

**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 Gabon**

PAFC/DOC-008-2022-1



Version: April 2022

*The Regional PAFC
development project is funded by:*



*It is implemented by the ATIBT,
with technical assistance from Tereza:*



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1. INTRODUCTION:

1.1. Purpose of the document

This interpretation guide aims to facilitate the implementation of **PAFC/NORM-001-2019-1** in Gabon for companies applying for certification as well as for auditors who will have to assess 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;
- to 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 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.

Remarks on Part 3: Elements for meeting the requirements

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

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. Forest

- Law n°16/2001 of 31/12/2001 on the forestry code in the Gabonese Republic - See PDF ;
 - Arrêté n°11/2008 of 25/07/2008 modifying and completing certain provisions of law n°16/2001 of 31/12/2001 on the forestry code in the Gabonese Republic
 - Ordinance n° 6/2002 of 22/08/2002 modifying certain provisions of law n° 16/2001 of 31/12/2001 on the forestry code in the Gabonese Republic;
 - Arrêté n°008/PR/2010 of 25/02/2010 modifying and repealing certain provisions of law n°16/2001 of 31/12/2001
 - Law n°15/2010 ratifying the ordinance n°008/PR/2010 of 25/02/2010 modifying and repealing some provisions of the law n°16/2001 of 31/12/2001
- Decree No. 664-PR-MEFE of 22/07/1994 regulating the marketing of wood in the Gabonese Republic;
- Arrêté n°018-MEF-SG-DGF-DFC of 31/01/2013 setting out the procedures for the allocation and management of community forests in Gabon ;
- Decree n° 689-PR-MEFEPEPN of 24/08/2004 defining the technical standards for the development and sustainable management of registered productive state forests;
- Decree n°0273-PR-MEF of 02/02/2011 establishing the status of abandoned woods;
- Arrêté n°000117-PR-MEFEPEPN of 01/03/2004 fixing the minimum administrative diameters of exploitable timber ;
- Arrêté n°000119-PR-MEFEPEPN of 01/03/2004 fixing the composition of the groups of exploitable species ;
- Arrêté n°00669-MEF of 20/09/2010 setting the conditions for the issuance of the Special Cutting Permit ;
- Arrêté n°000937/MEFEDD/SG/DGFAP du 11 juillet 2018 instituant plan de protection de la faune dans les concessions forestières, agro industrielles, minières et pétrolières (Guide d'élaboration du Plan de protection de la Faune (PPF)) ;
- National Technical Guide for the development and management of state forests supplementing Decree 0689/PR/MEFEPEPN of 01/12/2004;
- Arrêté n°00187-MEFBP of 09/02/2009 Fixing the market values of logs for export ;

2.1.2. Environment

- Decree 539/ PR/ MEFPEPN of 15 July 2005 regulating environmental impact studies;
- Law 007/2014 of 1 August 2014 on the protection of the environment in the Gabonese Republic;

- Arrêté n°000071/MEFPECGDE/SG/DGEA of 8 February 2017 setting the terms and conditions for the management of aquatic environments in registered productive state forests.
- Arrêté n°0006.MEFMEPCPAT/SG/DGEPN establishing the environmental compliance procedure for forestry operations

2.1.3. Work

- Collective agreement for forestry operations ;
- Collective agreement for the wood industry ;
- Social Security Code ;
- Law No. 3/94 of 21 November 1994 on the Labour Code, amended by Law No. 12/2000 of 12 October 2000.
- Decree n°0127/PR/MTEPS/MBCFPRE of 23 April 2010 fixing the amount of the minimum monthly income in the Gabonese Republic
- Decree No. 855/PR/MTE of 9 November 2006, fixing the guaranteed interprofessional minimum wage in the Gabonese Republic
- Decree n°01494/PR/MTEPS of 29 December 2011 determining the general rules of hygiene and safety in the workplace;

2.1.4. Third parties

- Decree No. 692-PR-MEFEPEPN of 24/08/2004 establishing the conditions for the exercise of customary use rights in relation to forests, wildlife, hunting and fishing;
- Law n°2/94 of 23 December 1994 on the protection of cultural property;
- Arrêté n°105-MEFPRN-SG-DGF-DDF-SACF of 06/05/2014 establishing the model contractual specifications ;
- Guide to the application of Arrêté No 105/2014 of 6 May 2014 laying down the model contract specifications ;
- Decree n°001029-PR-MEFEPEPN of 01/12/2004 regulating the exploitation, processing and marketing of forest products other than timber;

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 in case of contradiction between legal and certification requirements

Who? The certification manager(s), the person(s) responsible for legal and regulatory monitoring - see PAFC/NORM-001-2019-1 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-001-2019-1 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.

	Gabon
Forest Management Unit - FMU (whole forest title) OR forest concession	Forest Management Unit
Local community	Indigenous and village communities (Art 2 of the Ordinance 11/2008)
Long-term planning document	Plan d'aménagement
Medium-term DA	Plan de gestion
Short-term DA	Plan annuel d'opérations
Five-year management unit	Unité Forestière de Gestion
Annual Management Unit	Assiette Annuelle de Coupe
Minimum exploitable diameter under management	Minimum exploitable diameter retained on the Management Forest Unit for each of the "objective species", abbreviated as DME/UFA or DMA.
Forest	All areas with vegetation cover capable of providing wood or non-agricultural plant products, sheltering wildlife and having a direct or indirect effect on the soil, climate or water regime; (art 4 Law 16-2001)
Series dedicated to maintaining biodiversity and ecosystem services (7.1.4)	<p><i>No precise definition given in the texts</i></p> <p>In practice, there are the series</p> <ul style="list-style-type: none"> - conservation areas, defined in the AP: areas without any exploitation whose objective is to protect certain biotopes of particular ecological interest (fauna, flora, vegetation structure, fragility) - The interest of the areas identified and the absence of intervention in these areas are similar to the conservation series, but they are smaller areas, identified in the field during the exploitation operations (inventories).

3. ELEMENTS OF RESPONSE 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
Principle	4. The organisation establishes, implements, maintains and improves a sustainable forest management system.			
Criterion 4.1	The organisation establishes and implements a SFMS sustainable forest management system			
Indicator 4.1.6	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		
Indicator 4.1.7	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		
Indicator 4.1.8	The organisation must implement grievance, complaint and conflict management processes developed with the stakeholders , 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>
Indicator 4.1.9	The organisation must implement a documentation management system appropriate to its SFMS 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		
Indicator 4.1.10	The organisation must develop a procedures manual containing all the procedures referred to in this standard 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
Criterion 4.2.	The organisation shall plan its actions on a five-year and annual basis, adapted to its challenges, its objectives and its resources.			
Indicator 4.2.1	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 present actions at the requested time scale (annual and five-year). Must also take into account the elements of the contractual specifications of the operating agreement relating to environmental aspects.
Indicator 4.2.2	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 present actions at the requested time scale (annual and five-year). Must also take into account the elements of the contractual specifications of the operating agreement relating to social aspects. May also draw on the analysis of workers' needs and expectations required in requirement 8.1.1
Indicator 4.2.3	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 requirements 9.2.1 and 9.3.1
Criterion 4.3.	The organisation establishes and implements an ongoing improvement system based on the monitoring of its SFMS and an internal audit programme.			
Indicator 4.3.1	The organisation must establish and implement a mechanism for the internal monitoring, measurement, analysis and evaluation of the sustainable forest management system 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		<i>Procedure to be included in the manual requested in requirement 4.1.10</i>
Indicator 4.3.2	The organisation must plan, establish, implement and maintain an internal audit programme that is adapted to its SFMS , according to the relevant guidelines listed in annex 1.	Document to be developed		

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Principle	5. The organisation carries out its activities in compliance with the applicable national laws and regulations and ratified international conventions			
Criterion 5.1.	Applicable national laws and regulations and ratified international conventions and those required by the PEFC Council are identified and known.			
Indicator 5.1.1	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>
Indicator 5.1.3	The organisation must identify and document the land ownership situation within the FMU , taking into account possible titles of ownership as well as the customary rights of indigenous peoples and local communities within the FMU recognised by applicable national laws and regulations .	Decree of attribution of the CFAD issued by the Prime Minister Contractual specifications	Decree 689-2004, art 47	
Criterion 5.2.	The Organisation carries out its activities in compliance with applicable national laws and regulations.			
Indicator 5.2.1	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.	Extract from the Trade and Personal Property Credit Register (RCCM); Circuit file; Forestry sector professional association; Forestry hammer registration document;		
Indicator 5.2.2	The organisation must have - in appropriate places - all necessary documented proof of compliance with its environmental obligations in accordance with applicable national laws and regulations .	Certificate of compliance or other document validating the EIA and EMP for forestry, living bases and industrial activities; Optional: ICPE certificate (in the case of a company with an industrial site in the certification perimeter)		

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 5.2.3	The organisation must have - in appropriate places - all necessary documented proof of compliance with its employer obligations to all its workers and subcontracted workers in accordance with applicable national laws and regulations .	Certificate of registration with the CNSS and CNAMGS with the company's registration number, currently valid; Receipt of contributions paid to the CNSS and receipt of employer's contributions; Company regulations approved by the Labour Inspectorate; Minutes of the creation of a health and safety committee at work;		
Indicator 5.2.4	The organisation must have - in appropriate places - all necessary documented proof of compliance with its obligations to indigenous peoples and local communities in accordance with applicable national laws and regulations .	Approved contractual specifications; Minutes of the creation of the project management and monitoring committee		
Indicator 5.2.5	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.	Tax certificate; Receipts of payment for various taxes (company, felling tax, minimum area tax)		
Principle	6. The organisation conducts its forestry activities in a sustainable manner within the FMU.			
Criterion 6.1.	Logging operations are planned in a sustainable manner in accordance with applicable laws and regulations.			
Indicator 6.1.1	Management documents (management plans, five-year management documents and operational plans) must be prepared in accordance with legal and regulatory provisions and validated by the competent authorities.	Long term: Management Plan / Approval of the AP and letter of validation of revised versions; Medium term: Management Plan / Letter of validation Short term: Annual Operation Plan / Letter of validation of the AOP and authorisation to start operations	National Technical Guide to Forest Management (NTGFM)	The reports to be provided as annexes to the management plan are the Inventory Protocol, the Inventory Report, the Socio-Economic Study Report and the Wildlife Study Report. They provide a range of thematic maps.

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 6.1.2	If the applicable national legislation and regulations allow it and if the organisation makes or contributes to a commercial use of NTFPs (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 indigenous peoples and local communities .		Art 148 Law 16-2001: obtaining a forestry permit does not give the right to exploit forest products other than wood	
Indicator 6.1.3	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 management plan .	Management plan	Art 3, 17, 18, 22 of Law 16-2001	CF. Definition of planning documents and in particular the NORM-001-2019 management plan.
Criterion 6.2.	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.			
Indicator 6.2.1	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>
Indicator 6.2.3	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.	Minimum : logging notebook	Art 49 Law 16-2001	Complete with the elements necessary for compliance with the traceability procedure requested in requirement 6.2.1
Criterion 6.3.	The logging activities ensure of the sustainable production of the forest products that are harvested.			
Indicator 6.3.1	The provisions of the management documents relating to the production series enabling the long-term preservation of exploitable forest resources must be complied with, in particular the list of managed species , minimum diameter cutting limits and the cutting sequence.	Management documents for the 3 levels and closure file for the annual allowable cuts	NTGFM Chapter 3.4	
Indicator 6.3.2	The organisation must optimise the use of the products it harvests within the limits set in the management	Management documents for the 3 levels and closure file for the annual		It is also possible to refer to the logging site book

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
	documents (Management Plan and Operational Plan in particular).	allowable cuts		
Indicator 6.3.4	Specific measures must be prescribed and implemented to minimise damage to the tree population so as not to negatively affect the FMU's production capacity.		NTGFM Chapter 4.6	The rules of intervention in the forest environment set out in the NTGFM are a working basis that must be respected as a minimum.
Indicator 6.3.5	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.		NTGFM Chapter 4.6	Link to requirement 7.1.3 The rules of intervention in the forest environment set out in the NTGFM are a working basis that must be respected as a minimum.
Indicator 6.3.6	The organisation must demonstrate adequate road construction progress to ensure the proper evacuation of harvested products under acceptable technical and economic conditions.		NTGFM Chapter 4.6	Link to requirement 7.1.3 The rules of intervention in the forest environment set out in the NTGFM are a working basis that must be respected as a minimum.
Indicator 6.3.7	The organisation must demonstrate that it seeks to improve its economic performance by taking into account the potential for new markets and new economic activities in relation to all relevant forest goods and services.		Art 241 to 243 Law 16-2001	
Indicator 6.3.8	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.			In particular via the research series

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Principle	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.			
Criterion 7.1.	Logging operations take into account the forest's protective functions and biodiversity.			
Indicator 7.1.2	In order to preserve the biodiversity present in the FMU, ecologically important forest areas must be identified, described and mapped, at least at the scale of the FMU 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 ecologically important forest areas with other important areas within and surrounding the FMU .	Document to be developed		Carry out a specific study to identify the AFEI. This can be based on the Biodiversity study report, the environmental description elements of the RAP and the EIA.
Indicator 7.1.3	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 ecosystem services associated with these areas must be prescribed, adhered to and evaluated.	Document to be developed		
Indicator 7.1.4	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 ² , and to take threatened or other key species – in particular their migration patterns – into consideration.		NTGFM Chapter 4.6	Link to requirements 6.3.5 and 6.3.6
Indicator 7.1.5	The requirements of forest management documents in the series dedicated to the preservation of biodiversity and/or ecosystem services must be complied with.	Management plan		
Indicator 7.1.6	Specific measures must be established and implemented in order to minimise damage to soil and watercourses within the FMU , in accordance with applicable laws and regulations and according to the	Document to be developed		

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
	relevant guidelines listed in annex 2.			
Indicator 7.1.12	1The organisation must establish a system to monitor scientific knowledge on tropical forests in terms of best practices in forest management and their impacts on biodiversity, on ecosystem services , and on the capacity of tropical forests to store and isolate carbon.	Document to be developed		Procedure to be included in the manual requested in requirement 4.1.10
Criterion 7.2.	The organisation implements specific measures to reduce the direct and indirect impacts of its activities on the environment.			
Indicator 7.2.1	EIAs (Environmental Impact Assessments) produced in accordance with legal and regulatory requirements, together with management plans , 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 Management plan Certificate of conformity from the Ministry of Environment	Decree 405-2002 Art 4: logging is subject to EIA. Art 3: the EIA and EMP cover the human aspect of the impact of activities; Decree 539 2005 art 2: EMP integrated into the EIA; Arrêté 0006-2022 : Environmental compliance	An environmental compliance procedure is set out in Arrêté No. 6-2022 and requires an environmental audit and the establishment of an ESMP
Indicator 7.2.2	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 management plan		The environmental management plan provided for in the EIA is a basis for the implementation and monitoring of measures
Indicator 7.2.3	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		Procedure to be included in the manual requested in requirement 4.1.10
Indicator 7.2.4	The organisation shall establish a system for the gathering, treatment and disposal of waste generated within the scope of its SFMS , in accordance with applicable laws and regulations, according to the relevant guidelines listed in annex 2.		Decree 541-2005 ; Chapter 4.6 of the NTGFM	

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 7.2.5	Chemicals and other products hazardous to the environment and health must be handled by trained personnel wearing appropriate safety gear. The instructions of the manufacturers and/or those of national or international bodies recognised in the prevention of environmental, health and occupational hazards must be followed.		Decree 542-2005 Decree 545-2005	
Indicator 7.2.6	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	Decree 542-2005	<i>Procedure to be included in the manual requested in requirement 4.1.10</i>
Indicator 7.2.7	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 FMU , in accordance with the applicable laws and regulations, and according to the relevant guidelines listed in annex 2.	Wildlife Protection Plan	MEFEDD Arrêté 937-2018	The PPF meets the requirements of the standard. It must be ensured that it contains at least: - A mapping of areas for the use of local populations (authorised customary uses), areas where special rules apply such as park buffer zones - Rules to be followed in cases where hunting is authorised (on the conditions for exercising hunting rights, transport and marketing) - Measures taken to limit as much as possible poaching and any infringement of the rules in place in the FMU (awareness-raising, controls, sanctions) - A system for monitoring the activities and results of the management plan
Indicator 7.2.8	The provisions regarding hunting and transport of game and protected species must be known and complied with, within the scope of the SFMS , by workers and their beneficiaries and subcontracted workers .	Internal regulations Contractual specifications		
Indicator 7.2.9	The organisation must ensure an adequate supply of alternative proteins to bushmeat for workers and their beneficiaries and subcontracted workers , with a view	Contractual specifications		

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
	towards minimising pressure on wildlife.			
Criterion 7.3.	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.			
Indicator 7.3.1	The organisation must perform a GHG emissions audit of all its activities included in the scope of the SFMS 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
Indicator 7.3.2	The organisation must produce mapping of the FMU's 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
Principle	8. The organisation contributes to the improvement of the living conditions of affected local communities and indigenous peoples.			
Criterion 8.1.	The forest's management respects the economic and cultural uses and sites that are important to the affected indigenous peoples and local communities.			
Indicator 8.1.1	The organisation must identify the indigenous peoples and local communities affected within their FMU and their needs and expectations in relation to the FMU's management.	Socio-economic study provided as a complement to the Management plan for the award of the final agreement if it exists. Various maps provided in this study	Modalities to be included in the PEPP expected in requirement 4.1.6	The analyses and maps requested in the requirements of paragraph 8.1 will be based on the socio-economic study to be carried out in addition to the Management plan and on the development of the series for the use of the population.
Indicator 8.1.2	Areas of interest for meeting the basic needs of affected local communities and indigenous peoples should be identified and mapped in a participatory manner.	Socio-economic study provided as a complement to the Management plan for the award of the final agreement if it exists. Various maps provided in this study	NTGFM Annex 8	idem 8.1.1
Indicator 8.1.3	The provisions of the forest management documents relating to the exercise of usage rights and/or the series dedicated to the activities of indigenous peoples and local communities must be complied with.	Development plan and contractual specifications	Art 251 Law 16-2001 Decree 105-2014 establishing the CCC model	Can, among other things, rely on the Project Management and Monitoring Committee

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 8.1.4	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 living bases and industrial sites, etc.) in accordance with the customary rights of the affected indigenous peoples and local communities , 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. Note: Guidelines for the implementation of FPIC are detailed in annex 2.	Document to be developed	Arrêté 105-2014 establishing the CCC model	Can, among other things, rely on the Project Management and Monitoring Committee <i>Procedure to be included in the manual requested in requirement 4.1.10</i>
Indicator 8.1.5	The main provisions set out in the long-term forest management document and the environmental and social impact assessment must be communicated in an appropriate manner to the affected local communities and indigenous peoples .		Decree 405-2002 Art 2: communication and consultation with the population in the framework of the EIA	
Indicator 8.1.6	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 indigenous peoples and local communities , prior to any activities.	Socio-economic study provided as a complement to the Management plan for the award of the final agreement if it exists. Various maps provided in this study		idem 8.1.1 To be completed with data collected during operational inventories
Indicator 8.1.7	Trees whose harvest would compete with the use made by indigenous peoples and local communities 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 indigenous peoples and local communities prior to harvesting.	Socio-economic study provided as a complement to the Management plan for the award of the final agreement if it exists. Various maps provided in this study		idem 8.1.1 To be completed with data collected during operational inventories

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 8.1.8	The organisation must develop and implement a procedure for the inadvertent discovery of a historical, cultural or religious site or asset within the FMU , in order to ensure its protection from the organisation's activities.	Document to be developed		Procedure to be included in the manual requested in requirement 4.1.10
Criterion 8.2.	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.			
Indicator 8.2.1	The SEIAs (socio-economic impact assessment - <i>études d'impact socio-économique</i>) and the SMPs (social management plans - <i>plans de gestion sociale</i>) produced in accordance with legal and regulatory requirements, together with the management plans , are available and present a set of measures to mitigate, prevent or compensate for impacts on the affected indigenous peoples and local communities .		Decree 405-2002 Art 4: logging is subject to EIA. Art 3: the EIA and EMP cover the human aspect of the impact of activities; Arrêté 0006-2022 : Environmental Compliance	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 Management plan can serve as a source of information. An environmental compliance procedure is set out in Arrêté No. 6-2022 and requires an environmental audit and the establishment of an ESMP
Indicator 8.2.2	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 indigenous peoples and local populations and, where appropriate, support local development initiatives and/or income-generating micro-projects in cooperation with them.	Contractual specifications Local Development Fund	Art 251 Law 16-2001 Arrêté 105-2014 establishing the model of the CCC Implementation guide of arrêté 105-2014	Can, among other things, rely on the Project Management and Monitoring Committee
Indicator 8.2.3	Depending on the needs of the organisation, a system that provides priority hiring (all skill being considered equal) or training for affected indigenous peoples and local communities must be established by the organisation.	Document to be developed		Procedure to be included in the manual requested in requirement 4.1.10

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Principle	9. The organisation shall ensure decent working and living conditions for workers and their beneficiaries.			
Criterion 9.1.	The working conditions of workers and subcontracted workers comply with the applicable laws and regulations and the requirements of the ILO's basic conventions.			
Indicator 9.1.2	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 working conditions including minimum wage requirements. Note: All the requirements of paragraph 9.3 contribute to ensuring decent living conditions for the organization's workers and subcontractors, complementing this requirement.		Decree 855-2006: Guaranteed interprofessional minimum wage Decree 127-2010: Minimum monthly income	
Indicator 9.1.3	The organisation must develop and implement systems favouring equal opportunity, non-discrimination and anti-harassment in the workplace.		Art 9 Law 22-2021	
Indicator 9.1.4	Gender equality in recruitment and working conditions (all skills being held equal) must be promoted.		Art 9 Law 22-2021	
Indicator 9.1.5	Workers must be free to organise themselves and negotiate with management, in particular: - through employee delegates, elected in accordance with legal and regulatory requirements; - and through trade union organisations (ILO Conventions 87 and 98).	Minutes of the election of the staff delegate validated signed Register of grievances	Arrêté n° 00147/MTEFP of 26/04/2001	
Indicator 9.1.6	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.	Health and Safety Committee election and meeting minutes	Art 252 and following of the Law 22-2021	See 5.2.3
Indicator 9.1.7	A system must exist within the organisation to ensure that the employment conditions of subcontracted workers comply with applicable laws and regulations	Document to be developed		Procedure to be included in the manual requested in requirement 4.1.10

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
	and the requirements of the ILO's fundamental conventions. Consequences must be provided in the event of non-compliance.			
Indicator 9.1.8	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 standard .	Document to be developed	Art 2, 124 Law 22-2021	
Criterion 9.2.	The organisation will promote adequate occupational health, hygiene and safety measures.			
Indicator 9.2.1	The organisation must identify its workers' health and safety needs and expectations.	PAR Social Action Programme Grievance register	NTGFM Annex 10	Complementary to the grievance, complaint and conflict management mechanism called for in requirement 4.1.8 Methods to be included in the PEPP expected in requirement 4.1.6
Indicator 9.2.3	The organisation's workers and subcontracted workers must be informed and regularly kept up to date on the sustainable management measures referred to in this standard that are directly relevant to them in their activity(ies), in particular the risks related to the performance of their task(s) and on the appropriate preventive measures in terms of Occupational Health and Safety.	Management plan Social Action Programme	Art 239 Law 22-2021	
Indicator 9.2.4	The organisation must establish and implement emergency and medical evacuation procedures. The provisions of these procedures must be known to both workers and subcontracted workers .	Document to be developed	Art 263 Law 22-2021	Procedure to be included in the manual requested in requirement 4.1.10
Indicator 9.2.6	Sufficient first aid equipment adapted to the workstations must be accessible.		Art 263 Law 22-2021	
Criterion 9.3.	The organisation shall provide decent living conditions for workers and their beneficiaries in the living bases.			

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 9.3.1	The organisation must identify and document its workers' needs and expectations in terms of living conditions in the living bases .		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 Methods to be included in the PEPP expected in requirement 4.1.6
Indicator 9.3.2	In the event of accommodations on the living base , the organisation must provide housing conditions in accordance with legal and regulatory requirements and those of the ILO , for both its workers and their beneficiaries.		Art 171 and 238 Law 22-2021	Management plan Social Action Programme: basic reference for all requirements of the criterion
Indicator 9.3.3	On living bases , basic necessities and basic food products must be available to both workers and their beneficiaries and to subcontracted workers . The prices of these products must be comparable to those of the same products being sold in the nearest urban centre.		Art 172 Law 22-2021	Idem 9.3.2
Indicator 9.3.4	The organisation must ensure that its workers (and their beneficiaries) and subcontracted workers have access to clean drinking water in the temporary forest camps and living bases .			Idem 9.3.2
Indicator 9.3.5	The organisation must - at the very least - provide access to pre-school and primary schooling for the children present in the living bases .			Idem 9.3.2
Indicator 9.3.6	Access to basic health care must be provided to both workers (and their beneficiaries) and subcontracted workers on the living bases and at an appropriate distance from temporary camps.			Idem 9.3.2
Indicator 9.3.7	Access to electricity on the living bases must be provided. The terms and periods of access must be adapted to the priorities and needs of workers, sub-contracted workers and the beneficiaries. These terms and periods of access shall be communicated to the inhabitants or their living base representatives.			Idem 9.3.2

Principles, Criteria and Indicators		Related reference documents	Link to legal requirements	Remarks
Indicator 9.3.8	Health and Safety measures must be implemented and complied with in order to provide adequate sanitary conditions in both the living bases and temporary camps.			Idem 9.3.2
Indicator 9.3.9	However, in the case of workers and their beneficiaries living in neighbouring towns and villages, the organisation is to comply with legal and regulatory requirements as well as the development plan's commitments regarding living conditions.			Idem 9.3.2

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.