

**PROJECT FOR THE DEVELOPMENT AND INSTITUTIONALISATION OF A  
PAFC CERTIFICATION SYSTEM FOR THE CONGO BASIN**



**National Interpretation Guide to the Sustainable Forest Management  
Standard NORM-001-2019-1 for Cameroon**

*PAFC/DOC-006-2022-1*



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# 1. INTRODUCTION

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## 1.1. Purpose of the document

This interpretation guide aims to facilitate the implementation of the **PAFC/NORM-001-2019-1** standard in Cameroon for companies applying for certification as well as for auditors who will have to judge compliance with its requirements.

It is a tool to clarify the requirements of the PAFC Congo Basin standards in order to:

- clarify the relationship between national legal and regulatory requirements and regional certification requirements;
- strengthen a common understanding between organisations seeking certification, or certified, and PAFC auditors;
- provide a list of operational and suitable national auditors.

This guide does not alter the structure and requirements of the forest management standard.

## 1.2. Reminders

The PAFC Congo Basin Sustainable Forest Management System (SFMS) requirements for forest management activities are listed in **PAFC/NORM-001-2019-1 Sustainable Forest Management - Requirements**.

They apply to the logging titles covered by this standard, which are logging titles intended for long-term sustainable management.

They cover the full range of products and services of the operations. They apply to managers, as well as contractors and other operators operating in the Congo Basin countries with a national PAFC organisation. The requirements in this document cover all the necessary processes of a management system aimed at sustainable forest management.

The rules governing the certification decision are listed in the document **PAFC/NORM-002-2020-1 Requirements for bodies carrying out audits and certification** of sustainable forest management PAFC

The PAFC Congo Basin certification scheme applies in the three countries that have national PAFC organisations authorised to administer the scheme in their country: Cameroon, Congo and Gabon.

## 1.3. Prototype of the standard

The sustainable forest management requirements set out in **PAFC/NORM-001-2019-1** are intended to :

- maintain or enhance forests and their ecosystem services and to maintain or enhance the economic, ecological, cultural and social values of forest resources;
- maintain or enhance the health and vitality of forest ecosystems and to rehabilitate degraded forest ecosystems wherever possible, taking into account economic capabilities and making the best use of available structures and processes and using biological preventive measures;

- maintain the capacity of forests to produce a range of timber and non-timber forest products and services on a sustainable basis;
- maintain, preserve and enhance biodiversity at the landscape, ecosystem and species levels;
- maintain and enhance the ecosystem services of forests for society, such as their potential role in erosion control, flood prevention, water purification, climate regulation and carbon sequestration;
- respect all the socio-economic functions of forests, in particular by taking into account the formal and customary land rights of affected indigenous peoples and local communities and by maintaining their livelihoods.

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### *Remarks on Part 3: Elements for meeting the requirements*

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The table content which presents the links between the requirements of the sustainable forest management standard and the national legislative, regulatory and technical framework is not fixed and may evolve to integrate

- changes in the national legislative, regulatory and technical framework
- feedback and good practices identified in the field
- etc.

## 2. CONSIDERATION OF APPLICABLE LEGISLATION AND REGULATIONS

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### 2.1. Applicable legislation and regulations

The texts referenced in this document form the basis of the applicable legislation and regulations. Each company should take care, in accordance with requirement 5.1.1. of the SFM standard, to complete and update this list as necessary.

#### 2.1.1. Applicable legislation defined in the FLEGT VPA

For a country that has signed a FLEGT Voluntary Partnership Agreement (VPA) between the EU and the producer country, the "applicable forest management legislation" is defined by the VPA agreement.

In the case of Cameroon, this means

- the Constitution of the Republic of Cameroon;
- **Law No. 81-13 on the regime of forests, fauna and fisheries** of 27 November 1981, which has not been fully repealed, and its implementing regulations (including implementing decree No. 83-169 of 12 April 1983, which has not been repealed);
- **the new forestry law n° 94-01 on the regime of forests, fauna and fisheries of 20 January 1994, and its application texts** (including decree n° 94-436 of the MP of 23 August 1994 (not all provisions of which are repealed), decree n° 95-531 of the MP of 1995 and other decisions and circular letters in force);
- **the framework law on environmental management No. 96/12 of 5 August 1996**, and its implementing regulations;
- Arrêté No. 222 MINEF<sup>1</sup> of 25 May 2001 establishing procedures for the implementation of the DFP forest management plans<sup>2</sup> ;
- **Law No. 2002/003 of 19 April 2002 on the general tax code**;
- the legislation governing investment (law n° 2002/004 of 19 April 2002 on the investment charter, modified and completed by law n° 2004/020 of 22 July 2004);
- Decree No. 99/781/PM of 13 October 1999 laying down the modalities for the application of Article 71, paragraph 1, of Forestry Law No. 94/01 of 20 January 1994 on the regime of forests, fauna and fishing;
- Decree No. 2005/577 of 23 February 2005 on EIAs and Arrêté No. 0069 MINEP<sup>3</sup> of 8 March 2005 on the categories subject to EIA<sup>4</sup> ;
- the various annual finance laws;
- **the labour code, law n° 92-007 of 14 August 1992**;
- social security legislation<sup>5</sup> ;
- phytosanitary regulations (MINADER<sup>6</sup> );

<sup>1</sup> Ministry of Environment and Forestry

<sup>2</sup> Permanent forest estate

<sup>3</sup> Ministry of Environment and Nature Protection.

<sup>4</sup> Environmental impact assessment.

<sup>5</sup> See Caisse nationale de prévoyance sociale, Recueil des textes de base (1979).

<sup>6</sup> Ministry of Agriculture and Rural Development.

- the national collective agreement (April 2002) for companies operating and processing forestry products and related activities (exercise of trade union rights, staff representatives, employment contracts, working conditions and wages, health and safety, etc.).

The international legal instruments referred to above include, among others

- the Treaty on the Conservation and Sustainable Management of Forest Ecosystems in Central Africa and establishing the Central African Forest Commission - COMIFAC (February 2005);
- the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), signed on 3 March 1973 and amended on 22 June 1979;
- the Convention on Biological Diversity (CBD), signed in June 1992.

To this minimum list of legislative and regulatory references can be added other texts which are also references in the field of forestry.

### 2.1.2. Forests

- MINEF Standard June 1991 Management and pre-investment inventory standards
- Guide MINEF January 1998 Guide for the elaboration of management plans for production forests of the permanent forest estate of the Republic of Cameroon
- Decision N° 0107 / MINEF / CAB 09 February 1998 on the application of the guide for the elaboration of management plans for production forests in the permanent domain of the Republic of Cameroon
- MINEF standard January 1998 Standards for intervention in the forest environment
- Arrêté N° 99 / 001 31 August 1999 supplementing certain provisions of law N° 94\_01 of 20 January 1994 on the forest regime
- Arrêté N° 0222 / A / MINEF 25 May 2001 Procedures for the preparation, approval, monitoring and control of the implementation of development plans
- Fiches MINEF November 2003 Technical sheets on forest management: management parameters
- Decision N°0188/D/MINFOF/SG/DPT/SDTB 06 May 2015 Fixing the modalities for the valorisation of logging waste
- Arrêté N° 0110 / A / MINEF 21 January 1999 Fixing the modalities of control and monitoring of forestry activities

### 2.1.3. Environment

- MINFOF December 2004 Principles, Criteria and Indicators (PCI) for Sustainable Forest Management in Cameroon
- Arrêté N°0070/MINEP of 21 April 2005 establishing the different categories of operations whose realisation is subject to an environmental impact study
- Decree No. 2005/0577/PM of 23 February 2005 establishing the modalities for conducting environmental impact studies
- Decree N° 2013 / 0171 / PM 14 February 2013 Fixing the modalities for carrying out environmental and social impact studies
- Arrêté No. 00001/MINEPDED of 08 February 2016 establishing the categories of operations whose implementation is subject to a strategic environmental assessment or an ESIA

- Arrêté N°00002/MINEPDED of 08 February 2016 defining the standard outlines of the terms of reference and the content of the environmental impact notice
- Manual on the procedure for obtaining a certificate of compliance with environmental obligations and associated guide of March 2016
- **Law N° 98 / 005 14 April 1998 on the water regime**
- Decree N° 2001 / 165 / PM 08 May 2001 Specifying the modalities for the protection of surface and underground waters against pollution
- **Law No. 89 / 27 29 December 1989 on toxic and hazardous waste**
- Decree No. 2011 / 2581 / PM 23 August 2011 on the regulation of harmful and/or dangerous chemicals
- Decree N° 2011 / 2584 / PM 23 August 2011 Fixing the modalities of soil and subsoil protection

#### 2.1.4. Work

- **Law N° 90\_053 19 December 1990 Freedom of association**
- Decree N°2014 / 2377 /PM 13 August 2014 Fixing the conditions and modalities for the coverage of insured volunteers in the old age, disability and death insurance scheme
- Decree N°2014 / 2217 / PM 24 July 2014 on the revaluation of the Guaranteed Interprofessional Minimum Wage (SMIG)
- Decree No. 93/578 of 15 July 1993 laying down the substantive and formal conditions applicable to collective labour agreements
- Decree No. 93/577 15 July 1993 Fixing the conditions of employment of temporary and casual workers
- Decree N° 79/096 21 March 1979 Fixing the modalities of practice of the profession of occupational physician
- Arrêté N° 0116 / CAB / MINTSS 01 October 2013 Modifying and supplementing certain provisions of Arrêté 019 / SG / CJ of 26 May 1993 to lay down the modalities of the election and conditions of exercise of the functions of staff delegates
- Arrêté N° 018 / MTPS / SG / CJ 26 May 1993 Fixing the conditions to be met by the accommodation provided to workers, the minimum rate and the modalities of allocation of the housing allowance
- National Collective Agreement for companies operating and processing forestry products and related activities
- Arrêté No. 039/MTPS/IMT of 26 November 1984 establishing health and safety measures in the workplace

#### 2.1.5. Third parties

- Arrêté N° 0518 / MINEF / CAB 21 December 2001 Fixing the modalities for the allocation of priorities to village communities bordering any forest likely to be established as a community forest
- COMIFAC guidelines on the participation of local and indigenous populations and NGOs in the sustainable management of Central African forests of 25 January 2011
- COMIFAC Directive June 2010 2010 Sub-regional guidelines for sustainable forest product management



- COMIFAC guidelines on the participation of local and indigenous populations and NGOs in the sustainable management of Central African forests of 25 January 2011

## 2.2. Procedure in case of contradiction between legal and PAFC Congo Basin requirements

The PAFC Congo Basin Standard for the Sustainable Management of Forest Resources **PAFC/NORM-001-2019** is applicable in three different countries, each with its own legislative and regulatory framework. The standard has been drafted in such a way as to limit references to these texts as much as possible, and its content is intended to be as neutral as possible so that it is understandable and applicable in each country.

However, this regional character of the standard could in practice result in some inconsistencies or contradictions between the legal requirements and the Congo Basin PAFC requirements.

This part of the document proposes a procedure to identify these inconsistencies and how to deal with them.

## Procedure to be followed in case of contradiction between legal requirements and certification requirements

**Who?** The certification manager(s), the person(s) responsible for legal and regulatory monitoring - see **PAFC/NORM-001-2019** Requirement 4.1.4.

**When?** At the time of the implementation of the certification, prior to the initial certification audit, then at each evolution of either the PAFC/NORM-001-2019 standard or the national legislation and regulations.

### **How?**

- Read the requirements of **PAFC/NORM-001-2019** in full.
- Analyse for each one whether there are any contradictions with the relevant legislation and regulations or national technical directives and standards.

*Note: This step can be supported by the analysis of the operational transposition of legal and regulatory requirements - see **PAFC/NORM-001-2019** Requirement 5.1.2.*

- For each contradiction identified, develop a supporting note to
  - Define the means (administrative, technical, organisational) implemented to ensure compliance with the law and/or justify compliance with the law and regulations by documentary evidence.
  - Define and justify the means (administrative, technical, organisational) used to meet the CFP requirement to the maximum extent
  - Propose a strategy to reconcile the two
  - Depending on the case :
    - Develop a business case demonstrating the bona fides of the applicant company in relation to the PAFC requirement.
    - Propose a roadmap for lifting the contraction (approaching the administration if necessary, requesting a derogation or additional supporting documents, etc.).

*Note: Progress and compliance with the roadmap will be checked at each monitoring audit.*

## 2.3. List of national terms

The table below shows the correspondence between the terms in **PAFC/NORM-001-2019** and national regulations.

|  | <b>Cameroon</b>  |
|--|--|
| <b>Forest Management Unit - FMU (whole forest title) OR forest concession</b>      | Unité Forestière d'Aménagement   |
| <b>Long-term planning document</b>   | Plan d'aménagement   |
| <b>Medium-term DA</b>  | Plan de gestion quinquennal  |
| <b>Short-term DA</b>   | Plan Annuel d'Opération  |
| <b>Five-year management unit</b>   | Bloc quinquennal   |
| <b>Annual Management Unit</b>  | Assiette annuelle de coupe   |
| <b>Minimum exploitable diameter under management</b>                               | Diamètre minimum d'exploitation des espèces aménagées (DME/AME)  |
| <b>Forest</b>  | <u>Law 94/01 Article 2:</u> land with a vegetation cover in which trees, shrubs and other species likely to provide products other than agricultural ones predominate. |
| <b>Series dedicated to maintaining biodiversity and ecosystem services (7.1.4)</b> | Conservation series: maintaining biodiversity<br>Protection series: maintenance and/or protection and prevention of negative impacts of specific areas                 |

### 3. ELEMENTS OF RESPONSES TO THE REQUIREMENTS

The following table links the requirements of PAFC/NORM-001-2019 with the national legislative, regulatory and technical framework. It identifies the documents and references on which the requirements can be based.

The links made in this table do not absolve organisations applying for PAFC Congo Basin Sustainable Forest Management certification from analysing the requirements and making every effort to meet them, if necessary, going beyond (but not against) national obligations.

| Principles, Criteria and Indicators |   | Related reference documents | Link to legal requirements | Remarks   |
|-------------------------------------|---|-----------------------------|----------------------------|---|
| <b>Principle</b>                    | <b>4. The organisation establishes, implements, maintains and improves a sustainable forest management system.</b>  |                             |                            |   |
| <b>Criterion 4.1</b>                | <b>The organisation establishes and implements a SFMS sustainable forest management system</b>  |                             |                            |   |
| <b>Indicator 4.1.6</b>              | The organisation must establish and adhere to a Stakeholder Engagement Plan (SEP) that is adapted to the size and activities of the company, according to the relevant guidelines listed in annex 1.                              | Document to be developed    |                            |   |
| <b>Indicator 4.1.7</b>              | The organisation must establish and adhere to a communication plan that is adapted to the size and activities of the company, according to the relevant guidelines listed in annex 1.   | Document to be developed    |                            |   |
| <b>Indicator 4.1.8</b>              | The organisation must implement <b>grievance, complaint</b> and <b>conflict</b> management processes developed with the <b>stakeholders</b> , according to the relevant guidelines listed in annex 1.                             | Document to be developed    |                            | <i>Procedure to be included in the manual requested in requirement 4.1.10</i> |
| <b>Indicator 4.1.9</b>              | The organisation must implement a documentation <b>management system</b> appropriate to its <b>SFMS</b> and in line with the scale, intensity and risk of its activities, according to the relevant guidelines listed in annex 1. | Document to be developed    |                            |   |
| <b>Indicator 4.1.10</b>             | The organisation must develop a procedures manual containing all the procedures referred to in this <b>standard</b> and any other procedures it deems relevant to meet these requirements.  | Document to be developed    |                            |   |

| Principles, Criteria and Indicators |   | Related reference documents | Link to legal requirements | Remarks   |
|-------------------------------------|---|-----------------------------|----------------------------|---|
| <b>Criterion 4.2.</b>               | <b>The organisation shall plan its actions on a five-year and annual basis, adapted to its challenges, its objectives and its resources.</b>  |                             |                            |   |
| <b>Indicator 4.2.1</b>              | The organisation must establish and implement a concrete environmental action programme, consisting of a five-year programme and an annual programme, adapted to its issues, objectives and means, according to the relevant guidelines listed in annex 1.  | Document to be developed    |                            | Can build on EIAs and EMPs but must be presented at the requested time scale (annual and five-year).<br>Should also take into account the elements of the Terms of Reference of the operating agreement relating to environmental aspects.  |
| <b>Indicator 4.2.2</b>              | The organisation must establish and implement a concrete external social action programme, consisting of a five-year programme and an annual programme, adapted to its issues, objectives and means, according to the relevant guidelines listed in annex 1.  | Document to be developed    |                            | Can build on EIAs and EMPs but must be presented at the required time scale (annual and five-year). Environmental impact assessments and management plans include a social component.<br>Should also take into account the social aspects of the Terms of Reference of the operating agreement.<br>May also draw on the analysis of workers' needs and expectations required in requirement 8.1.1 |
| <b>Indicator 4.2.3</b>              | The organisation must establish and implement a concrete internal social action programme, consisting of a five-year programme and an annual programme, adapted to its issues, objectives and means, according to the relevant guidelines listed in annex 1.  | Document to be developed    |                            | May be based on, among other things, the analysis of workers' needs and expectations required in requirement 9.2.1 and 9.3.1  |
| <b>Criterion 4.3.</b>               | <b>The organisation establishes and implements an ongoing improvement system based on the monitoring of its SFMS and an internal audit programme.</b>   |                             |                            |   |
| <b>Indicator 4.3.1</b>              | The organisation must establish and implement a mechanism for the internal monitoring, measurement, analysis and evaluation of the <b>sustainable forest management system</b> that is adapted to the scale, intensity and risks of the activities, according to the relevant guidelines listed in annex 1. | Document to be developed    |                            | <b><i>Procedure to be included in the manual requested in requirement 4.1.10</i></b>  |
| <b>Principle</b>                    | <b>5. The organisation carries out its activities in compliance with the applicable national laws and regulations and ratified international conventions</b>  |                             |                            |   |

| Principles, Criteria and Indicators |   | Related reference documents  | Link to legal requirements | Remarks  |
|-------------------------------------|---|--|----------------------------|--|
| <b>Criterion 5.1.</b>               | <b>Applicable national laws and regulations and ratified international conventions and those required by the PEFC Council are identified and known.</b>   |  |                            |  |
| <b>Indicator 5.1.1</b>              | The main texts of the applicable national regulations as well as the international conventions ratified by the country and those required by the PEFC Council, relating to the organisation's activities must be available on the organisation's main sites, and maintained up to date via a regulatory watch procedure.          | Document to be developed   |                            | <i>Procedure to be included in the manual requested in requirement 4.1.10</i>                  |
| <b>Indicator 5.1.3</b>              | The organisation must identify and document the land ownership situation within the <b>FMU</b> , taking into account possible titles of ownership as well as the customary rights of <b>indigenous peoples</b> and <b>local communities</b> within the <b>FMU</b> recognised by <b>applicable national laws and regulations</b> . | Decree awarding the forest concession;<br>Notification of award of UFA;<br>Clogging agreement and specifications (and/or provisional logging agreement)  |                            | The provisional agreement is only valid for the first 3 years after the concession is awarded. |
| <b>Criterion 5.2.</b>               | <b>The Organisation carries out its activities in compliance with applicable national laws and regulations.</b>   |  |                            |  |
| <b>Indicator 5.2.1</b>              | The organisation must have - in appropriate places - all necessary documented proof of its legal existence, its right to operate, as well as its authorisations, approvals and registrations with the competent administrations, including for its transport and trade activities.  | Commercial register;<br>Accreditation to the forestry profession;<br>Proof of deposit of the forestry hammer at the court of appeal;<br>Certificate of registration as a wood processor from the ministry in charge of forests |                            |  |
| <b>Indicator 5.2.2</b>              | The organisation must have - in appropriate places - all necessary documented proof of compliance with its environmental obligations in accordance with <b>applicable national laws and regulations</b> .   | Approval of the ToR for the Environmental Impact Assessment;<br>Environmental Compliance Certificate;  |                            |  |

| Principles, Criteria and Indicators |  | Related reference documents  | Link to legal requirements | Remarks |
|-------------------------------------|--|--|----------------------------|---------|
| <b>Indicator 5.2.3</b>              | The organisation must have - in appropriate places - all necessary documented proof of compliance with its employer obligations to all its workers and <b>subcontracted workers</b> in accordance with <b>applicable national laws and regulations</b> . | Certificate of submission to the CNPS;<br>Declaration of establishment;<br>Internal regulations approved by the Labour Inspectorate;<br>Installation minutes of the Health and Safety Committee at work and any amendments as well as the list of members of this committee;<br>Agreement for medical visits and care with a doctor. |                            |         |
| <b>Indicator 5.2.4</b>              | The organisation must have - in appropriate places - all necessary documented proof of compliance with its obligations to <b>indigenous peoples and local communities</b> in accordance with <b>applicable national laws and regulations</b> .           | Minutes of consultation meetings with UFAR's neighbouring communities;<br>Report of the study on lease rights and land use;<br>Approved contractual terms of reference - section on user rights and social works   |                            |         |
| <b>Indicator 5.2.5</b>              | Taxes, fees and charges, including fines, must be paid in accordance with applicable laws and regulations and in a timely manner. Proof of payment and/or moratoria must be documented where appropriate.  | Patent title;<br>Tax certificate from the tax office;<br>Receipts of payment (annual forestry levy, felling tax, local development tax at least).  |                            |         |

| Principles, Criteria and Indicators |   | Related reference documents   | Link to legal requirements   | Remarks   |
|-------------------------------------|---|---|--|---|
| <b>Principle</b>                    | <b>6. The organisation conducts its forestry activities in a sustainable manner within the FMU.</b>   |   |  |   |
| <b>Criterion 6.1.</b>               | <b>Logging operations are planned in a sustainable manner in accordance with applicable laws and regulations.</b>   |   |  |   |
| <b>Indicator 6.1.1</b>              | Management documents ( <b>management plans, five-year management documents and operational plans</b> ) must be prepared in accordance with legal and regulatory provisions and validated by the competent authorities.  | Long term: Management plan / Letter or arrêté approving the management plan;<br>Medium term: Five-year management plan / Approval of the five-year management plan;<br>Short term: Annual operation plan / Annual operation permit or Annual cutting permit and Notification of start of activities |  | The annexed reports of the AP to be prepared as well are: the development inventory report, the socio-economic study and the environmental impact assessment (see 7.2.1) as well as the mapping report.   |
| <b>Indicator 6.1.2</b>              | If the applicable national legislation and regulations allow it and if the organisation makes or contributes to a commercial use of <b>NTFPs</b> (including fishing and hunting products), the organisation shall establish and adhere to provisions regarding their harvest, ensuring the long-term maintenance of production, established in consultation with affected <b>indigenous peoples and local communities</b> . | Certification of compliance with logging standards;<br>The products authorised for logging by the organisation are designated in the logging permit. The MoU sets out the conditions for the use of the resources according to the defined land use.  |  | Law of 94 Article 8 - (1) The right of use or customary right is, within the meaning of this law, that recognised to the riparian populations to exploit all forest, fauna and fishery products with the exception of protected species for personal use. |
| <b>Indicator 6.1.3</b>              | The organisation must ensure that its forest management maintains or increase a harvestable volume of lumber and a species distribution that will sustain economic activity beyond the rotation in accordance with the <b>management plan</b> .   | Management plan   | Art 23 Law 94:<br>Management is defined as the implementation, on the basis of previously agreed objectives and a plan, of a number of activities and investments, with a view to the sustained protection of forest products and services, without undermining the intrinsic value or | CF. Definition of planning documents and in particular the NORM-001-2019 management plan.   |

| Principles, Criteria and Indicators |   | Related reference documents   | Link to legal requirements   | Remarks  |
|-------------------------------------|---|---|--|--|
|                                     |   |   | compromising the future productivity of the said forest, and without causing undesirable effects on the physical and social environment. |  |
| <b>Criterion 6.2.</b>               | <b>The organisation shall set up a system to track the geographical origin of its timber from the forest to the point of sale or processing and to identify certified products.</b>   |   |  |  |
| <b>Indicator 6.2.1</b>              | A procedure must describe all the provisions enabling the organisation to know and control the geographical origin of the timber from an initial point in the forest to a final destination (a point of sale and/or processing).  | Document to be developed  |  | <i>Procedure to be included in the manual requested in requirement 4.1.10</i>                                      |
| <b>Indicator 6.2.3</b>              | All official documents (arising from legal and regulatory provisions) and internal documents specific to the control of the traceability of timber must be kept up to date and be available.  | Construction site logbook in accordance with the provisions of Arrêté 222 of 2001 as a minimum. | Article 42 of Arrêté 222 of 2001 as a minimum,   | Complete with the elements necessary for compliance with the traceability procedure requested in requirement 6.2.1 |
| <b>Criterion 6.3.</b>               | <b>The logging activities ensure of the sustainable production of the forest products that are harvested.</b>   |   |  |  |
| <b>Indicator 6.3.1</b>              | The provisions of the management documents relating to the production <b>series</b> enabling the long-term preservation of exploitable forest resources must be complied with, in particular the list of <b>managed species</b> , minimum diameter cutting limits and the cutting sequence. | Planning documents for the 3 levels   | Art 5-6 of Arrêté 222  |  |
| <b>Indicator 6.3.2</b>              | The organisation must optimise the use of the products it harvests within the limits set in the management documents ( <b>Management Plan</b> and <b>Operational Plan</b> in particular).   | Planning documents for the 3 levels and logging notebook and/or declaration to SIGIF            |  |  |
| <b>Indicator 6.3.4</b>              | Specific measures must be prescribed and implemented to minimise damage to the tree population so as not to negatively affect the <b>FMU's</b> production capacity.   |   | Art 11 of Arrêté 222   |  |

| Principles, Criteria and Indicators |  | Related reference documents | Link to legal requirements | Remarks  |
|-------------------------------------|--|-----------------------------|----------------------------|--|
| <b>Indicator 6.3.5</b>              | The construction of roads, logyards and engineering structures (bridges) must adhere to the planned route, while taking into account any applicable legal and regulatory provisions. Any major modification must be justified.   |                             |                            | Link to requirement 7.1.3  |
| <b>Indicator 6.3.6</b>              | The organisation must demonstrate adequate road construction progress to ensure the proper evacuation of harvested products under acceptable technical and economic conditions.  |                             |                            | Link to requirement 7.1.3  |
| <b>Indicator 6.3.8</b>              | The organisation must contribute to the research and data gathering activities that are necessary for sustainable forest management or to support relevant research activities carried out by other organisations, where appropriate.  |                             | Art 10 of Arrêté 222       |  |
| <b>Principle</b>                    | <b>7. The organisation conducts its activities in such a way as to minimise its impacts on biodiversity and on the protective functions of the forest.</b>   |                             |                            |  |
| <b>Criterion 7.1.</b>               | <b>Logging operations take into account the forest's protective functions and biodiversity.</b>  |                             |                            |  |
| <b>Indicator 7.1.2</b>              | In order to preserve the biodiversity present in the <b>FMU, ecologically important forest areas</b> must be identified, described and mapped, at least at the scale of the <b>FMU</b> and according to the intensity of harvesting. Appropriate measures to maintain the criteria for which they have been identified must be prescribed, adhered to and evaluated, in particular measures to maintain or enhance the natural connectivity of <b>ecologically important forest areas</b> with other important areas within and surrounding the <b>FMU</b> . | Document to be developed    |                            | Carry out a specific study to identify the AFEI. This can be based on the environmental description of the AP and the EIAs prepared to obtain the operating agreement. |
| <b>Indicator 7.1.3</b>              | Forest areas with significant soil and water protection functions must be identified, described and mapped, at least at the scale of the five-year management unit and according to the intensity of harvesting. Specific and appropriate measures to maintain or enhance the <b>ecosystem services</b> associated with these areas must   | Document to be developed    |                            |  |

| Principles, Criteria and Indicators |  | Related reference documents                        | Link to legal requirements  | Remarks  |
|-------------------------------------|--|--|---|--|
|                                     | be prescribed, adhered to and evaluated.   |  |   |  |
| <b>Indicator 7.1.4</b>              | The planning and implementation of infrastructure must be carried out in such a way as to minimise damage to ecosystems, especially to rare, sensitive or representative ecosystems and genetic reserves <sup>2</sup> , and to take threatened or other key species – in particular their migration patterns – into consideration. |  |   | Link to requirements 6.3.5 and 6.3.6   |
| <b>Indicator 7.1.5</b>              | The requirements of <b>forest management documents</b> in the <b>series</b> dedicated to the preservation of biodiversity and/or <b>ecosystem services</b> must be complied with.  | Management plan                                    | Land allocated to Protection and Conservation uses in the nomenclature of sheet 8 (annex to Arrêté 222 of 2001)   |  |
| <b>Indicator 7.1.6</b>              | Specific measures must be established and implemented in order to minimise damage to soil and watercourses within the <b>FMU</b> , in accordance with applicable laws and regulations and according to the relevant guidelines listed in annex 2.  | Document to be developed                           | 1998 Forestry Intervention Standards: Chapter IV, V, VII and IX in particular   |  |
| <b>Indicator 7.1.12</b>             | A mechanism for monitoring scientific knowledge on tropical forests should be set up by the organisation on good practices in forest management and its impacts on biodiversity, ecosystem services and the capacity of tropical forests to store and sequester carbon.  | Document to be developed                           |   | <b><i>Procedure to be included in the manual requested in requirement 4.1.10</i></b> |
| <b>Criterion 7.2.</b>               | <b>The organisation implements specific measures to reduce the direct and indirect impacts of its activities on the environment.</b>   |  |   |  |
| <b>Indicator 7.2.1</b>              | EIAs (Environmental Impact Assessments) produced in accordance with legal and regulatory requirements, together with <b>management plans</b> , and submitted to the administration for validation, and Environmental Management Plans, present a set of implemented measures to mitigate, prevent and compensate for impacts.      | EIA requested as part of the preparation of the AP | Law of 94 Article 16. (2)<br>The implementation of any development project likely to cause disturbances in the forest or aquatic environment is subject to a prior environmental impact assessment. | ok   |

| Principles, Criteria and Indicators |   | Related reference documents  | Link to legal requirements   | Remarks   |
|-------------------------------------|---|--|--|---|
|                                     |   |  | Decree 69 of 8 March 2005: the development of FMUs is subject to a detailed environmental impact study<br>Decree n°2005/0577: Modalities for conducting environmental impact studies |   |
| <b>Indicator 7.2.2</b>              | Activities with a particularly significant impact must be identified and subjected to an in situ operational assessment of their impacts. The organisation is to apply mitigating, preventive or compensation measures appropriate to the scale, the intensity and the risk.  | EIA requested as part of the preparation of the RAP Certificate of compliance with environmental clauses |  | ok  |
| <b>Indicator 7.2.3</b>              | The organisation must establish and adhere to a policy on the use of chemicals, according to the relevant guidelines listed in annex 2.   | Document to be developed   |  | <i>Procedure to be included in the manual requested in requirement 4.1.10</i>                           |
| <b>Indicator 7.2.6</b>              | Preventive and corrective measures to limit accidental spills and the risk of pollution from oils, hydrocarbons and other chemicals must be established and implemented. An emergency procedure for accidental spills is available and implemented.   | Document to be developed   |  | <i>Procedure to be included in the manual requested in requirement 4.1.10</i>                           |
| <b>Indicator 7.2.7</b>              | The organisation must develop and implement a wildlife and hunting management plan aimed at reducing the direct and indirect impacts of the organisation's activities on the animal populations present in the <b>FMU</b> , in accordance with the applicable laws and regulations, and according to the relevant guidelines listed in annex 2. | Document to be developed   | 1998 Forestry Intervention Standards: Chapter VI<br>Art 11 (3) of Arrêté 222 on the content of the specifications for wildlife protection  | May be based on and/or supplement, if necessary, the rules of procedure derived from the specifications |
| <b>Indicator 7.2.8</b>              | The provisions regarding hunting and transport of game and protected species must be known and complied with, within the scope of the <b>SFMS</b> , by workers and their beneficiaries and <b>subcontracted</b>   | Minimum internal regulations   |  |   |

| Principles, Criteria and Indicators |  | Related reference documents   | Link to legal requirements  | Remarks  |
|-------------------------------------|--|---|---|--|
|                                     | <b>workers.</b>  |   |   |  |
| <b>Indicator 7.2.9</b>              | The organisation must ensure an adequate supply of alternative proteins to bushmeat for workers and their beneficiaries and <b>subcontracted workers</b> , with a view towards minimising pressure on wildlife.  | Food supply plan  | Art 11 (3) of the Arrêté 222 on the content of the specifications concerning the protection of wildlife |  |
| <b>Indicator 7.2.13</b>             | If the <b>applicable national laws and regulations</b> allows it and the organization contributes to the development of the recreational functions of forests, public access to forests should be organized taking into account the effects on the ecosystem and resources, as well as safety rules and respect for existing uses. |   |   | In the case where land allocations have been defined as "scenic sites" or "tourist sites" within the concession  |
| <b>Criterion 7.3.</b>               | <b>The organisation minimises negative impacts on forest carbon stocks and GHG emissions in order to maintain the capacity of forests to store and isolate carbon over the medium to long term.</b>  |   |   |  |
| <b>Indicator 7.3.1</b>              | The organisation must perform a GHG emissions audit of all its activities included in the scope of the <b>SFMS</b> and identify and implement appropriate measures to mitigate its GHG emissions, according to the relevant guidelines listed in annex 2.  |   |   | CF. result of the ongoing project under PPECF funding to specifically address these two requirements   |
| <b>Indicator 7.3.2</b>              | The organisation must produce mapping of the <b>FMU's</b> estimated carbon stocks that includes - at a minimum - the aerial carbon stocks, and it must identify the significantly high carbon stocks. The guidelines for this mapping are provided in annex 2.   |   |   | CF. result of the ongoing project under PPECF funding to specifically address these two requirements   |
| <b>Principle</b>                    | <b>8. The organisation contributes to the improvement of the living conditions of affected local communities and indigenous peoples.</b>   |   |   |  |
| <b>Criterion 8.1.</b>               | <b>The forest's management respects the economic and cultural uses and sites that are important to the affected indigenous peoples and local communities.</b>  |   |   |  |
| <b>Indicator 8.1.1</b>              | The organisation must identify the indigenous peoples and <b>local communities</b> affected within their <b>FMU</b> and their needs and expectations in relation to the <b>FMU's</b> management.   | Socio-economic study provided as a complement to the AP for the award of the final agreement if one exists. | Modalities to be included in the PEPP expected in requirement 4.1.6                                     | The analyses and maps requested in paragraph 8.1 will be based on the socio-economic study to be carried out in addition to the AP, as well as on the work of locating sites for the use of local populations (as part of the work on land use within the concession).<br>The organisation will be able to rely on the |

| Principles, Criteria and Indicators |   | Related reference documents   | Link to legal requirements | Remarks  |
|-------------------------------------|---|---|----------------------------|--|
|                                     |   |   |                            | Peasant-Forest Committee provided for by law to develop the diagnosis over time.   |
| <b>Indicator 8.1.2</b>              | Areas of interest for meeting the basic needs of affected <b>local communities</b> and <b>indigenous peoples</b> should be identified and mapped in a participatory manner.   | Socio-economic study provided as a complement to the AP for the award of the final agreement if one exists. |                            | idem 8.1.1   |
| <b>Indicator 8.1.4</b>              | The organisation must develop a procedure and implement an ongoing FPIC process to ensure that it conducts the full activities for which it is responsible (related operations and works, road openings, installations of <b>living bases</b> and industrial sites, etc.) in accordance with the customary rights of the affected <b>indigenous peoples</b> and <b>local communities</b> , including those defined in legal and regulatory texts, in ILO convention 169 and the United Nations Declaration on the Rights of Indigenous Peoples. This procedure can include a collective compensatory system.<br><i>Note: Guidelines for the implementation of FPIC are detailed in annex 2.</i> | Document to be developed  |                            | The organisation will be able to rely on the Peasant-Forest Committees provided for by the law to implement the process.<br><b><i>Procedure to be included in the manual requested in requirement 4.1.10</i></b> |
| <b>Indicator 8.1.6</b>              | Places of historical, cultural or religious significance to be protected from the organisation's activities must be identified, mapped and materialised, with the consent of the impacted <b>indigenous peoples</b> and <b>local communities</b> , prior to any activities.   | Socio-economic study provided as a complement to the AP for the award of the final agreement if one exists. |                            | idem 8.1.1   |
| <b>Indicator 8.1.7</b>              | Trees whose harvest would compete with the use made by <b>indigenous peoples</b> and <b>local communities</b> for a product other than lumber must be identified, mapped and materialised at the appropriate scale in cooperation with them, and prior to any harvesting activity. They may only be harvested with the consent of the affected <b>indigenous peoples</b> and <b>local communities</b> prior to harvesting.  | Socio-economic study provided as a complement to the AP for the award of the final agreement if one exists. |                            | idem 8.1.1   |

| Principles, Criteria and Indicators |   | Related reference documents  | Link to legal requirements   | Remarks  |
|-------------------------------------|---|--|--|--|
| <b>Indicator 8.1.8</b>              | The organisation must develop and implement a procedure for the inadvertent discovery of a historical, cultural or religious site or asset within the <b>FMU</b> , in order to ensure its protection from the organisation's activities.  | Document to be developed   |  | <b>Procedure to be included in the manual requested in requirement 4.1.10</b>  |
| <b>Criterion 8.2.</b>               | <b>The organisation shall establish and comply with specific measures for the improvement of the economic and social well-being of the affected indigenous peoples and local communities.</b>   |  |  |  |
| <b>Indicator 8.2.1</b>              | The SEIAs (socio-economic impact assessment) and the SMPs (social management plans) produced in accordance with legal and regulatory requirements, together with the <b>management plans</b> , are available and present a set of measures to mitigate, prevent or compensate for impacts on the affected <b>indigenous peoples</b> and <b>local communities</b> .  |  | Arrêté 69 of 8 March 2005: the development of FMUs is subject to a detailed environmental impact assessment (art. 3)<br>Decree n°2005/0577: Environmental impact assessment procedures | The environmental impact assessment and the environmental management plan, which includes a section on the human and socio-economic environment, meet the requirement. In addition, the socio-economic study associated with the RAP can serve as a source of information. |
| <b>Indicator 8.2.2</b>              | At a minimum, the organisation must contribute to local development in accordance with the applicable legal and regulatory provisions and according to its formal internal support policy in this area. Within this framework, it must inform <b>indigenous peoples</b> and local populations and, where appropriate, support local development initiatives and/or income-generating micro-projects in cooperation with them. | At a minimum: compliance with the specifications of the exploitation agreement;<br>Minutes of the information meeting relating to the exploitation of the forest title signed by all the parties involved;<br>Minutes of the implementation of the social works provided for in the specifications | Art 46 of the 1994 Act   | Also based on the socio-economical study report associated with the AP.  |
| <b>Indicator 8.2.3</b>              | Depending on the needs of the organisation, a system that provides priority hiring (all skill being considered equal) or training for affected <b>indigenous peoples</b> and <b>local communities</b> must be established by the organisation.  | Document to be developed   |  | <b>Procedure to be included in the manual requested in requirement 4.1.10</b>  |
| <b>Principle</b>                    | <b>9. The organisation shall ensure decent working and living conditions for workers and their beneficiaries.</b>   |  |  |  |

| Principles, Criteria and Indicators |   | Related reference documents  | Link to legal requirements                                   | Remarks  |
|-------------------------------------|---|--|--|--|
| <b>Criterion 9.1.</b>               | <b>The working conditions of workers and subcontracted workers comply with the applicable laws and regulations and the requirements of the ILO's basic conventions.</b>   |  |  |  |
| <b>Indicator 9.1.2</b>              | The organisation must - at the very least - comply with legal and regulatory requirements, including those of collective agreements where applicable and the ILO's fundamental conventions on <b>working conditions</b> including minimum wage requirements.<br><i>Note: All the requirements of paragraph 9.3 contribute to ensuring decent living conditions for the organization's workers and subcontractors, complementing this requirement.</i> |  | Decree 2014-2217: Revaluation of the guaranteed minimum wage |  |
| <b>Indicator 9.1.5</b>              | Workers must be free to organise themselves and negotiate with management, in particular:<br>- through employee delegates, elected in accordance with legal and regulatory requirements;<br>- and through trade union organisations (ILO Conventions 87 and 98).  | Minutes of the election of staff representatives   | Art 5 Labour Code  |  |
| <b>Indicator 9.1.6</b>              | A multi-stakeholder Occupational Health and Safety Committee must be established and must function in accordance with the terms and conditions provided for by applicable laws and regulations.   | Minutes of the installation of the members of the occupational health and safety committee (see 5.2.3) |  |  |
| <b>Indicator 9.1.7</b>              | A system must exist within the organisation to ensure that the employment conditions of <b>subcontracted workers</b> comply with applicable laws and regulations and the requirements of the ILO's fundamental conventions. Consequences must be provided in the event of non-compliance.   | Document to be developed   |  | <b><i>Procedure to be included in the manual requested in requirement 4.1.10</i></b> |
| <b>Indicator 9.1.8</b>              | The organisation must establish and implement a training plan for its staff and ensure that its contractors receive regular training in their areas of expertise, with a view to the proper performance of their duties and compliance with the requirements of this <b>standard</b> .  | Document to be developed   |  |  |
| <b>Criterion 9.2.</b>               | <b>The organisation will promote adequate occupational health, hygiene and safety measures.</b>   |  |  |  |

| Principles, Criteria and Indicators |  | Related reference documents | Link to legal requirements  | Remarks   |
|-------------------------------------|--|-----------------------------|---|---|
| <b>Indicator 9.2.1</b>              | The organisation must identify its workers' health and safety needs and expectations.  |                             | Modalities to be included in the PEPP expected in requirement 4.1.6 | Complementary to the grievance, complaint and conflict management mechanism called for in requirement 4.1.8 |
| <b>Indicator 9.2.4</b>              | The organisation must establish and implement emergency and medical evacuation procedures. The provisions of these procedures must be known to both workers and <b>subcontracted workers</b> . | Document to be developed    |   | <b><i>Procedure to be included in the manual requested in requirement 4.1.10</i></b>                        |
| <b>Criterion 9.3.</b>               | <b>The organisation shall provide decent living conditions for workers and their beneficiaries in the living bases.</b>  |                             |   |   |
| <b>Indicator 9.3.1</b>              | The organisation must identify and document its workers' needs and expectations in terms of living conditions in the <b>living bases</b> .   |                             | Modalities to be included in the PEPP expected in requirement 4.1.6 | Complementary to the grievance, complaint and conflict management mechanism called for in requirement 4.1.8 |

### 3.1. Notes on legal documents

The documents listed in the previous table in the column "corresponding reference document" are indicated as a means of verifying the Congo Basin PAFC requirements that are set against them.

It is up to the company to provide this information and for the auditor to verify it.

The auditor has to assess the conformity of a document approved by the national administration both in form and in substance. The auditor's role is to verify the consistency with the objectives of the sustainable forest management standard. This consistency analysis can be of several kinds:

- Effective validation by the administration,
- Consistency of dates of documents and activities on the ground,
- Respect for forest unit boundaries,
- Content analysis on sustainable management aspects.

### 3.2. Sustainable management

In order to meet the requirements of sustainability of forestry activities, the company may provide the management plan and all its supporting documents. On this basis and with an analysis of the actual activities carried out, compliance with the standard on the criteria of principle 6 will be assessed.

- Management inventory report and associated database
- Socio-economic and environmental study reports associated with the management plan
- Management plan clearly showing
  - types of management objectives :
    - sustainable management of natural resources and forest products,
    - timber production and processing,
    - protection of ecosystems and conservation of biodiversity,
    - socio-economic development of the riparian communities, awareness raising, education,
    - improving the living conditions of employees and beneficiaries
    - research,
  - the management series: objectives, functions, associated management elements.
  - Justification of minimum management diameters, calculations of the rate of reconstitution, and calculation of the effective possibility at the FMU and 5 years management unit level (detailed annual volume by species and area)

Various thematic maps provided in the individual reports or in a separate volume.

The management plan provides a framework for intervention and the objectives sought. The shorter-term documents (five-year management plan and annual operating plan) must include sustainable measures and practices.

And to confirm compliance with this sustainable management framework, operating reports and field observations make it possible to evaluate practices.