, Procedures on use and maintenance of Machinery, Infield observation, Monitoring Plan and Records, Procedures, Pre and Post harvesting records Photographic evidence, Density Data Model* calculations and records, Records of harvest contractor agreements</p> <p>The below is a brief outline of some important harvesting guidelines (Decision Support System on how to control bush thickening by <i>Acacia mellifera</i> in Namibian Savanna rangelands (Joubert D and Zimmerman I, 2017)</p> <ul style="list-style-type: none"> <li>• All bush thinning activities should leave trees and shrubs of all sizes and all species (including thickening species / targeted species*).</li> <li>• Leave dead trees.</li> <li>• Leave patches of thickets (mosaic approach*).</li> <li>• Leave of the wood (fines and larger branches) and, if possible, lay out as bush mats.</li> <li>• Try to harvest along contours</li> <li>• Do not harvest within 100m of a river course.</li> <li>• Avoid harvesting of protected species.</li> <li>• Do not chop or remove any individual with a stem diameter as stipulated in the harvesting permit.</li> <li>• Multi-stemmed harvesting as indicated on permit. Diameter size in accordance with harvesting permit conditions.</li> </ul>

	<ul style="list-style-type: none"> <li>Minimise soil disturbance as much as possible.</li> <li>In the case of charcoal production, follow the Good Practices for Namibian Charcoal (NCA, 2017) guidelines for reducing the risk of unwanted uncontrolled fires.</li> </ul> <p>For more details, refer to "Forestry and Environmental Authorisation Process for Bush Harvesting Projects" (MAWF and MET, 2017). Chapter 2.2. Bush Control Manual,DAS . (2017).</p>
<b>Indicator 10.11.3</b>	<b>Verifiers &amp; Guidance:</b>
<b>Harvesting practices optimize the use of forest* products and merchantable materials.</b>	Infield observation, production records
<b>Indicator 10.11.4</b>	<b>Verifiers &amp; Guidance:</b>
<b>Sufficient amounts of dead and decaying biomass and forest*structure are retained to conserve environmental values* as identified in Indicator 6.1.1.</b>	Infield observation, Production records, Operational Procedures Leave of the wood (fines and larger branches) and, if possible, lay out as bush mats. Forestry and Environmental Authorisation Process for Bush Harvesting Projects" (MAWF and MET, 2017) Bush Control Manual, DAS(2017) Decision Support System on how to control bush thickening by <i>Acacia mellifera</i> in Namibian Savanna rangelands (Joubert D and Zimmerman I, 2017)
<b>Indicator 10.11.5</b>	<b>Verifiers &amp; Guidance:</b>
<b>Harvesting and extraction practices minimize and avoid damage to non-target standing trees.</b>	Infield Observation, Harvesting permit conditions, Operational Procedures. Cross reference C6.2 and C6.3 For mechanized harvesting – an Environmental Management Plan Table 1 Avoid Damage to Protected and Large Trees, and to Rangelands. Forestry and Environmental Authorisation Process for Bush Harvesting Projects" (MAWF and MET, 2017)
<b>Criterion 10.12</b>	<b>The Organization shall dispose of waste materials in an environmentally appropriate manner. (C6.7 P&amp;C V4)</b>
<b>Indicator 10.12.1</b>	<b>Verifiers &amp; Guidance:</b>
<b>Collection, clean up, transportation and disposal of all waste materials* is done in an environmentally appropriate way that conserves environmental values* as identified in Criterion* 6.1.</b>	Infield observations; Training of workers, Waste Management Procedure/ Plan/ Policy, Monitoring Records, Inter-interviews with workers* and managers. Duty of Care – the person who generates the waste is responsible for their waste making, handling, transported, and disposed properly and not dumped illegally (National Waste Management Policy, 2010). Waste from workers accommodation within MU, landfill sites, ablution facilities, waste from infield activities to be included with the Waste Management Plan. Occupational Health and Safety in Namibia, governed by the Labour Act 11 of 2007 in conjunction with Regulation 156 Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947 (SA) (SA GG 3834)
<b>10.12.1.1. Chemical containers shall be disposed in an environmentally responsible manner and shall not be utilised to store drinking water or food substances.</b>	
<b>10.12.1.2. Domestic waste shall be removed to Municipal areas, or disposed on site with fencing* around open dumpsite or incinerated on site for non-hazardous materials.</b>	

## ANNEXURES TO A FOREST STEWARDSHIP STANDARD

### ANNEXURE A1

List of applicable laws, regulations and nationally-ratified international treaties, conventions and agreements and local standards and best operating practices:

A.	NATIONAL LEGISLATION
	<p><b>Legal Rights to Harvest:</b></p> <ul style="list-style-type: none"> <li>• <b>Land tenure and management rights</b> Legislation covering land tenure rights, including customary rights as well as management rights that includes the use of legal methods to obtain tenure rights and management rights. It also covers legal business registration and tax registration, including relevant legal required licenses.</li> <li>• <b>Concession licenses</b> Legislation regulating procedures for the issuing of forest concession licenses, including use of legal methods to obtain concession license. Especially bribery, corruption and nepotism are well-known issues in connection with concession licenses.</li> <li>• <b>Management and harvest planning</b> Any legal requirements for management planning, including conducting forest inventories, having a forest management plan and related planning and monitoring, as well as approval of these by competent authorities.</li> <li>• <b>Harvesting permits</b> Legislation regulating the issuing of harvesting permits, licenses or other legal document required for specific harvesting operations. It includes the use of legal methods to obtain the permit. Corruption is a well-known issue in connection with the issuing of harvesting permits.</li> </ul>
1.	<p><b>Land Tenure Act 32 of 1966:</b> This Act establishes a Land Tenure Board and provides for the acquisition and development of land in connection with farming purpose.</p>
2.	<p><b>The 2003 National Land Tenure Policy</b> This Policy covers all land tenure systems in urban, communal, commercial (freehold) and resettlement areas, and is intended to guide all land tenure rights in Namibia. The policy promotes the sustainable utilisation of land and other resources. By regulating different land tenure rights, it provides secure tenure for informal urban settlers, farm workers and occupiers (those who have been employed less than ten years on a single farm and do not have secure tenure elsewhere).</p>
3.	<p><b>Forest Act 12 of 2001:</b> This Act consolidates the laws relating to the use and management of forests and forest produce, provides for the control of forest fires and creates a Forestry Council. Regulations: Areas declared as community forests under section 15(3) are published. Protected tree species according to the Forest Act (See Appendix C of AD33-NA for lists).</p>
4.	<p>Forest Act 12 of 2001 as amended Act 13 of 2005 to Harvest, Transport, Market, or Export. Permit issued by Ministry of Agriculture, Water and Forestry, Directorate of Forestry, on payment of fees.</p>
	<p><b>Taxes and Fees</b></p> <ul style="list-style-type: none"> <li>• <b>Payment of royalties and harvesting fees</b> Legislation covering payment of all legally required forest harvesting specific fees such as royalties, stumpage fees and other volume based fees. It also includes payments of the fees based on correct classification of quantities, qualities and species. Incorrect classification of forest products is a well-known issue often combined with bribery of officials in charge of controlling the classification.</li> <li>• <b>Value added and sales taxes</b> Legislation covering different types of sales taxes which apply to the material being sold, including selling material as growing forest (standing stock sales).</li> <li>• <b>Income and profit taxes</b> Legislation covering income and profit taxes related to the profit derived from sale of forest products and harvesting activities. This category is also related to income from the sale of timber and does not include other taxes generally applicable for companies or related to salary payments.</li> </ul>

5.	Trust Fund for Regional Development and Equity Provisions Act 22 of 2000.
6.	Income Tax Act 24 of 1981. This Act covers income tax comprehensively. Income Tax Second Amendment Act 7 of 2011.
7.	Value-Added Tax Act 10 of 2000 Value Added Tax Amendment Act 4 of 2010
8.	Forest Act 12 of 2001 as amended Act 13 of 2005 to Harvest, Transport, Market, or Export. Permit issued by Ministry of Agriculture, Water and Forestry, Directorate of Forestry, on payment of fees.
	<p><b>Timber Harvesting Activities</b></p> <ul style="list-style-type: none"> <li>• <b>Timber harvesting regulations</b> Any legal requirements for harvesting techniques and technology including selective cutting, shelter wood regenerations, clear felling, transport of timber from felling site and seasonal limitations etc. Typically this includes regulations on the size of felling areas, minimum age and/or diameter for felling activities and elements that shall be preserved during felling etc. Establishment of skidding or hauling trails, road construction, drainage systems and bridges etc. shall also be considered as well as planning and monitoring of harvesting activities. Any legally binding codes for harvesting practices shall be considered.</li> <li>• <b>Protected sites and species</b> Covers legislation related to protected areas as well as protected, rare or endangered species, including their habitats and potential habitats</li> <li>• <b>Environmental requirements</b> Covers legislation related to environmental impact assessment in connection with harvesting, acceptable level for soil damage, establishment of buffer zones (e.g. along water courses, open areas, breeding sites), maintenance of retention trees on felling site, seasonal limitation of harvesting time, and environmental requirements for forest machineries.</li> <li>• <b>Health and safety</b> Legally required personal protection equipment for persons involved in harvesting activities, use of safe felling and transport practice, establishment of protection zones around harvesting sites, and safety requirements to machinery used. Legally required safety requirements in relation to chemical usage. The health and safety requirements that shall be considered relate to operations in the forest (not office work, or other activities less related to actual forest operations).</li> <li>• <b>Legal employment</b> Legal requirements for employment of personnel involved in harvesting activities including requirement for contracts and working permits, requirements for obligatory insurances, requirements for competence certificates and other training requirements, and payment of social and income taxes withhold by employer. Furthermore, the points cover observance of minimum working age and minimum age for personal involved in hazardous work, legislation against forced and compulsory labour, and discrimination and freedom of association</li> </ul>
9.	<p><b>Forest Act 12 of 2001</b></p> <p>The Forest Act consolidates the laws relating to the use and management of forests and forest produce; it provides for the control of forest fires and creates a Forestry Council. It replaces the Preservation of Trees and Forests Ordinance of 1952 and the 1968 Forest Act. The 2001 Forest Act defines forest produce in very broad terms as anything which grows or is naturally found in a forest. The Act is formulated around the tenets of sustainable management of forests, and the purpose for which forest resources are managed and developed. This also includes the planting of trees where necessary, as well as soil conservation, the safekeeping of water resources and the maintenance of biological diversity.</p>
10.	<p><b>Environmental Management Act 7 of 2007:</b></p> <p>The Environmental Management Act is an important tool in terms of environmental protection. The Act requires adherence to the principle of optimal sustainable yield in the exploitation of all natural resources. The Act gives effect to Article 95 (l) of the Namibian Constitution by establishing general principles for the management of the environment and natural resources.</p> <p>The principles of environmental management have to be applied by government institutions and private persons including companies, institutions and organisations, when doing or planning things which may have a significant effect on the environment. These principles are well elaborated in Section 3 (2) of the Act:</p> <p>(a) renewable resources must be used on a sustainable basis for the benefit of present and future generations;</p> <p>(b) community involvement in natural resources management and the sharing of benefits arising from the use of the resources, must be promoted and facilitated;</p>

	<p>(c) the participation of all interested and affected parties must be promoted and decisions must take into account the interest, needs and values of interested and affected parties;</p> <p>(d) equitable access to environmental resources must be promoted and the functional integrity of ecological systems must be taken into account to ensure the sustainability of the systems and to prevent harmful effects;</p> <p>(e) assessments must be undertaken for activities which may have a significant effects on the environment or the use of natural resources;</p> <p>(f) sustainable development must be promoted in all aspects relating to the environment;</p> <p>(g) Namibia's cultural and natural heritage including, its biological diversity, must be protected and respected for the benefit of present and future generations;</p> <p>(h) the option that provides the most benefit or causes the least damage to the environment as a whole, at a cost acceptable to society, in the long term as well as in the short term must be adopted to reduce the generation of waste and polluting substances at source;</p> <p>(i) the reduction, re-use and recycling of waste must be promoted;</p> <p>(j) a person who causes damage to the environment must pay the costs associated with rehabilitation of damage to the environment and to human health caused by pollution, including costs for measures as are reasonably required to be implemented to prevent further environmental damage;</p> <p>(k) where there is sufficient evidence which establishes that there are threats of serious or irreversible damage to the environment, lack of full scientific certainty may not be used as a reason for postponing cost-effective measures to prevent environmental degradation; and</p> <p>(l) damage to the environment must be prevented and activities which cause such damage must be reduced, limited or controlled.</p> <p>To achieve this, the Act provides for administrative mechanisms such as the necessity of environmental clearance certificates and environmental assessments.</p>
11.	<b>Nature Conservation General Amendment Act 31 of 1990</b>
12.	<p><b>Nature Conservation Ordinance 4 of 1975</b></p> <p>One of the major biodiversity related laws in Namibia is the legislation governing the conservation of wildlife, and protected areas, the Nature Conservation Ordinance 4 of 1975. With the introduction of communal conservancies, amendments to the ordinance and its regulations were made and came into effect in 1996. The amendments were made to take into account the establishment of conservancies and Wildlife Councils. In terms of the amendment, rural communities have to form a conservancy in order to be able to acquire the use-right over wildlife. Wildlife conservancies are gaining importance granting communities custodianship of their natural resources particularly wildlife and fish.</p> <p>Protected tree species according to the Nature Conservation Ordinance No. 4 of 1975</p>
13.	Protected tree species according to the Otjiworongo Forestry District Office
14.	<b>Racial Discrimination Prohibition Act 26 of 1991</b>
15.	<b>Affirmative Action (Employment) Act 29 of 1998</b>
16.	<b>Occupational Health and Safety Regulations 156, (emanating from the Labour Act, 2007)</b>
17.	<b>Social Security Act, 34 of 1994 (plus various amendments)</b>
18.	<b>Workman's Compensation Act, 1995</b>
19.	<b>Labour Act 11 of 2007</b>
	<p><b>Third Party Rights</b></p> <ul style="list-style-type: none"> <li>• <b>Customary rights</b> Legislation covering customary rights relevant to forest harvesting activities including requirements covering sharing of benefits and indigenous rights</li> <li>• <b>Free prior and informed consent (FPIC)</b> Legislation covering "free prior and informed consent" in connection with transfer of forest management rights and customary rights to the organisation in charge of the harvesting operation</li> <li>• <b>Rights of indigenous peoples</b> Legislation that regulates the rights of indigenous people as far as it's related to forestry activities. Possible aspects to consider are land tenure, right to use certain forest related resources or practice traditional activities, which may involve forest lands</li> </ul>
20.	<p><b>Customary Law:</b></p> <p>Despite the legal influence of the ex-colonial powers, a large number of Namibians still live under indigenous customary law. Legal pluralism prevails, hence two or more types of law or legal traditions</p>

	<p>operate simultaneously. Before the arrival of the colonists the indigenous populations have lived for generations according to their own distinctive laws. Customary law was passed on - orally - from generation to generation. Article 66 of the Namibian Constitution lays the foundation for the constitutional recognition of customary law. It states that both the customary law and the common law of Namibia in force on the date of Independence shall remain valid to the extent that such customary or common law does not conflict with the Constitution or any other statutory law.</p>
21.	<p><b>Council of Traditional Leaders Act 13 of 1997 (Customary Law):</b> This Act establishes the Council of Traditional Leaders referred to in Article 102(5) of the Namibian Constitution. It requires that any draft legislation pertaining to communal land must be laid before the Council before it is introduced in the National Assembly. It came into force on 31 March 1998 (GN 64/1998, GG 1828).</p>
22.	<p><b>Cultural Promotion Ordinance 9 of 1980</b> (Culture and cultural Institutions)</p>
23.	<p><b>Traditional Authorities Act 25 of 2000 (Customary Law):</b> This Act provides for the election or recognition of traditional authorities and sets forth their functions, duties and powers. It replaces the Traditional Authorities Act 17 of 1995. It came into force on 17 May 2001 (GG 2532). It is the overall responsibility of traditional authorities to supervise and ensure the observance of the customary law of that community by its members. As to nature conservation it is one of the duties of a traditional authority to ensure that members of the traditional community use the natural resources at their disposal on a sustainable basis and in a manner that keeps the environment and maintains the ecosystem for the benefit of all Namibians. Customary law plays an important role in the sustainable development of natural resources and the protection of biological diversity as it incorporates a broad knowledge of ecosystems relationships.</p>
24.	<p><b>Access to Biological Resources and Associated Traditional Knowledge Act 2 of 2017</b> This act was promulgated with the objective to protect biodiversity and traditional knowledge. The Act applies to the derivatives of the biological resources, community knowledge and technologies, local and indigenous farming communities, and plant breeders. The benefit derived from the resource that is found within a specific area is limited to the inhabitants of that area. The Act prohibits patents over life forms and biological processes. Furthermore, it recognises the rights of local and indigenous communities, and lays down a platform for the application of customary law to community rights. Local communities will be entitled to exercise their inalienable right to access, use, exchange, or share their biological resources in sustaining their livelihood systems, as regulated by their customary practices and laws. While the Act was promulgated, it still needs to be enacted by the ensuing regulations. These were discussed with the stakeholders in a final public consultation round from 11 to 14 June 2018. The Regulations are expected to be released in 2018, or latest in 2019.</p>
	<p><b>Trade and Transport</b></p> <ul style="list-style-type: none"> <li>• <b>Classification of species, quantities, qualities</b> Legislation regulating how harvested material is classified in terms of species, volumes and qualities in connection with trade and transport. Incorrect classification of harvested material is a well-known method to reduce/avoid payment of legality prescribed taxes and fees</li> <li>• <b>Trade and transport</b> All required trading permits shall exist as well as legally required transport document which accompany transport of wood from forest operation</li> <li>• <b>Offshore trading and transfer pricing</b> Legislation regulating offshore trading. Offshore trading with related companies placed in tax havens combined with artificial transfer prices is a well-known way to avoid payment of legally prescribed taxes and fees to the country of harvest and considered as an important generator of funds that can be used for payment of bribery and black money to the forest operation and personal involved in the harvesting operation. Many countries have established legislation covering transfer pricing and offshore trading. It should be noted that only transfer pricing and offshore trading as far as it is legally prohibited in the country, can be included here.</li> </ul>
25.	<p><b>Forest Act 12 of 2001</b> as amended Act 13 of 2005 to Harvest, Transport, Market, or Export. Permit issued by Ministry of Agriculture, Water and Forestry, Directorate of Forestry, on payment of fees.</p>
26.	<p><b>Road and Traffic Transport Act 22 of 1999</b></p>
27.	<p><b>National Road Safety Act 9 of 1972</b></p>
28.	<p><b>Marketing Act 59 of 1968</b> (Agriculture)</p>

	This Act regulates the production and sale of agricultural products, as well as the grading and standardisation of such products. It also establishes various boards and control bodies.
	<b>Custom regulations</b> Custom legislation covering areas such as export/import licenses, product classification (codes, quantities, qualities and species)
29.	<b>Import and Export Control Act 30 of 1994.</b> This Act provides for import and export control. Regulations: Import and export issues are addressed in AG GN 6/1981 (export permits), AG GN 7/1981 and GN 33/1987 (import permits), all of which appear to survive under the new legislation.
30.	Customs and Excise Act 20 of 1998
	<b>CITES</b> CITES permits (the Convention on International Trade in Endangered Species of Wild Fauna and Flora, also known as the Washington Convention)
31.	The <b>Trade in Wildlife Bill</b> is currently under discussion in Parliament and aims at realizing Namibia's obligations under the CITES Convention.
	<b>Other</b>
32.	<b>Agricultural Pests Act 3 of 1973.</b> The Agricultural Pests Act will be repealed by the Plant Quarantine Act of 2007. The Agricultural Pests Act deals with the registration of nurseries, the control and eradication of plants, insects and diseases at nurseries, the control and eradication of exotic (vertebrate) animals (excluding farm animals) and plants infected by insects or plant diseases, control of plant, insect and plant disease imports, honey bees, honey and exotic animals, the eradication of plant diseases, insects and locusts as well as defining the powers of inspectors. Section 9 provides for the eradication of exotic animals as well as any plants infected by insects or disease.
33.	<b>Animal Diseases and Parasites Act 13 of 1956</b>
34.	<b>Animal Protection Act 71 of 1962:</b> This Act is concerned with the prevention of cruelty to animals
35.	<b>Anticorruption Act 8 of 2003</b>
36.	<b>Atmospheric Pollution Prevention Ordinance 11 of 1976</b> This Ordinance provides for the prevention of air pollution.
37.	<b>Constitution of Namibia:</b> The Namibian Constitution or the Mother of All Laws, as Namibians have come to call this legal instrument is indivisibly linked to the founding of the Namibian state. The adoption of the Constitution on 9 February 1990 came about after a three-decade-long struggle for Independence and many more decades of colonial and military rule. The Namibian Constitution shows a strong commitment to the rule of law, democratic government and respect for fundamental human rights and freedoms such as the protection of life, liberty, human dignity, equality, education, freedom from slavery, forced labour, and discrimination to name only a few rights enshrined in the Constitution.
38.	<b>Game Product Trust Fund Act 7 of 1997</b>
39.	<b>Hazardous Substances Ordinance 14 of 1974</b>
40.	<b>Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947 (SA) (SA GG 3834)</b>
41.	<b>Mountain Catchment Areas Act 63 of 1970</b> This Act provides for the management and conservation of land in designated mountain catchment areas.
42.	<b>National Heritage Act 27 of 2004</b>
43.	<b>Nature Conservation Ordinance 4 of 1975</b> This Ordinance covers game parks and nature reserves, the hunting and protection of wild animals (including game birds), problem animals, fish, and the protection of indigenous plants. It also establishes a Nature Conservation Board. GN 203/1973 (which is amended by GN 132/1996 (GG 1320) declares certain animals as problems animals. GN 246/1977 (OG 3638) contains prohibitions on the export of processed or tanned leopard & cheetah skins.



44.	<p><b>Parks and Wildlife Management Bill of 2005</b></p> <p>This Bill has not been enacted as of yet. It will protect all indigenous species and control the exploitation of all plants and wildlife. The Preamble to this Bill states its intention to give effect to paragraph (l) of Article 95 of the Namibian Constitution. In it the state undertakes to establish a legal framework that provides for and promotes the maintenance of ecosystems, essential ecological processes and the biological diversity of Namibia and to promote the mutually beneficial co-existence of humans with wildlife, to give effect to Namibia's obligations under relevant international legal instruments, including the Convention on Biological Diversity and the Convention on International Trade in Endangered Species of Wild Fauna and Flora. In case the proposed Act comes into force, it repeals the Nature Conservation Ordinance 4 of 1975.</p> <p>In its Principles of Conservation (Section 3) the Bill recognises that biological diversity must be maintained, and where necessary, rehabilitated; and that essential ecological processes and life support systems must be maintained.</p>
45.	<p><b>Plant Quarantine Act 7 of 2008</b></p> <p>This Act provides for the preventing, monitoring, controlling and eradication of plant pests and regulated the movement of plants and plant products. It also provides for the certification of the phytosanitary standards of plants and plant products exported from Namibia and affects compliance with the International Plant Protection Convention of 1951.</p>
46.	<p><b>Pollution Control and Waste Management Bill</b></p> <p>This Bill aims to promote sustainable development; to provide for the establishment of a Pollution Control and Waste Management Unit; to prevent and regulate the discharge of pollutants to the air, water and land, to regulate noise, dust and odour pollution, to make provision for the establishment of an appropriate framework for integrated pollution prevention and control, to establish a system of waste planning and management and to enable Namibia to comply with its obligations under international law in this regard.</p>
47.	<p><b>Security Enterprises and Security Officers Act 19 of 1998</b></p>
48.	<p><b>Soil Conservation Act 76 of 1969</b></p> <p>This Act makes provision for the prevention and control of soil erosion and the protection, improvement and conservation of soil, vegetation and water supply sources and resources. The Second Soil Conservation Amendment Act applies the Soil Conservation Act to Namibia and deals mainly with soil conservation, soil stabilisation and fire protection. This act also deals with construction of impoundments (section 4: to impound or store such water, or impound or store more than 20 000 m<sup>3</sup> of such water).</p> <p>This Act is being revised by the Ministry of Agriculture, Water and Forestry as part of the new Conservation of Agricultural Resources Bill.</p>
49.	<p><b>Water Act 54 of 1956</b></p> <p>Control and use of surface and subterranean water, water abstraction, storage and use. Effluent discharge and pollution of water.</p>
50.	<p><b>Water Resources Management Act 11 of 2013</b></p> <p>This Act has been approved and published in the Government Gazette, however, it has only partly come into force. Once the Act is in fully enforced, the Water Act of 1956 will be repealed as whole. The Act is based on the National Water Policy and provides for the management, development, protection, conservation, and use of water resources. It establishes the Water Advisory Council, the Water Regulatory Board and the Water Tribunal; and it provides for incidental matters. The objective of this Act is to ensure that Namibia's water resources are managed, developed, protected, conserved and used in a sustainable manner for the benefit of every Namibian. E.g. water basin management committees are already operational, and guide the water extraction, cleansing and usage of such in communal and transboundary water areas.</p>
51.	<p><b>Local Authorities Act 23 of 1992</b></p>
52.	<p><b>Public Service Act 13 of 1995</b></p>
53.	<p><b>Regional Council's Act 22 of 1992</b></p>
54.	<p><b>Weeds Ordinance 19 of 1957.</b></p> <p>This Ordinance provides for the eradication of plants which are identified as "weeds" by proclamation in the Gazette.</p>
<b>B.</b>	<p><b>REGULATIONS PERTINENT TO FORESTRY RELATED TO AND EMERGING FROM NATIONAL LEGISLATION AND OTHER LEGISLATIVE INSTITUTIONS:</b></p>

55.	<p><b>Environmental Policy documents</b></p> <ul style="list-style-type: none"> <li>• BROWN, CJ (ed). 1992. Environmental policies for Namibia and Policies for the Ministry of Wildlife, Conservation and Tourism. Ministry of Environment and Tourism, 69 pp.</li> <li>• BROWN, CJ. 1994. Namibia's 12-point plan for integrated and sustainable environmental management. Directorate of Environmental Affairs, 9 pp.</li> <li>• DEA. 1995. Namibia's National Development Plan 1 (1995-2000), Chapter 14: Environment.</li> <li>• DEA. 1994. Conservation of biotic diversity and habitat protection. Ministry of Environment and Tourism, 3 pp.</li> <li>• DEA. 1994. Research. Ministry of Environment and Tourism, 3 pp.</li> <li>• DEA. 1994. Namibia's national policy to combat desertification. Ministry of Environment and Tourism, 4 pp.</li> <li>• DEA. 1995. Namibia's environmental assessment policy for sustainable development and environmental conservation. Ministry of Environment and Tourism, 17 pp.</li> <li>• DEA. 1995. Namibia's policy on wildlife management, utilisation and tourism in communal areas. Ministry of Environment and Tourism, 23 pp.</li> </ul>
56.	<p><b>Namibia's Policy on Forests</b></p> <p>Biodiversity conservation is central to the 2001 Development Forestry Policy for Namibia, which aims to reconcile rural development with biodiversity conservation by empowering farmers and local communities to manage forest resources on a sustainable basis. The policy identifies effective property rights; a supportive regulatory framework; good extension services; community forestry; and forest research, education and training as instruments essential to the successful implementation of sustainable forestry management in Namibia. The policy also paves the way for the establishment of community forests and their custodianship by the people most dependent on such resources. In 2005, the Ministry of Agriculture, Water and Forestry's Directorate of Forestry introduced the Community Forestry Guidelines.<sup>95</sup> The main objective of these guidelines is to provide all stakeholders with a standard for establishing and managing community forests, by describing the legal procedures involved in setting up a community forest; describing the organisational arrangements and administrative procedures necessary for the sustainable management of community forests; and by specifying the respective roles of government forestry officials, communities and other stakeholders involved.</p>
<b>C.</b>	<b>INTERNATIONAL AGREEMENTS PERTINENT TO FORESTRY</b>
57.	<p><b>Article 144 of the Namibian Constitution incorporates international law explicitly as law of the land;</b> it needs no legislative act to become so. International law is thus integrated into domestic law. National authorities and the judiciary in particular can, therefore, apply international law directly on the national level, before cases are taken to regional or international judicial or quasi-judicial bodies. However, international law has to conform to the Constitution in order to apply domestically. Whenever a treaty provision or other rule of international law is inconsistent with the Namibian Constitution, the latter will prevail.</p> <p>In Namibia, a treaty will be binding in terms of Article 144, if the relevant international and constitutional requirements have been met in terms of the law of treaties, and the Namibian Constitution. International agreements, therefore, will become Namibian law when they come into force for Namibia.</p>
58.	<p><u>Convention on Biological Diversity:</u></p> <p>I. Convention on Biological Diversity (1992). Protocols, etc., 2010 Oct. 29. II. Conference of the Parties to the Convention on Biological Diversity (2010 : Nagoya, Japan). III. United Nations</p> <p>The Convention on Biological Diversity (CBD) was signed by 150 government leaders at the 1992 Rio Earth Summit and entered into force in December 1993. There are currently 188 Parties to the Agreement. The three objectives of the Convention are: the conservation of biodiversity, the sustainable use of biological resources and the fair and equitable sharing of benefits arising from the use of genetic resources. The principles of the CDB are broad in scope and unlike CITES, the CBD does not contain detailed provisions on implementation. Accordingly, implementation of the CBD depends on the incorporation of the Convention and associated policies and guidelines into the national legislation of Member States.</p> <p>The CBD was signed by Namibia on 12 June 1992 in Rio de Janeiro and ratified it on 18 March 1997. Accordingly Namibia is obliged to ensure that its domestic legislation conforms to the objectives and obligations of the CBD. Namibia gives effect to the CBD inter alia by implementing the National Biodiversity Strategy and Action Plan and has issued its fourth national report under the CBD.</p> <p>Namibia's 4th Report on the Conservation of Biodiversity (Ministry of Environment and Tourism) is available at <a href="http://www.met.gov.na">http://www.met.gov.na</a></p>

	Nagoya Protocol on access to genetic resources and the fair and equitable sharing of benefits arising from their utilization to the convention on biological diversity,
59.	<p><u>Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)</u></p> <p>CITES (1973) aims to protect certain endangered species from over-exploitation by means of a system of import-export permits. The Convention includes animals and plants whether dead or alive, and any recognisable parts of derivatives thereof. Appendix I to the Convention covers endangered species, trade in which is to be tightly controlled; appendix II covers species that may become endangered unless trade is regulated; appendix III covers species that any party wishes to regulate and requires international cooperation to control trade; and appendix IV contains model permits. Permits are required for species listed in appendices I and II stating that export / import will not be detrimental to the survival of the species. The CITES Secretariat is administered by UNEP and is located at Geneva, Switzerland.</p>
60.	<p><u>International Labour Organisation (ILO):</u> with specific reference to</p> <ul style="list-style-type: none"> <li>▪ ILO Code of Practice on Safety and Health in Forestry Work (ILO 1998)</li> <li>▪ ILO Safety and Health in the use of Agrochemicals, A guide. 1991</li> <li>▪ ILO Safety in the use of Chemicals at Work (Code of Practice), 1993</li> <li>▪ Convention 29: Forced Labour, 1930</li> <li>▪ Convention 87: Freedom of Association and Protection of the Right to Organise, 1948</li> <li>▪ Convention 97: Migration for Employment, 1949</li> <li>▪ Convention 98: Right to Organise and Bargain Collectively, 1949</li> <li>▪ Convention 100: Equal remuneration, 1951</li> <li>▪ Convention 105: Abolition of Forced Labour, 1957</li> <li>▪ Convention 111: Discrimination (occupation and Employment), 1958</li> <li>▪ Convention 131: Minimum Wage Fixing, 1970</li> <li>▪ Convention 138: Minimum Age for Working, 1973</li> <li>▪ Convention 141: Rural Worker's Organisations, 1975</li> <li>▪ Convention 142: Human Resources Development, 1975</li> <li>▪ Convention 143: Migrant Workers (Supplementary Provisions), 1975</li> <li>▪ Convention 144: Tripartite Consultation (International Labour Standards), 1976</li> <li>▪ Convention 150: Labour Administration, 1978</li> <li>▪ Convention 155: Occupational Safety and Health, 1981</li> <li>▪ Convention 158: Termination of Employment, 1982</li> <li>▪ Convention 169: Indigenous and Tribal People, 1989</li> <li>▪ Convention 182: Worst Forms of Child Labour, 1999</li> <li>▪ Convention 184 and Recommendation 192 on Safety and Health in Agriculture, 2001</li> <li>▪ Guidelines for worker's health surveillance</li> <li>▪ Guidelines for Labour Inspection in Forestry 2005</li> <li>▪ Guidelines for Occupational Health and Safety</li> <li>▪ Protection of Worker's personal data</li> </ul>
61.	International Union for Conservation of Nature(IUCN) Red List of Threatened Species
62.	<p>United Nations <b>Convention to Combat Desertification</b> in those Countries Experiencing Serious Drought and/or Desertification, Particularly in Africa, 1994</p> <p>signature: 24 October 1994</p> <p>ratification: 16 May 1997</p>
63.	United Nations Framework <b>Convention on Climate Change</b> , 1992 and Kyoto Protocol to the UN Framework Convention on Climate Change, 1997
64.	<p><b><u>The African Convention on the Conservation of Nature and Natural Resources:</u></b></p> <p>Participating and signatory states undertake to adopt the measures necessary to ensure conservation, utilisation and development of soil, water, floral and faunal resources in accordance with scientific principles and with due regard to the best interests of the people (Article II); to take effective measures to conserve and improve the soil and to control erosion and land use (Article IV); and to establish policies to conserve, utilise and develop water resources, prevent pollution and control water use (Article V). Furthermore, the Convention imposes on states the obligation to protect flora and ensure its best utilisation, the management of forests and control of burning, land clearance and overgrazing (Article VI); and to conserve faunal resources and use them wisely, manage populations and habitats, control hunting,</p>

	capture and fishing, and prohibit the use of poisons, explosives and automatic weapons in hunting (Article VII). States are required to tightly control traffic in trophies, to prevent trade in illegally killed and obtained trophies and to establish and maintain conservation areas (Article X). A list of protected species which enjoy full total protection, and a list of species, which may be taken only with authorisation is part of the Convention.
65.	<p><b><u>The Southern African Development Community (SADC)</u></b></p> <p>SADC was established in Windhoek in 1992 as the successor to the Southern African Development Coordination Conference (SADCC), which was founded in 1980. SADC currently counts 15 states among its members, namely Angola, Botswana, the Democratic Republic of Congo (DRC), Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, the Seychelles, South Africa, Swaziland, Tanzania, Zambia, and Zimbabwe.</p> <p>SADC's objectives include the achievement of development and economic growth, the alleviation of poverty, the enhancement of the standard and quality of life, support of the socially disadvantaged through regional integration, the evolution of common political values, systems and institutions, the promotion and defence of peace and security, and achieving the sustainable utilisation of natural resources and effective protection of the environment. Amongst other issues, food security, land and agriculture as well as natural resources and the environment have been identified as areas of cooperation by the SADC Treaty.</p> <p>SADC Protocols are instruments by means of which the SADC Treaty is implemented, and they have the same legal force as the Treaty itself. A Protocol legally binds its signatories after ratification. The Protocols which are of most relevance with regard to forestry are listed in below.</p>
66.	<p><b><u>SADC Protocol on Forestry, 2002</u></b> (entered into force within SADC on 1 September 2006)</p> <p>Applies to all activities related to development, conservation, sustainable management and utilisation of all types of forests and trees, as well as trade in forest products. Article 4.1 provides the guiding principles to which state parties must cooperate in good faith. The protocol further provides for the tenure and ownership of state-owned forests, national forest policies and programmes for the introduction and implementation of national legal and administrative measures to promote sustainable forest management.</p>
67.	<p><b><u>SADC Protocol on Wildlife Conservation and Law Enforcement, 1999</u></b></p> <p>This Protocol aims to establish within the framework of the respective national laws of each State Party, common approaches to the conservation and sustainable use of wildlife resources and to assist with the effective enforcement of laws governing those resources. Each State Party has to ensure the conservation and sustainable use of wildlife resources under its jurisdiction, and that activities within its jurisdiction or control do not cause damage to the wildlife resources of other states or in areas beyond the limits of national jurisdiction. In line with Article 4 of the Protocol, appropriate policy, administrative and legal measures have to be taken to ensure the conservation and sustainable use of wildlife and to enforce national legislation pertaining to wildlife effectively.</p>
<b>D.</b>	<b>LOCAL STANDARDS AND BEST OPERATING PRACTICES</b>
68.	Environmental Law and Policy in Namibia (2011). Edited by O.C. Ruppel and K. Ruppel-Schlichting. Legal Research and Development Trust of Namibia. Co-published by OrumbondePress.na & Welwitschia Verlag Dr. A. Eckl, Essen.
69.	An Environmental Impact Assessment on Bush Control Methods proposed under the bush encroachment research monitoring and management project. Prepared for Namibia's Programme to Combat Desertification. Final Report, July 2003. Directorate of Environmental Affairs.
70.	Barnard, P. (ed.) 1998. Biological Diversity in Namibia: a country study. Windhoek: Namibian National Biodiversity Task Force. 332pp. This book is available at <a href="http://www.met.gov.na">http://www.met.gov.na</a> See P170 for list of important alien invasive species.
71.	Charcoal Production in Namibia. Development Fund of Namibia, November 1997, by Aigams Professional Services cc.
72.	Control of Invader Bush Species. Guidelines to transform encroached savannas to open savannas. Compiled by N. de Klerk (Bush Encroachment Project), D. Swanepoel & J.van Eck (Ministry of Agriculture, Water & Rural Development and Stephan Albat (Ministry of Environment and Tourism). Ministry of Environment and Tourism Booklet.
73.	De Klerk, J.N. 2004. Bush Encroachment in Namibia. Report on Phase 1 of the bush encroachment research, monitoring and management project. Ministry of Environment and Tourism, Government of Namibia.
74.	Ecological Consequences of Woodland management with special reference to Namibia. Compiled by Peter Cunningham for the Development Fund of Namibia. November 1997.

75.	Management of Mopane in Southern Africa. Proceedings of a workshop held at Ogongo Agricultural College, Northern Namibia, 26-29 November 1996. Edited by C. Flower, G. Wardell-Johnson & A. Jamieson.
76.	Regulations, Procedures & Recommendations for the Ojjiwarango Forestry District. Compiled by Stephan Albat, District Forestry Officer, Ministry of Environment and Tourism. Draft, November 2004. See P17 for list of important alien invasive species.
77.	FSC Guidelines for the Implementation of the right to free, prior and informed consent (FPIC). Version 1, 30 October 2012.
78.	Honsbein, D. 2016. Bioenergy Modelling for Southern Africa. Benchmarking Namibia and South Africa. Aston University, Birmingham/ UK. See pg. 131 on harvesting (or other types of bush clearing) schedule for clearing and/or aftercare and assumed yields from clearing bush encroachment in a socio-economically and ecologically sustainable manner See pg. 166 on bush harvesting & clearing methods used in Namibia, their costs, effectiveness and environmental impact See pg. 188 on bush growth rate of 3.2% per annum, and demarcated livestock production areas in Namibia
79.	MAWF and MET, 2017. Forestry and Environmental Authorisations Process for Bush Harvesting Projects
80.	NCA, 2017. Good Practices for Namibian Charcoal.
81.	SAEIA, 2015. Strategic Environmental Assessment of Large Scale Bush Thinning and Value Addition Activities in Namibia.
82.	Joubert D and Zimmerman I, 2017. Decision support system on how to control bush thickening by <i>Acacia mellifera</i> in Namibian Savanna Rangelands.
83.	DAS, 2017. Bush Control manual. Commissioned by Support to De-bushing Project of GIZ, Windhoek, Namibia

## ANNEXURE A2

### Protected plant and tree species:

Species name	Common names (English)	Reasons to be protected
<i>Acacia erioloba</i> E. Mey.	Camel-thorn	EU1 (Heavily utilized by humans and animals - medicinal, cash crop, unsustainable harvesting of fuel wood for ex- port) slow growth rate, cultural value, economic value, ES (keystone species)
<i>Acacia nigrescens</i> Oliv.	Knob-thorn	EU (Used by humans and animals - wood used for construction, utensils, fuel, tanning, browsed by game), ES (retains river banks)
<i>Acanthosicyos horridus</i> Welw. exHook.f.	Nara	Cultural and economic value, ES (Dune stabiliser)
<i>Adansonia digitate</i> L.	baobab	ES2 (Keystone species) EU (heavily utilised by humans and animals)
<i>Adenia pechuelii</i> (Engl.) Harms	Elephants-foot	EU (unsustainable harvesting for horticultural trade), slow growth rate, Slow and/or episodic recruitment
<i>Adenium boehmanium</i> Schinz	Bushman poison	EU (unsustainable harvesting for horticultural trade)
<i>Azelia quanzensis</i> Welw.	Pod mahogany	EU (Extensively used by humans and animals- curios, medicinal, timber, potential as ornamental trees, browsed by animals), slow growth rate, Restricted range.
<i>Albizia anthelmintica</i> (A.Rich.) Brongn.	Worm-cure albizia	EU (Utilized by humans and animals - medicinal, utensils, browsed by live- stock and game)
<i>Aloe dichotoma</i> Masson	Quiver tree	EU (unsustainable harvesting for horticultural trade), Slow growth rate, Cultural value, Slow and/or episodic recruitment
<i>Aloe pillansii</i> L. Guthrie	Giant quiver tree	Slow growth rate, Restricted range, Slow and/or episodic recruitment
<i>Aloe ramosissima</i> Pillans	Maiden's quiver tree	Slow growth rate, Restricted range, Slow and/or episodic recruitment
<i>Baikiaea plurijuga</i> Harms	Zambezi teak or Rhodesian teak	EU (heavily utilised for timber, implements, utensils, wood carvings)
<i>Berchemia discolor</i> (Klotzsch) Hemsl.	Bird-plum	EU (heavily utilised by humans and animals)
<i>Boscia albitrunca</i> (Burch.) Gilg&Gilg-Ben.	Shepherd's tree	EU (heavily utilised by humans and animals)
<i>Burkea africana</i> Hook.	Burkea	EU (heavily utilised by humans - timber, fire- wood, implements)
<i>Caesalpinia merxmeullerana</i> A. Schreib.	Orange-river caesalpinia	Restricted range
<i>Citropsis dawweana</i> Swingle& M. Kellerm.		EU (Wild crop relative - genetic re- source), Restricted range
<i>Colophospermum mopane</i> (J. Kirk ex Benth.) J. Kirk ex J. Léonard	Mopane	EU (heavily utilised by humans and animals (browse and forage) - charcoal, timber, fuel wood, construction, medicine, host to important edible caterpillar), slow growth rate, cultural value

<i>Combretum imberbe</i> Wawra	Leadwood	EU (heavily utilised by humans and animals - fuel wood, construction material, implements, illegally harvested for charcoal, other purposes, browse, shade ) Cultural value, Extremely slow growth rate.
<i>Commiphora capensis</i> (Sond.) Engl.	Namaqua corkwood	EU (illegally harvested for horticultural trade), Restricted range
<i>Commiphora cervifolia</i> J.J.A.van der Walt	Antler-leaved corkwood	EU (illegally harvested for horticultural trade), Restricted range
<i>Commiphora dinteri</i> Engl.	Namib corkwood	EU (illegally harvested for horticultural trade)
<i>Commiphora gariepensis</i> Swanepoel	Orange River corkwood	Restricted range
<i>Commiphora giessii</i> J .J. A. van der Walt	Brown-stemmed corkwood	Restricted range
<i>Commiphora gracilifrons</i> Dinter ex J. J. A. van der Walt	Karee corkwood	Restricted range, EU (illegally harvested for horticultural trade), Restricted range
<i>Commiphora kraeuseliana</i> Heine	Feather-leaved corkwood	EU (illegally harvested for horticultural trade), Restricted range
<i>Commiphora namaensis</i> Schinz	Nama corkwood	EU (illegally harvested for horticultural trade)
<i>Commiphora oblanceolate</i> Schinz	Swakopmund corkwood	Very small, widely scattered populations, Restricted range
<i>Commiphora saxicola</i> Engl.	Rock corkwood	EU (illegally harvested for horticultural trade)
<i>Commiphora virgate</i> Engl.	Slender corkwood	Value (cultural - host to edible caterpillar)
<i>Commiphora wildii</i> Merxm.	Oak-leaved corkwood	EU (resin for perfume), Value (cultural - perfume)
<i>Cyphostemma bainesii</i> (Hook. F.) Desc.	Gouty vine	EU (illegally harvested for horticultural trade), Restricted range
<i>Cyphostemma currorii</i> (Hook. F.) Desc.	Kobas	EU (illegally harvested for horticultural trade)
<i>Cyphostemma juttae</i> (Dinter & Gilg) Desc.	Blue kobas	EU (illegally harvested for horticultural trade), Restricted range
<i>Cyphostemma uter</i> (Exell&Mendonça) Desc.	Kaokokobas	Restricted range
<i>Dialium gleranum</i> Henriq.	Kalahari podberry	EU (Extensively used by humans - fruit an important part of diet of San and Kavango peoples, medicinal, timber, implements)
<i>Diospyros mespiliformis</i> Hochst. Ex A.DC.	Jackal-berry	EU (Heavily utilised by humans and animals - important fruit tree, timber, cash crop, utensils, watos, fuel wood, medicinal, fruit eaten by animals and frugivorous birds), slow growth rate.
<i>Elephantorrhiza rangei</i> Harms	Karas elephant-root	Restricted range and habitat
<i>Entandrophragma spicatum</i> (C.DC) Sprague	Owambo wooden-banana	Cultural value, slow growth rate, Restricted range
<i>Erythrina decora</i> Harms	Namib coral-tree	Small populations scattered over wide area, Cultural value, potential horticultural value
<i>Euclea asperrima</i> Friedr.-Holzh.	Mountain guarri	Restricted range
<i>Euclea pseudebenus</i> E. Mey. Ex A. Dc.	Wild ebony	ES (Keystone species, prevent erosion of water courses), Slow growth rate
<i>Faidherbia albida</i> (Delile) A.Chev.	Ana tree	ES (Important component of riparian fringe, prevents erosion of river beds, Keystone species), EU (heavily utilised by stock and game, important shade tree in arid west).
<i>Ficus burkei</i> (Miq.) Miq.	Strangler fig	EU (fruit for humans and animals), Restricted range
<i>Ficus cordata</i> Thunb.	Namaqua rock-fig	EU (fruit for humans and animals)
<i>Ficus sycomorus</i> L.	Sycamore fig	EU (fruit for humans and animals)
<i>Guibourtia coleosperma</i> (Benth.) J. Léonard	False mopane	EU (Heavily utilised by humans and animals - food, cash crops, very important shade tree, timber, watos, utensils)
<i>Harpagophytum procumbens</i> and <i>H. zeyheri</i> .	Devil's Claw	Regulated resource in Namibia. Used for medical purposes

<i>Hyphaene petersiana</i> Klotzsch ex Mart.	Makalani palm	EU (heavily utilised by humans and animals - utensils, basketry, thatching, fuel, ropes, palm wine, food)
<i>Kirkia dewinteri</i> Merxm. & Heine	Kaokokirkia	Restricted range
<i>Lannea discolor</i> (Sond.) Engl.	Live-long	EU (used by humans and animals), Restricted range
<i>Maerua schinzii</i> Pax	Ringwood tree	EU (heavily used by humans and animals), slow growth rate
<i>Moringa ovalifolia</i> Dinter&A.Berger	Phantom tree	EU (heavily used by humans and animals - horticultural value, browse, tourism)
<i>Neoluederitzia sericeocarpa</i> Schinz	Silk-seed bush	Restricted range
<i>Ozoroa concolor</i> (C. Presl. Ex Sond.) De Winter	Green resin-bush	Restricted range, scattered distribution
<i>Ozoroa namaquensis</i> (Sprague) Von Teichman & A. E. vanWyk	Gariiep resin-tree	Restricted range
<i>Pachypodium lealii</i> Welw.	Bottle tree	Slow growth rate, EU (unsustainable harvesting for horticulture trade)
<i>Pachypodium namaquanum</i> (Wyley ex Harv.) Welw.	Elephant-trunk	Slow growth rate, EU (unsustainable harvesting for horticulture trade), Restricted range
<i>Pappea capensis</i> Eckl. & Zeyh.	Jacket-plum	ES (Keystone species, prevents erosion in rivers), EU (utilised by humans and animals - important shade tree, edible fruit, browsed)
<i>Philenoptera violacea</i> (Klotzsch) Schrire	Apple-leaf, rain tree	ES (important component of riparian and flood-plain canopy) EU (utilised by humans and animals - fences, watos, medicines, browse, fodder)
<i>Protea gaguedi</i> J. F. Gmel.	African white protea	Restricted range, EU (heavily utilised by humans - medicinal overharvesting of roots)
<i>Pterocarpus angolensis</i> DC.	African teak, kiaat	Value (economic), EU (heavily utilised for timber, implements, utensils, wood carvings)
<i>Salix mucronata</i> subsp. <i>capensis</i> (Thunb.) Immelman	Small-leaved willow, river willow	ES (stabilisation of river banks, shade), EU (Heavily utilised by humans - overharvesting for fuel wood, potentially threatened), Restricted range
<i>Schinziophyton rautanenii</i> (Schinz) Radcl.-Sm.	Manketti	EU (heavily utilised by humans and animals - utensils, curios, musical instruments, timber, shade, fruit a very important food and cash crop)
<i>Schotia afra</i> (L.) Thunb. var. <i>angustifolia</i> (E. Mey.) Harv.	Karoo schotia	EU (Utilised by humans for wood), Restricted range
<i>Sclerocarya birrea</i> (A. Rich.) Hochst.	Marula	EU (Heavily utilised by humans and animals for fruit, shade, browse, medicines, wood).
<i>Searsia lancea</i> (L. F.) F. A. Barkley	Karee	ES (Prevent erosion of river banks)
<i>Sesamothamnus benguellensis</i> Welw.	Kaoko sesame-bush	EU (Illegally harvested for the horticultural trade), slow growth rate, Restricted range
<i>Sesamothamnus guerichii</i> (Engl.) E. A. Bruce	Herero sesame-bush	EU (Illegally harvested for the horticultural trade), slow growth rate
<i>Sesamothamnus leistneri</i> Giess ex Ihlenf., ined.	Large-leaved sesame-bush	EU (Illegally harvested for the horticultural trade), slow growth rate, Restricted range
<i>Spirostachys africana</i> Sond.	Tamboti	EU (Heavily utilised by humans - timber)
<i>Sterculia africana</i> (Lour.) Fiori	African star-chestnut	Economic value (tourism and horticulture) EU (utilised by humans - medicinal and food)
<i>Sterculia quinqueloba</i> (Garcke) K. Schum.	Large-leaved sterculia	Economic value (tourism and horticulture), restricted habitat
<i>Strychnos cocculoides</i> Baker	Corky monkey-orange	Economic value (cash crop), EU (heavily utilised by humans and animals - fruit)
<i>Strychno spotatorum</i> L. F.	Black bitterberry	ES (Important component of river and flood plain vegetation) EU (utilised by humans (fish poi-son, shade) and animals (food and shade), Restricted range.



<i>Strychno spungen</i> sSoler.	Spine-leaved monkey-orange	Economic value (cash crop), EU (heavily utilised by humans and animals - fruit, medicinal)
<i>Strychnos spinose</i> Lam.	Spiny monkey-orange	Economic value (cash crop), EU (heavily utilised by humans and animals - fruit and furniture), Restricted range
<i>Tamarix usneoides</i> E. Mey. ex Bunge	Wild tamarisk	ES (prevents erosion of river beds and river banks, important component of riparian vegetation), EU (browsed by game)
<i>Tylecodon paniculatus</i> (L. F.) Toelken	Southern botterboom	EU (unsustainable harvesting - horticultural trade), Restricted range
<i>Welwitschia mirabilis</i> Hook f.	Welwitschia	Cultural value, scientific value, economic value (tourism)
<i>Ziziphus mucronate</i> Willd.	Buffalo-thorn	ES (prevents erosion of river beds and river banks, important component of riparian vegetation) EU (Utilized by humans and animals - medicinal, construction, implements, fuel wood, browsed by livestock and game)

## ANNEXURE B

### Training requirements for workers:

Workers\* shall\* be trained on the following relevant to the scope of their job tasks:

- Details of Employment or Contract, including ILO Core Conventions
- FSC Ps and Cs, appropriate to level of management
- Gender Equality and Gender Discrimination
- Dispute resolution process and Grievance process
- Legal Requirements (e.g. First Aid, Operators of vehicles)
- Awareness of Financial Legal Requirements (payment of wages, deductions)
- Awareness of Safety and Occupational Health and Diseases
- Forest Management Best Practice
- Operational Activities - formal or informal training for forest workers harvesting, charring processes and burning conditions, silviculture, chemical application, storage and disposal of pesticides and hydrocarbons, spillages and fire-fighting. Where required, training on use and maintenance of equipment and power tools
- Waste disposal
- Chain of Custody Process
- HCV identification and 'conservation'
- Stakeholder engagement
- Environmental Values (e.g. RT&E species, protected plant and tree species, illegal activities)
- Social Values (e.g. where local communities and Indigenous peoples are affected by the Organization; how to identify social values)
- Implementation of Impact Assessments

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Guidance

- Refer to the MAWF/MET booklet: "Forestry and Environmental Guidelines for Bush Harvesting Projects, 2017 (published by GIZ, website reference [www.dasnamibia.org](http://www.dasnamibia.org))
- Elements listed above may be allocated to Group Manager, Resource Manager, Farm Manager or the Worker\*, where appropriate.

## ANNEXURE C

### Health and safety measures:

The SDG conducted a Risk Assessment on the environmental and safety conditions which workers\* are exposed to: A sliding scale of assessment was utilised in the designation of Risk, with 1 being low to 3 being high risk for the following factors:

	Severity of Injury	History of Severe Accidents	Probability	Risk	Mitigating Measures
Harvesting Operations	2	2	1	4	PPE required
Burning of Charcoal	3	1	1	3	PPE and routine job observations
Extraction Operations (infield)	2	1	1	2	Not required
Chemical Operations	3	1	2	6	PPE, specific training on chemical application, on-site supervision

Risk rating	Risk level	Description
1 - 3	Low	No Injury, Abrasion
3 – 5	Medium	Bruising / Contact
≥6	High	Medical treatment required

Based on the above, along with the intense climatic conditions in Namibia (heat), the following PPE shall be provided to all workers\* on FSC certified MUs.

**1. The following protective equipment for field work SHALL be worn at all times:**

- a. Boots: Gumboots to aid against snake bites, thorny bush and summer rainwater and/or safety boots and/or canvas boot against snake bites, thorny bush and heat replaced as practically required
- b. Hat or caps for protection against sun

**2. The following protective equipment for field work SHALL be provided but the workers may choose not to wear them all the time:**

- a. Overalls, to be replaced annually
- b. Leather/cotton gloves replaced every 6 months

**3. The following protective equipment for sifting, bagging and loading of charcoal SHALL be worn at all times:**

- a. Dust masks

**4. The following protective equipment for burning operations and unpacking of kilns SHALL be worn at all times:**

- a. Leather/cotton gloves

**5. The following protective equipment for sifting, bagging and loading of charcoal SHALL be provided, but the workers may choose not to wear them all the time:**

- a. Overalls, to be replaced annually
- b. Hat or caps for protection against sun
- c. Leather/cotton gloves replaced every 6 months

**6. The following protective equipment SHALL be provided for Chemical operations:**

Adhere to the Chemical Label and MSDS to ensure compliance

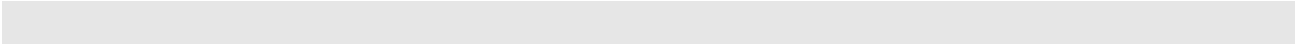
- a. Overalls or aprons which are impermeable to the chemical

- b. Eye protection
- c. PVC Gloves
- d. Gumboots
- e. Respiratory mask, where required by the Chemical Label

**7. The following personal protective equipment (PPE) SHALL be provided for Mechanised operations**

Dust masks and hard hats, safety boots (mandatory), gloves; overalls (mandatory), eye and ear protection. Non-mandatory PPE is issued when risk assessment requires additional PPE.

**8. Every Forest Management Unit SHALL have the following First Aid provisions:**

- a. One certified first aider with an adequately equipped First Aid kit
  - b. One first aider per 10 people as per Occupational Health and Safety legislation
  - c. First aid kit must include, but not be limited to:
    - i. Bandages
    - ii. Burn shield (if charcoal is produced)
    - iii. Antiseptic
- 

## ANNEXURE D

### Minimum Housing Requirements:

The following housing standards have been developed which meet or exceed those stipulated in the Namibian Labour legislation (Labour Act 1992: Regulations Relating to the Health and Safety of Employees at Work). The Standard reflect the ILO requirements and Namibian cultural norms which Organizations SHALL implement:

1. Traditional and/or corrugated housing and/or tents\*
2. Structurally safe, not overcrowded and regularly repaired, with sufficient ventilation.
  - Density standards are expressed either in terms of minimal volume per resident or of minimal floor space. Usual standards range from 10 to 12.5 cubic metres (volume) or 4 to 5.5 square metres (sur-face).
  - A minimum ceiling height of 2.10 metres is provided.
  - In collective rooms, which are minimised, in order to provide workers with some privacy, only a reason-able number of workers are allowed to share the same room (2 - 8 workers).
3. Adequate protection against sun, rain and cold.
4. Not erected in potentially flooded areas or water runoffs.
5. One (1) km away from charcoal burning (as per Forestry Permits); and 200 meters for sifting operations
6. Houses are regularly inspected for hygiene and to prevent vermin
7. Potable water shall be tested for human consumption at least every 3 – 5 years, depending on risk of contamination. Potable water shall be within 50 metres of dwellings. Water shall be contained in enclosed structures (water reservoirs or tanks) if stored.
8. One washing facility with adequate privacy for every 10 - 15 people, separated for men and women, or private culturally appropriate\* washing facilities.
9. Rubbish bins or garbage bags shall be present near workers housing.
10. Regular garbage collection and disposal at recognized fenced-off landfill sites regularly burned and/or adequately covered over with soil.
11. Infield, during harvesting, accommodation: tents\*shall be provided for intermittent use, and potable water tanks regularly filled up.
12. Toilet facilities
 

The Organization will promote hygienic disposal of excretion by providing the following minimum requirements:

  - i. At permanent living quarters: One clean, well ventilated, flush or long drop toilet separated for male and female for every 15 people.
  - ii. Toilet facilities for longer-stay field operations where workers sleep in tents in the same spot for more than one night: A portable toilet (e.g. "Go-cart Toilet") or long-drop pit latrine with portable platform, seat and lid, to be placed behind bush or a screen, to be provided in ratio of 1 toilet to 15 people; at least one per gender.
  - iii. Minimum standards for short-stay, daily field operations: Provision of a spade and training to all field workers on the hygienic maintenance: To dig a hole behind a bush at least 60cm deep; cover over excretion with soil and top with a stone or heavy piece of wood.
13. The transportation of sick workers and their dependants. The landowner is responsible for all other personnel on the premises.

Tents\* may be utilised as housing for workers who are harvesting/processing biomass at a lengthy distance from a permanent structure. Tents shall be waterproof. Tents shall not be utilised by the Organization as permanent or seasonal housing for workers\* but only for intermittent use. Plastic sheeting shall not be utilised or misconstrued as a tent. The tents shall have a firm structure to protect the worker from the climatic elements.

## ANNEXURE E

### Elements of the Management Plan:

Element	>SLIMF	SLIMF
Management Commitment to FSC P & Cs, vision and values	X	x
Management Objectives and range of resources	X	x
Scope of Management Activities	X	x
Anti-corruption Policy	X	
Maps indicating boundaries	X	x
Environmental Values (C6.1)	X	x
Environmental Impacts and Mitigation Measures (C6.2 and C6.3)	X	x
High Conservation Values (HCV) Identification	X	x
HCV Management Measures <i>*if HCVs have been identified</i>	X	x
Workers' Rights	X	
Gender Discrimination/ Equality and Sexual Discrimination - <i>can be included in a policy or procedure or statement documented outside of the management plan</i>	X	x
Impacts and Mitigation measures on Social Values	X	x
Dispute Resolution Process and Grievance Process with workers* - <i>can be included in a policy or procedure outside of the management plan</i>	X	x
Policy on use of local workers*and other services (C4.3) - <i>can be included in a policy or procedure outside of the management plan</i>	X	
Basic communication plan (directly and indirectly affected stakeholder list, means of communication)	X	X
Training of Workers*	X	x
Dispute resolution process with external stakeholders - <i>can be included in a policy or procedure outside of the management plan</i>	X	X
Dispute register or equivalent	X	x
Health and Safety Risk Assessment	X	x
Health and Safety Procedures - <i>can be included in a policy or procedure out-side of the management plan</i>	X	
Accident rates	X	X
Calculation of acceptable harvesting volumes and biomass	X	x
Plan versus Actual Yields	X	x
Budget as per C5.3 and C5.5	X	x
Harvesting and Silviculture Practices	X	x
Monitoring of Social and Environmental Impacts - <i>can be included outside of the management plan</i>	X	x
Chemical and Fertilizer Application Procedure - <i>can be included in a policy or procedure outside of the management plan</i>	X	x
Revision Process (Adaptive Management) of Organization	X	x
Public Summary, excluding confidential information	X	x

## ANNEXURE F

### Monitoring Requirements:

\*Aspects in *Italic font* shall be made publicly available\*

Number	Aspect
1	<i>Density Data Model* calculations</i>
2	<i>Plan versus Actual volume of products produced</i>
3	The use of local processing and local services
4	Evidence of illegal harvesting (protected trees and oversized trees)
5	Resolution of disputes* and grievances with all stakeholders, inclusive of sexual and gender discrimination
6	Training carried out in accordance with Annexure B, Effectiveness of training
7	<i>Fair employment conditions</i>
8	<i>Housing, in accordance with Annexure D</i>
9	<i>Periodic potable water testing</i>
10	Programs and activities regarding occupational health and safety
11	Safe working conditions, accident rates
12	Timeous payment of wages
13	Deductions as per the Labour Act
14	<i>Identification and Engagement of Stakeholders, Indigenous Peoples Groups and Local Communities*</i>
15	Full implementation of the terms in binding agreements*
16	Identification and eradication of Invasive alien species (e.g. <i>Prosopis spp.</i> and <i>Optunia spp.</i> )
17	<i>Silvicultural practices* are implemented that are ecologically appropriate, in relation to the management objectives</i>
18	Use of fertilizers (demonstrating that their use is more ecologically beneficial than non-use)
19	<i>Integrated Pest Management Plan – inclusive of chemical use, monitoring of after-care</i>
20	Impacts from Natural Hazards (i.e. Fire and Drought)
21	<i>Impacts from Fires resulting from Management Activities</i>
22	The impacts of site disturbing activities on soil structure – erosion and compaction
23	<i>The impacts of harvesting and extraction of timber on environmental values</i>
24	Environmentally appropriate disposal of waste materials
25	<i>Protection* of sites of special cultural, ecological, economic, religious or spiritual significance</i>
26	<i>Identification and Management of High Conservation Values*</i>
27	<i>Changes in Environmental values* and ecosystem functions* after Management Activities</i>
28	<i>Protection of Rare and threatened species*</i>
29	<i>Poaching Activities</i>
30	<i>Conservation of Sensitive Ecosystems*</i>
31	Ecological restoration* of the MU
32	Conversion of natural forest* to non-forest*

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## **ANNEXURE G**

**HCV Framework: Please refer to FSC-STD-NAM-01-2019**

**End of Standard**