

PEFC National Standard for Sustainable Forest Management in Republic of Srpska/ Bosnia and Herzegovina

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The official version of this standard is on English.

If there is any inconsistency between versions, the English version of the standard as endorsed by
the PEFC Council is the reference.

List of used abbreviations

RS/ B&H	Republic of Srpska/Bosnia and Herzegovina
SFM	Sustainable Forest Management
Council for SFM	Council for Sustainable Forest Management
PEFC	Programme for Endorsement of Forest Certification
NGO	Non-Governmental Organisation
WG	Working Group
PFO "Naša Šuma"	Association of Private Forest Owners "Naša Šuma"
JP"ŠRS"	Public forest enterprises "Šume Republike Srpske"
FMP	Forest Management Plan
EP	Executive Plans
FL RS	Forestry Law of Republic of Srpska
WHO	World Health Organisation
NWFP	Non wood forest products
FMU	Forest Management Units
PFSP	Plans for Forest Silviculture and Protection

1. Introduction

The basis for preparation of this Standard derives from Pan-European criteria and indicators for sustainable forest management (SFM) brought on Ministerial Conference for Protection of Forests in Europe in Lisbon, 1998.

The requirements contained in this standard are in line with the International Standard for Sustainable Forest Management, PEFC ST 1003: 2018. The content of this document has been prepared in an open / participatory manner with the participation of numerous forestry stakeholders and was adopted by consensus of the participants of the process.

Compliance with the existing legal framework in the Republic of Srpska / Bosnia and Herzegovina related to forest management, (forests, seeds and planting material, wildlife protection, water protection, agricultural land, nature and environmental protection, plant protection, safety and health regulations) at work, the Spatial Plan of the Republic of Srpska, international conventions ratified in the Republic of Srpska / B&H, as well as compliance with other requirements for sustainable forest management that are not legally required, and which are part of the PEFC RS / B&H standards is mandatory.

Description of requirements that relates to sustainable forest management are part of criteria of this Standard. The information on connection with legislation helps to link criteria requirement with relevant legal framework that is in effect in the Republic of Srpska / B&H and relates to the content of criteria if it exist. Indicators serve to conduct objective and measurable estimation if requirements of criteria are met from the forest owner/manager. Sources of verification are pointing to documents and other sources of information confirming if requirements of criteria and indicators are met.

According to Article 7 of the Law on Forests "(1) A forest is a complex community or biogeocenosis (ecosystem) of forest trees and forest land that affects each other, as well as the environment in which they are located. (2) For the purposes of this Law, forests are areas overgrown with forest tree species, on an area larger than 0.16 ha, minimum width 20 meters, with the degree of land cover with tree canopies minimum 20% and higher, regardless of whether it is young or adult trees either from seeds or shoots from stumps or veins. (3)

Meeting the requirements of the criteria and indicators described in this Standard is on a voluntary basis.

The content of this Standard is applicable to the territory of Republic of Srpska / B&H and applies only to forests and forest land in accordance with the Law on Forests, the national system of land use description in the Cadaster and / or in compliance with the forest management plans (SPM) and documents corresponding to them.

Trees located outside forests and forest land (TOF) is not part of this Standard, as there are currently no legal procedures and practices in favor of performing this type of certification.

2. General requirements

This document is a complementary part of the PEFC forest certification scheme in Republic of Srpska / Bosnia and Herzegovina, and as such is part of the regional PEFC Balkan system.

Requirements that are part of this Standard are compulsory for:

- Forest certification on individual level
- Group forest certification

This standard is applicable at the level of the forest management unit (parcel, owner), or at another level (Municipality Cadasters, Municipalities, Republic of Srpska). Forest managers, forest owners and forest users are responsible for ensuring full compliance of forest management with the PEFC standard, including activities performed by engaged workers in certified forest areas. Forest managers, forest owners and forest users must ensure record-keeping procedures that demonstrate the compliance of forest management with the requirements of the PEFC standard.

Forest managers and forest owners shall secure record-keeping procedures that provides evidence of compliance with the requirements of this Standard. Minimum period for keeping records and documents that are relevant as evidence is 5 (five) years.

The "100% PEFC certified" certificate can only be used for products coming from forests that are certified in accordance with this Standard. This certificate can be used by forest owners and forest managers who have a valid PEFC certificate issued by an accredited certification body. When forest owners or forest managers sell products from forests with the PEFC declaration "100% PEFC certified", in order to provide appropriate information for the input material, customers will be provided with the following information:

a) supplier identification, b) product identification, c) product quantity, d) delivery identification based on delivery date, delivery period or billing period, e) the organisation's name as the PEFC customer of the delivery, f) declaration "100% PEFC certified" separately for each product claimed to be covered by the documentation, g) the certificate number of the supplier's PEFC recognized certificate.

During the development of this Standard, the SFM Council has identified, described, and communicated with all relevant stakeholders, including those that are key and affected by the requirements of the Standard, as well as with marginalized stakeholders who are in such a situation primarily due to their lack of organization.

This standard contains 7 chapters, 17 thematic areas, 36 criteria and 113 indicators.

The process of preparing this version lasted from January 2020 to December 2020.

Number	Chapter	Thematic area	Number of Criteria	Number of indicators
1.	Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	Forest inventory and forest planning	2	6
		Maintenance of forest resources in quantity, quality and structure	2	10
2.	Maintenance of forest ecosystem's health and vitality	Monitoring of forest resources	1	3
		Measures for maintenance of health and vitality of forest ecosystems	1	2
		Restrictions	5	10
3.	Maintenance and support of forest productive functions (wood and non-wood forest products)	Forest products	1	7
		Forestry activities and forest Infrastructure	2	5
4.	Maintenance, conservation and enhancement of biological diversity of forest ecosystems	Forests of high ecological significance	2	6
		Forest practice in balance with nature	5	14
		Traditional management systems	1	4
5.	Maintenance and enhancement of forest protective functions (notably soil and water)	Forest protective functions	2	8
6.	Maintenance of socio-economic functions and conditions	Socio-economic functions of the forests	2	7
		Ownership and traditional rights	1	2
		Trainings, knowledge development	1	3
		Occupational health and safety	1	8
		Compliance with legislation	2	3
7.	Organizational aspects	Internal procedures	5	14
	TOTAL		36	113

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	
Thematic area: Forest inventory and forest planning	
Criterion No.	1.1.
Criterion description	Forest management is based on permanent inventory cycles, planning, implementation, monitoring and analysis of the management taking in consideration economical, ecological and social influence of forest management with aim to avoid unnecessary negative impacts. The results from the monitoring and analysis of the management are conducted for period of 10 years and are used in planning process for defining the goals of future management. Forest inventory and mapping is conducted on appropriate way which reflects the structural elements of the stand, management measures and is in compliance with law regulation. Borders of the forest area managed in a sustainable way are clearly defined and mapped. The surface of certified forest area is equal to the area of forest management unit defined by Forest Management Plan, Plan for Management of Protected Area and Special Plan for Forest Cultivation and Protection.
Connection with legislation	<ul style="list-style-type: none"> - Law on Forests; - Law on Nature Protection; - Forest management plan (FMP); - Executive forest management project; - Other laws and bylaws, related to the areas of forestry, nature protection, and environmental protection; - Investment program for management of industrial and other plantations; - Long-term karst area management program; - International legislative framework such as UNFCCC, Kyoto Protocol, Paris Agreement, and others.
Indicators	<ol style="list-style-type: none"> 1. The goals of forest management are in line with criterion requests and are comprised in the forest management plans or their equivalents. 2. Quantity and quality of data obtained through regular forest inventory for forest management planning; 3. Data contained in forest maps; 4. Results from the monitoring and analyze of the management during period of 10 years are elaborated.
Source of verification	<ul style="list-style-type: none"> - Forest Management Plan (FMP); - Executive Plan - Report on execution of forest management plans (PE "ŠRS") for privately owned forests; - Long-term management program for karst area; - Investment program for forest plantation management;
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle

Thematic area: Forest inventory and forest planning

Criterion No.	1.2.
Criterion description	Management plans or their equivalents are elaborated based on the existing forest legislation, taking in consideration existing spatial plans, current land use and other relevant documentation for specific area and treating the forest resources in balance with their volume and value, the ownership structure as well the purpose and intensity of their utilization. Results from the recent scientific research that are relevant and applicable in forest management must be taken in consideration. A summary of the forest management plan, plan for silviculture and protection or their equivalent which contains information about the forest management measures and location where they will be applied shall be publicly available based on the stakeholders request. The forest user or forest owner in accordance with national legislation decides what confidential information or information related to sensitive characteristics of the natural resources will not be part of the summary.
Connection with legislation	-Law on Forest; -Law on Nature protection; -Rulebook for the content of Forest Management Plans (FMP), -Report on execution of forest management plans for privately owned forests;
Indicators	1. The Content of the FMP and their equivalents comprised all aspects that are subject of the criterion requirements. 2. The Summary of FMP is developed and available for stakeholders on their request.
Source of verification	- Forest Management Plan (FMP); - Executive Plan - Report on execution of forest management plans for privately owned forests - Long-term management program for karst area; - Investment program for forest plantation management; - Field verification carried out by an independent body and compilation of appropriate reports; - Notes (interviews or surveys), interviews with forest users, private forest owners and stakeholders.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	
Thematic area: Maintenance of forest resources in quantity, quality and structure	
Criterion No.	1.3.
Criterion description	<p>Forest management plans, plans for silviculture and protection or their equivalents are aimed towards maintaining of forests and forests lands as well towards improvement of economic, ecological, cultural and social values of the forests, including soil and water protection. The objectives should be achieved by use of appropriate means and are focused towards nature protection. Increasing the forest areas through conversion of abandoned agricultural and bare lands into forest land shall be always taken in consideration whenever it enriches economic, ecological and social and/or cultural values. In areas where ecologically significant areas that do not belong to forests exist, afforestation shall be implemented if it is in compliance with legislation and is part of planning processes, is not in breach with the interests of directly interested stakeholders, does not have negative impact to vulnerable, rare and endangered species that can be found in these areas and in the same time do not take more than 1% of the area of these non-forest important areas and do not endanger areas where significant storage of carbon exists. Conversion of primary forests to forest plantations is strictly forbidden. It is restricted to decrease the area of forest and forest land through conversion to other types of land use unless in justified circumstances where the conversion is in compliance with:</p> <p>a) national legislation relevant for land use and is a result of government authorities planning and decision, including consultations with materially and directly affected people and organizations and if conversion of forest area is lower than 1%;</p> <p>b) does not have negative impact on the threatened (including vulnerable, rare or endangered) forest ecosystems, culturally and socially significant areas, important habitats of threatened species and other protected areas;</p> <p>c) long-term increase of economic and social benefits;</p>
Connection with legislation	<ul style="list-style-type: none"> -Spatial plan of the Republic of Srpska; -Law on Forest; -Law on Nature protection; -Law on Environmental Protection
Indicators	<ol style="list-style-type: none"> 1. The management goals and predicted measures for their realization are in function for securing the criterion requirement. 2. Ratio of planned and implemented silvicultural and regeneration measures (%) contributes towards criterion requirement. 3. Stability of areas under forest and forest land and their changes in relation with previous management period (ha, %, maps description). 4. Stability of areas under natural and artificially planted forest stands (ha, %, maps description). 5. The conversion of forest land is based on relevant decisions in accordance with applicable legislation. 6. Realization of afforestation on ecologically significant non-forest land is in accordance with the requirements of the criteria.
Source of verification	<ul style="list-style-type: none"> - Data included in the Forest Management Plan (FMP); - Executive Plan - Report on the execution of forest management plans (PE "ŠRS"); - Existence of a document for converting natural forest property into artificially planted forest property. - Elaborations for fulfilling the conditions for afforestation of ecologically significant non-forest land.
Minimum requirements	There is no decrease in the areas under forest (except in cases in correlation with national regulation) and if area where conversion is applied is lower than 1%.

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle

Thematic area: Maintenance of forest resources in quantity, quality and structure

Criterion No.	1.4.
Criterion description	Forest management techniques and practices in the medium and long term shall safeguard the quantity and quality of the forest resources to the level that is economically, ecologically and socially desirable. Maintenance of the balance of the forest resources is secured through application of adequate silviculture measures and techniques for work in forest that minimize direct or indirect damage to forest, soil and water resources. When carrying out activities in the forest, efforts must be made to carry out these activities with the lowest emission of greenhouse gases and while also being economically feasible.
Connection with legislation	Law on Forest; Law on Nature protection;
Indicators	1. Forest classification according to: composition, purposes and management and silviculture methods (ha, map description) applied. 2. Selection of silviculture measures and performance techniques contribute to minimize the damage towards forest, soil and water resources. 3. Ratio between increment and allowable cut is in function for forest sustainability in quality and quantity and it is comprised in forest management plan, programme for management or in their equivalents. 4. Availability of qualified and skilled staff with defined responsibilities.
Source of verification	- Data incorporated in the Forest Management Plans (FMP), - Report on the execution of forest management plans (PE "ŠRS"); - Executive plan. - Approved Annexes for amendments in the forest management plans and their equivalents in case of need for unplanned logging due to forest damage caused by biotic and abiotic factors.
Minimum requirements	The allowed cut is not higher than the increment of wood mass, and it is defined in the FMP.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Monitoring of the forest resources	
Criterion No.	2.1.
Criterion description	Health and vitality of forest is followed by permanent monitoring on the key biotic and abiotic factors and their influence on forests. The monitoring is conducted by professional institutions on annual basis in accordance with the national legislation. Monitoring shall be conducted by forest managers and forest owners on annual basis. During the analysis of the monitoring results and defining the measures for maintaining the health and vitality of forest ecosystems, naturally and regular occurrence of forest fires, forest pests and other factors that disrupt the stability of forest ecosystems is taken in consideration. Recommendations from professional institutions drafted in the results from the monitoring shall be considered in the forest management plans and their equivalents.
Connection with legislation	-Law on Forest; -Law on Nature protection;
Indicators	1. Number and amount of damage in forest from biotic and abiotic causes is monitored and documented. 2. Existence of functional system for monitoring on health and vitality of forest ecosystems and their functionality. 3. Monitoring activities are conducted by forest managers and forest owners.
Source of verification	-Data from monitoring contained in the annual reports for Bio-indicator points according to IPC Forest. -Annual reports from (RDFS) Reporting Diagnostic Forecast Service. -Data contained in the forest chronicle.
Minimum requirements	Regular monitoring of forest health and vitality in accordance with national legislation.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Measures for maintenance of health and vitality of forest ecosystems	
Criterion No.	2.2.
Criterion description	<p>Maintenance of health and vitality of forest ecosystems is of primary importance for forestry. In forest management plans, plans for silviculture and protection or their equivalents are defined measures for maintenance of health and vitality, minimizing the risk of forest degradation or appearance of damages, as well as measures for eventual revitalization of degraded forest ecosystems. Forest management is based on natural processes and in determining the measures to maintain the health of forests primary is taken care for utilization of preventive biological measures in cases where it is feasible and economically justified.</p> <p>One of main objectives of forest management is maintenance of genetic, species and structural diversity and with that to contribute to maintenance of health and vitality of forest ecosystems.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Rulebook for content of Forest Management Plans -Executive Plan -Rulebook for introduction and maintenance of forest order.
Indicators	<ol style="list-style-type: none"> 1. Selection of protection measures is in function for supporting the health and vitality of forest ecosystems with priority on application of biological measures. 2. In naturally originated forests adequate and like nature harvesting practices are applied (silviculture measures focusing on natural regeneration, selected cuts, long regeneration periods).
Source of verification	<ul style="list-style-type: none"> - Forest Management Plans or their equivalents. - Annual Executive Plans. -Operational plan for fire protection. - Report on the execution of forest management plans (PE "ŠRS"); - Field check conducted by independent body.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.3.
Criterion description	During forest harvesting, skidding and transport, the risk of oil spillage is strictly avoided and indiscriminate disposal of waste on forest land. Non-organic waste is collected, temporary stored on designated locations for this purpose and later on disposed in locations designated for that purpose.
Connection with legislation	-Law on Forest;
Indicators	<ol style="list-style-type: none"> 1. Prescribed rules and measures for minimizing the risk of oil spillage and waste disposal are provided to conductors of forest operations and are implemented. 2. Existence of designated locations for temporary disposal of organic waste. 3. The existence of materials and absorbents for oil in the cutting area and in the machinery that is in use in forest operations.
Source of verification	<p>-Internal rulebook of the forest owner or forest user for mandatory precautions and behavioral measures during conduction of forest activities (for regular employees and service providers).</p> <p>-Field check conducted by independent body.</p>
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.4.
Criterion description	It is prohibited pasturing and other cattle browsing, fodder, collection of seeds from the forest tree species, unless it is done in accordance with the plan and with the permission provided by the user or owner of the forest.
Connection with legislation	-Law on Forest;
Indicators	1. Existence of regular implementation, monitoring and supervision by the forest manager / owner on violation of the legal framework.
Source of verification	<ul style="list-style-type: none"> - Comments in the Statistical Bulletin: Forestry - Remarks in the reports of (RDF) Reporting Diagnostic Forecasts Service and ISPF. - Archived reports of registered offenders. - Archived reports from conducted inspection checks. - Field check conducted by independent body.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality**Thematic area: Restrictions**

Criterion No.	2.5.
Criterion description	<p>The use of pesticides in forest is minimized and used in cases when application of silvicultural and biological measures is not justified. The application of pesticides is recommended by an expert or relevant institution. It is prohibited usage of pesticides WHO* Type 1A and 1B. In cases where no other viable alternatives are available, type 1A and 1B may be applied on request only with prior written recommendation of Forest Faculty and written approval by the Ministry for Agriculture, Forestry and Water Management, Ministry of Health and Ministry for Environment and Physical Planning. Usage of pesticides such as chlorinated hydrocarbons it is prohibited, as well as any pesticides prohibited with Stockholm Convention on Persistent Organic Pollutants. Usage of pesticides is conducted according to the instructions given by the producer and implemented only with proper equipment and persons specially skilled for this purpose.</p> <p>*WHO = World Health Organization</p>
Connection with legislation	<ul style="list-style-type: none">-Law on products for plant protection in RS.-National List for approved products and active substances.-World Health Organization lists for types of pesticides.- Stockholm Convention on Persistent Organic Pollutants.
Indicators	<ol style="list-style-type: none">1. Documented utilization of pesticides by type, quantity, treated areas, remaining quantities and storage of chemicals.2. Records of completed training of persons who apply pesticides.
Source of verification	<ul style="list-style-type: none">- Reports from the Ministry of Agriculture, Forestry and Water-Management for conducted treatment.- Recommendation for pesticides utilization by the appropriate institution.- Approval from the Ministry for Agriculture, Forestry and Water Management, Ministry of Health and Ministry for Environment and Physical Planning for use of type 1A and 1B pesticides.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality**Thematic area: Restrictions**

Criterion No.	2.6.
Criterion description	Usage of fertilizers in forest is avoided. The fertilizers can be applied only by recommendation of respective institution on controlled and prescribed manner, taking in consideration their influence on the environment.
Connection with legislation	-Law on Mineral Fertilizers of RS and related bylaws
Indicators	1. Records from type and quantity of used fertilizers 2. Recommendation for use of fertilizer by relevant institution.
Source of verification	- Recommendation for usage of fertilizers by professional institution.
Minimum requirements	Respect of the above mentioned requirements.

Chapter 2:	Maintenance of forest ecosystem's health and vitality
	Thematic area: Restrictions
Criterion No.	2.7.
Criterion description	It is not allowed to light a fire in the forest and its vicinity, it is forbidden to dispose of garbage, poisonous substances and other waste, as well as other activities that weaken the production function and other general functions of the forest.
Connection with legislation	-Law on forests
Indicators	1. Existence of regulations and supervision over its application. 2. Monitoring and control of violations.
Source of verification	- Comments in the Statistical Bulletin: Forestry; - Notes in the reports of the Reporting and Forecasting Service (IIPS); - Archived reports of registered offenders; - Archived reports from performed inspections; - Field verification by an independent body and compilation of appropriate reports.
Minimum requirements	Respect of the above mentioned requirements.

Chapter 3: Maintenance and support of forest productive functions (wood and non-wood forest products)

Thematic area: Forest products

Criterion No.	3.1.
Criterion description	Maintenance of the forests resource capacities for production of timber and non-timber forest products and services is one of the main goals of forest management planning. Forest management planning shall provide economic goals of the forest management with observation on annual basis. The forest structure and its productive capacities are base for determining the economics goals in forest management plans or their equivalents, taking in consideration the current need for different forest products and services and the market flows. Forest management planning shall also identify all important functions and services of the forest area and to secure that all of these functions will be retained with the forest management activities foreseen. Forest management practices support capacities of forest resources for production of diversified timber and non-timber products and services. The level of utilization of the products (timber and non-timber) doesn't not jeopardize their long-term sustainability, with due regard to nutrients off-take from the soil at the level of optimum utilization of the products. Commercial utilization of non-timber forest products is regulated and performed under monitoring and control and is in compliance with the regulations. With the aim to secure sustainability in use of non-wood products, forest planning shall determine quantities for commercial use and to guarantee sustainability of species that are collected in nature. Determination of quantities shall be based on sound methodology.
Connection with legislation	-Law on Forest; -Law on Hunting -Law on Nature protection; -Rulebook for content of Forest Management Plans, -Rulebook on the denotation of trees for cutting -Rulebook on the conditions of use of other forest products
Indicators	1. List of product types (from wood, mushrooms, forest fruits, herbs, game, stone and other) considered in FMP and FSPP and their equivalents. 2. Identified services and functions from the forest (recreation, sport, landscape, tourism, culture, water retention, soil protection) identified in FMP and FSPP and their equivalents. 3. Ratio between increment and planned available cut (available quantity for utilization) of wood products is in function for fulfilment of the criterion request. 4. Quantity of wood waste after cutting that remains on the stand. 5. Records of issued licenses for collection of non-wood forest products (NWFP) (where is regulated). 6. Records for trade of non-wood forest products in forest (where is regulated). 7. Existence of Economic goals of the forest management and evaluation on performance on annual basis.
Source of verification	-Data from Forest Management Plans, Plans for Forest Silviculture or their equivalents. -Data in FMP, PFSP ant their equivalent for increment and planned available cut. -Data for approved and marked wood quantity for cutting and for produced wood quantity (book for marking, monthly reports, evidence in FMP). -Licenses for collection of non-wood forest products in forest.

Minimum requirements	<ul style="list-style-type: none">- There is no decreasing of the forest area and forest qualitative structure.- The wood waste after cutting trees remains at harvesting area with respect to the provisions for conduction of forest order.- The allowed cut is not higher than the increment of wood mass, and it is defined in the FMP.
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Chapter 3: Maintenance and support of forest productive functions (wood and non-wood forest products)**Thematic area: Forestry activities and forest infrastructure**

Criterion No.	3.2.
Criterion description	Forest silviculture and regeneration measures are conducted by use of adequate techniques and technologies, in time and manner that support maintenance of productive capabilities of the forest habitat by avoiding unnecessary damage towards remaining forest trees in the stand as well towards soil layer in the forest. Usage of tools, mechanization and forest technique during activities in harvesting, extraction and transport are conducted with due attention to avoid unnecessary damage to trees remaining in the forest stand, soil and water flows. Activities are conducted according to provisions of operational plans, while their content depends on the size of the forest property.
Connection with legislation	-Law on Forest; -Rulebook for the content of the FMP and FSPP and their equivalents; - Rulebook on records of performed works on protection, forest breeding works, cultivation and use (cutting) of forests;
Indicators	1. Selection of silviculture and regeneration measures for prevention of damage to remaining trees in the stand are in function of criterion request. 2. Utilization of adequate technology during the harvesting is preventing damages on remaining trees in the stand and is in function of criterion request. 3. Utilization of the skidding technique that minimize the damage on soil layer. 4. Skidding is performed on network of skidding roads described in EP.
Source of verification	- Provisions in the FMP for the selection of measures for breeding and renewal. -Provisions in the FMP for the selection of types of cutting and drawing techniques. - Reports from the conducted field assessment on possible damage to the forest, land layer and watercourses for forest works. - Existence of internal protocols for conducting forest operations in the field.
Minimum requirements	-Respect of the above-mentioned requirements. -Damage to trees is allowed in a way that ensures the least damage to the surrounding trees, offspring, from the volume of the remaining trees in the area of the cutting zone.

. Chapter 3:	Maintenance and support of forest productive functions (wood and non-wood forest products)
Thematic area:	Forestry activities and forest infrastructure
Criterion No	3.3.
Criterion description	Construction of forest infrastructure (roads for transport and skidding, bridges and other objects) is performed in accordance with FMPs and their equivalents. Natural field configuration is used for avoiding unnecessary removal of soil layer and its spilling in water resources. During the construction of forest infrastructure measures are applied to preserves the natural level and function of water resources. Maintenance of the infrastructure is adequate and according with conditions and needs, with minimal negative impact on environment. Maintenance and drainage of forest roads is conducted according to plans and in accordance with the category of forest road. Therefore, more importance is given in rare, sensitive and representative ecosystems or genetic reserve stands, and the pathways of migration of key or endangered animal species.
Connection with legislation	-Law on Forest; -Law on Nature protection; -Rulebook for content of FMP, PFSP and their equivalents; -Rulebook for road construction
Indicators	1. Plan for construction and maintenance of forest road and other infrastructure with focus on the possible influence on ecosystem and migration corridors.
Source of verification	- Provisions from FMP for forest infrastructure. - Field check conducted by independent body for conduction of the plan for road construction.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems

Thematic area: Forests of high ecological significance

Criterion No.	4.1.
Criterion description	<p>Forest management goals shall aim to maintain, conserve and enhance biodiversity on ecosystem, species and genetic level and, where is appropriate to maintain/reach diversity at landscape level. During forest management planning, inventory and mapping of forests, if ecologically important forest exists, areas will be identified, protected and/or conserved, containing significant concentration of:</p> <p>(a) protected, rare sensitive, intact, or representative forest ecosystems; (b) endangered or protected endemic species and habitats of endangered species, defined and recognized in referent lists; (c) endangered and protected genetic in situ resources, as well as to be taken into account (d) nationally significant, large landscape areas with natural distribution and abundance of naturally occurring species.</p> <p>Notification: Criteria 4.1 shouldn't obligatorily prohibit activities of forest management if they don't damage the biodiversity values of these biotopes.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Decision on determination of rare tree species in forest; -Law on Nature protection;
Indicators	<ol style="list-style-type: none"> 1. Forest categorization according to forest designation. 2. Selection of silviculture and regeneration measures are in function to sustain biodiversity. 3. Identified and mapped forests of high ecological values according to the criterion requests. 4. Identification according to the national and international referent lists.
Source of verification	<ul style="list-style-type: none"> - Forest Management Plans or their equivalent. -Rulebook on the manner of proclamation, marking, financing, manner of management of protected forests and forest with special purpose - Forest maps. - Provisions from the FMP and PFSP or their equivalent for selection of measures in function for sustaining the biodiversity.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forests of high ecological significance	
Criterion No.	4.2.
Criterion description	<p>Protected and endangered species of forest plants, mushrooms, and forest animals shall not be exploited for commercial purposes. Where is necessary, measures shall be taken for their protection, nursing and increase their population.</p> <p>Notification: Criteria 4.2 shouldn't obligatorily eliminate activities of forest management if they don't damage the biodiversity values of these biotopes.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Decision on determination of rare tree species in forest; -Law on Nature protection; -Law on hunting; -National and International reference lists; -Red List of Strictly protected wild species in Republic of Srpska
Indicators	<ol style="list-style-type: none"> 1. Respect of the law regulation 2. Selection of protection measures according to the criterion description included in FMP PESP or their equivalents.
Source of verification	<ul style="list-style-type: none"> - Archived reports from conducted inspection checks. - Field check conducted by independent body and creation of adequate report.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.3.
Criterion description	In forest stands where established diversity exists according to species and aged structure, forest management measures are applied with the aim to support their existence as well as in forest stands with recognized values in landscape diversity perspective. In forest stands where diversity of species and age structure is not established, silviculture measures for ensuring their promotion shall be established.
Connection with legislation	-Law on Nature protection; -Law on Forest;
Indicators	1. Forest areas stability under uneven aged and mixed stands. 2. Conducted field activity doesn't disturb the landscape diversity. 3. Application of forest silviculture measures for improvement of the structural forest diversity. 4. Mapped forests that have landscape value.
Source of verification	- Data from FMP and PFSP or their equivalent for the stand types compared to previous management period. - Forest maps that gives reflection of the composition of forests by type and age. - Field check conducted by independent body and creation of adequate report.
Minimum requirements	- There is no decreasing of the areas of uneven aged and mixed stands.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems

Thematic area: Forest practice in balance with nature

Criterion No.	4.4.
Criterion description	<p>Forest management measures have a goal to ensure successful natural forest regeneration. If this is not possible, afforestation measures should lead into securing adequate quantity and quality of forest resources in accordance with habitat conditions. In selection of forest species for afforestation, priority has to be given to native tree species of local provenance that are well adopted on the habitat conditions. Only provenances and varieties of introduced species may be used if their impact on the ecosystem and genetic integrity of native species is adequately estimated and there are not negative impacts. In the planning for afforestation and reforestation measures, aspects of ecological connectivity shall be analyzed. Afforestation and reforestation that contributes to improvement and restoration of ecological connectivity shall be promoted and implemented. Utilization of reproductive materials from genetically-modified tree species is not allowed.</p> <p>Notification: (CBD (Convention on Biological Diversity) Guiding Principles for the Prevention, Introduction, and Mitigation of Impacts of Alien Species that Threaten Ecosystems, Habitats or Species) are recognized as directions for avoidance of invasive species.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Law on reproductive forest planting material; -UN Convention for Biological Diversity;
Indicators	<ol style="list-style-type: none"> 1. Selection of measures for silviculture and regeneration of forest stands is in line with criterion requirement. 2. Selection of measures and species for planting is in line with criterion requirement. 3. Data in forest chronicle for appearance of natural processes for seed maturity and forest regeneration. 4. Successful natural or artificial regeneration of forest stands can be recorded after the implementation of silvicultural measures.
Source of verification	<ul style="list-style-type: none"> - FMP, PFSP or their equivalent. - Professional assessment of the impact of introduced species. - Field check conducted by independent body and creation of adequate report.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems

Thematic area: Forest practice in balance with nature

Criterion No.	4.5.
Criterion description	Forest silviculture and utilization activities must be conducted in a way that doesn't cause lasting damage on ecosystems. Wherever is possible, practical measures shall be taken to improve or maintain biological diversity. Forest owners and users must provide instructions and training for the implementation of forest silviculture following preventive measures for the protection of the forest ecosystem. At the same time, where possible, it is mandatory to analyze and apply forest practices that are conducive to climate change, such as reducing greenhouse gases during forest operations in the field or in facilities owned by forest owners or users, including administrative buildings.
Connection with legislation	-Law on Forest; -Law on Nature protection;
Indicators	1. Prepared instructions for employees and service providers for the implementation of preventive measures during the implementation of silvicultural activities in the field. 2. Existence of evidence on training held for employees and service providers. 3. The documented assessment of the condition of the forest stand after the implementation of forestry activities was conducted by the person responsible for their implementation. 4. Study and internal rulebook for implementation of climate friendly activities on organizational and / or forest management unit level are prepared.
Source of verification	- Existence of training materials according to the requirements of the criteria. - Reports on conducted training. - Archived reports from regular inspection checks. - Archived reports from the conducted internal inspection checks. - Archived reports for the performed field assessment after the conducted forest operations. - Document related to the analysis and application of climate-friendly practices. - Field verification by an independent body.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4:	Maintenance, conservation and enhancement of biological diversity of forest ecosystems
Thematic area:	Forest practice in balance with nature
Criterion No.	4.6.
Criterion description	Forest management measures should be oriented towards establishing balance between the pressure of animal populations toward regeneration, forest development and biodiversity protection.
Connection with legislation	-Law on Forest; -Law on Hunting -Law on Nature protection;
Indicators	1. Existence of evidence for monitoring on the presence of animal populations and their influence on forest ecosystem and elaboration of preventive and other measures where risks towards forest ecosystem are identified.
Source of verification	- Hunting management plan. - Report from ICP Forests. - Forest chronicle. - Field check conducted by independent body and creation of adequate report.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 4:	Maintenance, conservation and enhancement of biological diversity of forest ecosystems
Thematic area:	Forest practice in balance with nature
Criterion No.	4.7.
Criterion description	Standing and fallen dead trees, monumental trees, trees with holes, old trees and special rare tree species are left in quantity and composition necessary for preserving biodiversity, taking in consideration the potential effects for impact on health and stability of the forest and neighboring ecosystems.
Connection with legislation	-Law on Forest; -Bylaws on forests
Indicators	1. Existence of written directions and their implementation for leaving monumental, old, dead and laying trees in forest.
Source of verification	- Number and quantity of old, dead and laying trees in forest. - Field check conducted by independent body
Minimum requirements	- Minimum 3 trees per hectare according to criterion description are left in the stand. - The wood waste after cutting remains at harvesting area with respect to the provisions for conduction of forest order.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Traditional management systems	
Criterion No.	4.8.
Criterion description	Traditional way of management of coppice forest can be conducted on appropriate habitats and in cases where it is ecologically, socially and economically viable. Deforestation and permanent change of use of forest land is allowed only in cases defined by law.
Connection with legislation	- Law on Forest;
Indicators	<ol style="list-style-type: none"> 1. No increase of coppice forest stands area. 2. Clear cut is not allowed on fields with average slope over 75%. On fields with average slope between 50-75%, the cutting area shall not exceed 2 ha. On fields with average gradient up to 50%, the cutting area shall not exceed 10 ha. 3. Clear cut is applicable on area that is not neighbouring with coppice forest younger than 4 years. 4. Clear cut is not allowed in high forest, protective and protection forests except in cases of silviculture measure to mitigate effects of events caused by the nature or human (wildfires, windbreaks, diseases, avalanches, illegal cutting and other) and is in accordance with the provision from FMPs, PFSP and their equivalents as well as for construction of infrastructural and capital objects in accordance with national legislation.
Source of verification	<ul style="list-style-type: none"> - Data from FMP or their equivalent for stands types and compared with previous management period. - Field check conducted by independent body.
Minimum requirements	- A minimum of 3 trees per hectare remains standing after clear cutting.

Chapter 5: Maintenance and enhancement of forest protective functions (notably soil and water)

Thematic area: Forest protective functions

Criterion No.	5.1.
Criterion description	Forest management planning shall aim to maintain and enhance protective forest functions, such as erosion protection; wind protection; protection of water resources; protection from harmful effect of water (floods, avalanches); and infrastructure protection. Forest of protective purposes are registered and mapped in Forest Management Plans or their equivalents. Silviculture and protection measures are adapted to maintain their protective function.
Connection with legislation	-Law on Forest; -Law on Water;
Indicators	1. Selection of silviculture and regeneration measures is in function of fulfilment of the criterion request. 2. Existence of Maps of forest areas with protective purpose. 3. Categorization of forest according to their purpose
Source of verification	- Forest maps. - FMP and their equivalents. - Field check conducted by independent body and creation of adequate report.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 5: Maintenance and enhancement of forest protective functions (notably soil and water)	
Thematic area: Forest protective functions	
Criterion No.	5.2.
Criterion description	In forests exposed to risk from soil erosion, selection and implementation of measures for forest protection and silviculture are in line with their purpose (economic, protective or protected) and are aimed at protection of the soil. In forest with water protection functions special attention is dedicated in implementation of forest practices in order to avoid damage effects on the water quantity and quality. Inappropriate chemical and harmful substances which has negative impact on the water quality are prohibited during forest utilization. In principle, forest management must at least maintain and, where possible, improve the identified services and functions of forest ecosystems relevant to the area.
Connection with legislation	-Law on Forest; -Law on Water; -Law on Agricultural land;
Indicators	1. Selection of silviculture and regeneration measures for forest with protective purpose is in function for fulfilment of the criterion request. 2. Usage of adequate technology is in line with the criterion requirements. 3. Clear cutting is forbidden in forests with a protective function, except in cases for forest rehabilitation due to extraordinary phenomena (fire, calamities, etc.) 4. It is prohibited the use of invasive techniques or use of heavy machinery which rupture and damage the soil layer in forests that are at risk of soil erosion or forests are of protective function 5. Ecosystem services relevant to the forest area are identified and maintained.
Source of verification	- Provisions in FMP for selection of measures for silviculture and protection. - Provisions in execution plans for selection of techniques for harvesting and skidding. - Field check conducted by independent body - Map of forest ecosystem services for the forest area (if developed)..
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Socio-economic functions of the forests	
Criterion No.	6.1.
Criterion description	Forest management maintains socio-economical forest functions, their contribution on rural development and employment possibilities, community well-being, recreational and esthetic values as well as their positive impact on human health. Forest management shall consider its positive impact to local economy including opportunities for employment of local population and cooperation with local service providers. Procedures for improved access to the forest products and services for communities living in forest areas shall be analyzed and simplified. Forest managers and forest owners shall analyze and provide actions to secure recreational and aesthetic values of the forests. Forest sites with recognized historical, cultural, or spiritual values and forest areas that essential for satisfying basic needs of local communities are managed with due attention, precaution and respect towards significance of that area. Effective and continuous communication and consultation with local population and other stakeholders are basic tools for resolving potential complaints in regards to forest management. In cases of dispute forest managers/forest owners shall prescribe mechanism for resolving dispute in effective way.
Connection with legislation	-Law on Forest; -Law on Nature protection; -Law on Agriculture and Rural development;
Indicators	1. When labor force has to be engaged, priority is given to inhabitants from the rural municipalities from forest area. 2. Forest management is maintaining forest services in recreation and sport and is supporting forest aesthetic values. 3. Consultative meetings among the forest managers and local community for issues of interest to the local community related to forestry. 4. Forest areas with historical, cultural and spiritual values according to the reference lists (where relevant) are recognized and mapped. These aspects shall be regularly considered in forest planning. 5. Existence of analysis of procedures and measurements for improved access to forest products and services for communities living in the forest area are responsibility of the forest owner or forest user. 6. Dispute settlement procedures available.
Source of verification	- Data for engaged inhabitants in forestry from the rural municipality. - Data from the archive of the forest user or forest owner (employing contracts, temporary engagement, service). - Existence of mountain house, weekend settlement, hiking and bike trails, marked locations for natural streams, waterfalls etc. - Archived reports on realized thematic meetings. - Internal document for improved access for products and services for communities living in forest areas. - Archived reports on executed dispute settlement procedures.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions**Thematic area: Socio-economic functions of the forests**

Criterion No.	6.2.
Criterion description	Forest are natural good of public interest and all citizens have the right of free access in forests for enjoyment and recreation, on their own responsibility for their safety and with an obligation to respect legal provisions. The free entrance can be limited or prohibited in protected parts of the forests, in forest parts where the human safety is in danger, in period of year of existing threat of forest fires or performance of harvesting, silviculture and forest protection activities. For informing about restriction of free access to forests, all appropriate tools for information are used (local media, municipal info, web-site, info boards on the field).
Connection with legislation	-Law on Forest;
Indicators	1. Provision of procedures for free access in forests is conducted by the forest manager / owner.
Source of verification	- Archived documents for proclaimed ban for access by locations and time duration. - Interviews with local stakeholders for free access in forest. - Field and other type of check conducted by independent body for existence of means for information that are in line with criterion requirements.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Ownership and traditional rights	
Criterion No.	6.3.
Criterion description	<p>Property rights and land tenure arrangements are clearly defined, documented and established for the relevant forest area. The legal, customary and traditional rights related to forest and forest land are recognized and respected in accordance with national regulations. The activities undertaken in forest management respect legal, customary and traditional rights.</p> <p>Note: UN Declaration for the rights of indigenous people is not applicable for RS/BiH.</p>
Connection with legislation	<p>-Law on Forest;</p> <p>-Law on Real Estate Cadaster of RS</p>
Indicators	<p>1. Existence of property lists and established borders of cadaster parcels.</p> <p>2. The right of rural inhabitants to harvest wood from state forests for their own needs is secured and applied.</p>
Source of verification	<p>- Overview of the cadaster parcels within property list.</p> <p>- Archived requests and approvals for harvesting public forests.</p> <p>- Interviews with the representatives of the rural population.</p>
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions**Thematic area: Trainings, knowledge development**

Criterion No.	6.4.
Criterion description	Forest management is based, among other things, on the results of scientific research. At the request of relevant institutions and organizations, forest users and owners, within their capabilities, contribute to research activities and the collection of data needed to support research activities. Where relevant, local forest knowledge and experience are applied to improve sustainable forest management. In cases when certain knowledge, practice, new approach or innovation comes from another stakeholder and contributes to the benefit of forest user / owner, they shall propose mechanism for sharing the benefit with the stakeholder.
Connection with legislation	-Law on Forest;
Indicators	1. Involvement of forest owners or users in relevant professional and scientific research (if any) within their capabilities. 2. Requests for cooperation in scientific research (if any). 3. Existence of a benefit-sharing mechanism proposed by the forest owner or user and acceptance by another stakeholder (if any).
Source of verification	- Content of professional and scientific research related to forest management. - Archived request for cooperation in scientific research. - Documented sharing mechanism used by forest owners or users and accepted by other stakeholders.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Occupational health and safety	
Criterion No.	6.5.
Criterion description	Activities in forests are planned, organized and carried out in such a way as to identify possible risks to health and accidents and apply all reasonable measures to protect workers. The owner or user of the forest is obliged to inform all employees about the existence of risks related to their work and to organize and conduct training in occupational safety. The owner or user of the forest is obliged to monitor safe working conditions for all employees and contractors. Based on the results of the conducted supervision, the forest owner or user takes measures to improve working conditions, where possible.
Connection with legislation	-Law on Forest; -Law on occupational health and safety -ILO (International Labor Organization) Conventions ratified by the Republic of Srpska/Bosnia and Herzegovina -Collective agreement for workers in forestry -Rulebook for occupational health and safety.
Indicators	1. Identification of all possible risks at work. 2. Certificates for conducted trainings for safety during working activities in Forests. 3. Engagement of only trained workers in execution of forest operations. 4. Mandatory wearing safety equipment, possession of first aid kit and respect of protocols for safety at work (Rulebook for occupational safety). 5. Secured means of communication in need of emergency. 6. Forest owner checking usage of proper technical means and other work equipment. 7. Records on frequency of job related injuries per years. 8. Existence of analysis for possible improvement of working conditions per year.
Source of verification	Ratified ILO conventions of Republic of Srpska / Bosnia and Herzegovina. - Analyzed possible risks. - Certificates of completed training. - Track Record from the conducted training. - Contracts with trained workers engaged in forest operations. - Report from the field inspection on compliance with the provisions for the adoption of protective equipment, first aid kits and the use of appropriate work equipment (internal control, labor inspection). - Radio station, mobile phones. - Field and other type of inspection by an independent body. - Statistics of recorded injuries at work. - Documented analysis to improve working conditions.
Minimum requirements	- Respect of the above-mentioned requirements. -Hiring workers under the age of 18 is not allowed

Chapter 6: Maintenance of socio-economic functions and conditions**Thematic area: Compliance with legislation**

Criterion No.	6.6.
Criteria description	The forest owner or user is obliged to identify the relevant legislation related to forest management and to provide each employee with access to the requested documents, as well as to comply with applicable regulations in the field of forestry, trade, nature and environmental protection, ownership, and rights of use of land, health and safety at work, labor law and collective agreement (where applicable), the fight against corruption, fees and taxes. This includes national regulations and international obligations accepted by the country. Guaranteed are rights of the International Labor Organization and the UN Universal Declaration of Human Rights). The forest owner or user and service providers must provide a fair salary to employees at a level that is at least in accordance with the requirements of national legislation.
Connection with legislation	<ul style="list-style-type: none">- All national laws relevant to the different areas listed in the description of the criteria.-ILO No. 87, Convention on Freedom of Association and Protection of the Right to Organize, 1948.-ILO No. 29, Forced Labor Convention, 1930.-ILO No. 98, Convention on the Right to Organize and Collective Bargaining, 1949.-ILO No. 100, Equal Income Convention, 1951.-ILO No. 105, Repeal of the Convention on Forced Labor, 1957.-ILO No. 111, Convention on Discrimination (Employment and Occupation), 1958.-ILO No. 138, Minimum Age Convention, 1973.-ILO No. 169, Convention on Indigenous and Tribal Peoples, 1989.-ILO No. 182, Worst Forms of Child Labor Convention, 1999.
Indicators	1. The level and frequency of violations of the relevant regulations by the user or forest owner, categorized by type of regulation and their violations.
Source of verification	<ul style="list-style-type: none">- Archived reports on the number of violations of legislation by the user or forest owner identified by the relevant institutions.- Interviews with the engaged persons, employees and the representatives of the institutions.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 6: Maintenance of socio-economic functions and conditions**Thematic area: Compliance with legislation**

Criterion No.	6.7.
Criteria description	Forest owners or users will implement legal provisions to protect forests from illegal activities and thus ensure the implementation of systemic forest protection. Systematic protection is in accordance with national legislation and ensures the regular functioning of the institutions and bodies responsible for carrying out such activities. Forest owners or users annually monitor, record, investigate and report cases of illegal activities in their forests to institutions responsible for the systematic protection of forests from illegal activities.
Connection with legislation	All laws that are relevant to the different areas listed in the description of the criteria, as -Law on Forest; -Law on inspection; -Criminal Law
Indicators	1. Illegal activities in forests are registered and processed in accordance with national legislation. 2. Monitoring report of forest owners and users prepared on annual basis.
Source of verification	- Archived reports on the number of violations by forest owners or users identified by the relevant institutions. - Interviews with engaged persons, employees and representatives of institutions. - Submitted reports of foresters / police and other institutions for the specified area. - Lawsuits filed by foresters, forestry inspections and other institutions relevant to the area. - Report and records from the conducted monitoring of forest owners.
Minimum requirements	Respect of the above-mentioned requirements.

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.1.
Criterion description	<p>The organization shall demonstrate preparedness to implement SFM requirements through establishment of management procedures, sufficient human capacity resources, protocols for conduction of field activities, regular monitoring and improvement where possible.</p> <p>The organizational management fully understand requirements for SFM and demonstrate its commitment for compliance with requirements for SFM. For that purpose, the organization compulsory has to prepare statement as a part of internal policy regulation, where:</p> <ul style="list-style-type: none"> - organization declares its commitment to fulfill requirements for SFM; - organization declares its commitment to implement regular monitoring on implementation of requirements for SFM and improvement where is possible; - organization is committed to equal opportunities, prevention for discrimination and harassment at work; - support to gender equality where possible; <p>The statement shall be publicly available, while employees are familiar with the content and understand their role in commitment of the organization.</p>
Connection with legislation	<ul style="list-style-type: none"> - Law on Prevention of Conflicts of Interest in the Authorities of the Republic of Srpska - Labor Law in Republic of Srpska ; - Law for protection from harassment at work(in procedure);
Indicators	<ol style="list-style-type: none"> 1. The established system for SFM is efficient, well elaborated and understood among employees, is regularly monitored, and improved where possible. 2. Organizational statement is publicly available. 3. Promotion of organizational commitment on annual level is conducted (except for individual forest owners).
Source of verification	<ul style="list-style-type: none"> - Results from the internal control. - Verification by independent body. - Organizational statement. - Records from organizational promotion events. - Interviews with employees.
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.2.
Criterion description	<p>The expert and technical staff employed in organization, service providers and forest owners shall possess all relevant information related to implementation of SFM and opportunity for training as precondition to comply with requirements of the standard.</p> <p>The management of the organization shall define and secure necessary structure among employees and service providers and to have clearly defined responsibilities for implementation of SFM. Update on the roles of all persons in the system shall be implemented on annual level through written instructions and training provision. This includes all resources and documented information to place, implement, maintain, and improve system efficiency. The organization has to define main responsible person that will prepare and keep records of all relevant and updated information related to requirements of this standard. Forest managers that are managing forest area bigger than 4.000 ha shall conduct analysis on the threats and opportunities for compliance with standard requirements and measures for risk mitigation. Forest manager and owners that manage forest area smaller than 4.000 ha shall at least prepare list for current threats for SFM.</p>
Connection with legislation	The legal framework for this area currently does not exist.
Indicators	<ol style="list-style-type: none"> 1. The organization has internal procedure in written for responsibilities of all work engaged person (employees and service providers). 2. Instructions are shared and available for all employees and service providers at any eligible way. 3. Internal training on requirements for SFM is conducted in a period of 30 days after provision of written instructions. For new employees and service providers, organization is implementing training in a period of 60 days after engagement. For person employed on field works, training is conducted before their engagement on the field. 4. Internal regulation related to keeping records and necessary documentation for maintenance of the system is prepared, including nomination of responsible person. 5-a. Chapter for definition of threats related to implementation of SFM and mitigation measures is prepared by the organization. (note: only for forest areas over 4.000 ha) 5-b. List of threats to SFM. (note: only for forest areas less than 4.000 ha)
Source of verification	<ul style="list-style-type: none"> - Internal regulation of organization - Records for instructions provided to employees and service providers. - Systematization of work positions in organization (where exists) - Records from conducted training for employees and service providers, including new employees. - Interview with the employees and service providers.
Minimum requirements	

Chapter 7: Organizational aspects**Thematic area: Internal procedures**

Criterion No.	7.3.
Criterion description	<p>The organization shall organize and implement programme for annual internal control with aim to confirm if forest management is:</p> <ul style="list-style-type: none">a) in accordance with standard requirements and internal regulations;b) effectively conducted and maintained; <p>The program for internal control is composed of:</p> <ul style="list-style-type: none">a) plan for implementation, frequency, methods, responsible person and reporting;b) the scope and criteria for control;c) qualifications of the person involved in internal control and implementing procedures;d) reporting on implemented internal control and records keeping procedures; <p>(Note: the contents of this criteria are not compulsory for individual private forest owner who is implementing forest management activities on the property by himself and with that has immediate overview in the content of criteria requirement)</p>
Connection with legislation	The legal framework for this area currently does not exist.
Indicators	<ul style="list-style-type: none">1. Existence of organizational procedures for implementation of internal control according to criteria requirement.2. Existence of annual reports for implemented internal control.
Source of verification	<ul style="list-style-type: none">- Archived procedures for internal control;- Archived reports for implemented internal control;- Interview with the employees;
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.4.
Criterion description	<p>As part of internal regulation, the organization shall prepare complaint and appeal procedures for the forest management in a written format. As part of it, the content shall provide:</p> <ul style="list-style-type: none"> a) description of corrective actions if noncompliance with the SFM standard is identified and the ways to deal with the consequences; b) instructions to investigate the cause for non-compliances and proposal to take eventual measures to remove the cause and potential recurrence of non-compliance; c) instructions to take corrective measures that are in line with the level of identified noncompliance and revision of efficiency of the measures; d) instructions for changes in the management system if that prove as necessary. <p>All information that relates to appearance of non-compliance and corrective measures taken shall be documented and archived.</p>
Connection with legislation	The legal framework for this area currently does not exist.
Indicators	<ol style="list-style-type: none"> 1. Existence of written and archived procedures for dealing with non-compliances with requirements of the standard. 2. Records for findings on non-compliances and implementation of corrective measures are properly archived and available on request.
Source of verification	<ol style="list-style-type: none"> 1. Documentation for findings on non-compliances with the standard. 2. Documentation for the findings and taken measures. 3. Interview with the employees.
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.5.
Criterion description	<p>To ensure successful compliance with the requirements of the SFM standards, the organization conducts an annual management audit to identify any weaknesses in the management system and thus provide a basis for improving governance. The management audit must include:</p> <p>a) status of implemented activities from previous revision.</p> <p>b) changes in external or internal factors that are relevant for the management system;</p> <p>c) information on the quality of the management that includes:</p> <ul style="list-style-type: none"> • identified non compliances and corrective measures taken; • results from implemented monitoring and evaluation; • results from internal and external controls; • opportunities for continuous improvement; <p>Results from the management revision shall be taken in consideration by the management of the organization. If weak points or opportunities for improvement are identified, then there shall be decisions in written by the management prepared. All reports from the management revision shall be archived and available on request.</p> <p>(Note: the contents of this criteria are not compulsory for individual private forest owner who are implementing forest management activities on the property by himself and with that has immediate overview in the content of criteria requirement)</p>
Connection with legislation	The legal framework for this area currently does not exist.
Indicators	<p>1. The organization is regularly implementing management revision, including all points that are defined in criteria requirement.</p> <p>2. Annual revision reports and management decisions are archived and available on request.</p>
Source of verification	<p>- Annual revision reports and management decisions.</p> <p>- Interview with the employees.</p>
Minimum requirements	