



# Sustainability Programme

*Terms and definitions*

Terms & Definitions	
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## Terms & Definitions

**Biological diversity:** The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems. Source: Convention on Biological Diversity 1992, Article 2).

**Carbon Footprint:** The total amount of greenhouse gases produced to directly and indirectly support human activities, usually expressed in equivalent tons of carbon dioxide (eCO<sub>2</sub>). This means that Carbon footprint may include the emissions of other Green House gasses than carbon dioxide (such as methane).

**Certification Body:** Third party Organisation that performs conformance assessment to requirements of this Framework.

**Certification Scheme:** 3<sup>rd</sup> party scheme providing assurance of conformance to a normative Framework.

**Chain of custody:** The path taken by raw materials, processed materials, finished products and co-products from the forest to the consumer or (in the case of reclaimed/recycled materials or products containing them) from the reclamation site to the consumer, including each stage of processing, transformation, manufacturing, storage and transport where progress to the next stage of the supply chain involves a change of ownership (independent custodianship) of the materials or the product. Source: FSC-STD-40-004 V2-1

**Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

Source: [Social Accountability Standard 8000- 2014.](#)

**Child Labour:** The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
  - depriving them of the opportunity to attend school;
  - obliging them to leave school prematurely; or
  - requiring them to attempt to combine school attendance with excessively long and heavy work.

In accordance with international labour Standards, a minor, between the age of 12 and 15 may work, in parallel with studying, on a farm owned or operated by that parent or person standing in place of their parents [a guardian] if the following conditions are met:

- The minor freely reports their wish to help and learn at the family farm if interviewed outside the farm
- Work takes place outside of schooling
- Work is supervised always by a parent or guardian
- Work does not take place at night, does not consist of heavy lifting duties or hazardous work conditions, defined as:
  - Operating or assisting to technically operate any type of machine, including tractor and power engines
  - Felling, bucking, skidding, loading, or unloading timber
  - Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 2 metres,
  - Working in a confined space (example silo or a storage designed to retain an oxygen deficient or toxic atmosphere)
  - Handling or applying any type of agricultural chemicals

The above requirements apply as well to agricultural schools – apprentices and students that can be present on farms.

Not all work done by children should be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience and help prepare them to be productive members of society during their adult life.

Source: [International Labour Organization](#)

**Child labour, worst form of:** Whilst child labour takes many different forms, a priority is to eliminate without delay the worst forms of child labour as defined by Article 3 of ILO Convention No. 182:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Source: [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#).

**Complaint:** formal expression of dissatisfaction by any person or organisation presented as a complaint to FSC, relating to the activities of the FSC Certification Scheme and/ or the FSC accreditation program, where a response is expected (adapted from ISO/IEC 17011:2004). Source: FSC-PRO-01-005 V3-0

**Conflict timber:** Organisations such as Global Witness use the term *conflict timber* to describe the harvesting or trade of forest products used to fund parties engaged in *armed conflicts* resulting in serious violations of human rights, violations of international humanitarian law or violations amounting to crimes under international law.

Source: [Transparency International](#)

**Conflict of interest:** situation in which a party has an actual or perceived interest that gives, or could have the appearance of giving, that party an incentive for personal, organisational, or professional gain, such that the party's interest could conflict, or be perceived to conflict with, the conduct of an impartial and objective certification process.

Source: FSC-STD-20-001 V4-0

**Control measure:** An action that the organisation shall take to mitigate the risk of sourcing material from unacceptable sources.

**Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES):** A multilateral treaty that aims to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

Source: [CITES](#)

**Conversion:** <sup>1</sup>Conversion is defined as change of a natural ecosystem to another land use or severe degradation that results in profound change in the ecosystem's species composition, structure or function.

Source: [Afi Definitions](#)

**Corruption Perceptions Index (CPI):** A global index of the perceived level of corruption in individual countries. The index has been developed by Transparency International. Source: [Transparency International](#)

**Corruption:** Transparency International defines corruption as the abuse of entrusted power for private gain. Corruption can be classified as grand, petty and political, depending on the amounts of money lost and the sector where it occurs.

**Customary law:** Interrelated sets of customary rights may be recognised as customary law. In some jurisdictions, customary law is equivalent to statutory law, within its defined area of competence and may replace the statutory law for defined ethnic or other social groups. In some jurisdictions customary law complements statutory law and is applied in specified circumstances. Source: FSC-STD-01-001 V5-2

**Customary rights:** Rights which result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit. Source: FSC-STD-01-001 V5-2

**Deforestation:** Loss of natural forest as a result of:

- conversion to agriculture or other non-forest land use;
- conversion to a plantation forest; or
- severe and sustained degradation.

This definition pertains to deforestation-free supply chain commitments, which generally focus on preventing the conversion of natural forests. Severe degradation (scenario iii in the definition) constitutes deforestation even if the land is not subsequently used for a non-forest land use. Loss of natural forest that meets this definition is considered to be deforestation regardless of whether or not it is legal. Adopted from the Accountability Framework.

Source: [Afi Definitions](#)

**Deforestation-free (synonym: no-deforestation):** Commodity production, sourcing, or financial investments that do not cause or contribute to deforestation of natural forests. Adopted from the Accountability Framework.

Source: [Afi Definitions](#)

**Discrimination:** Discrimination is defined in the ILO Convention No. 111 as *any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.*

Source: [ILO Convention 111](#)

Examples include discrimination based on:

- a) Race, colour, sex, sexual orientation, gender, caste, religion, political opinion, national extraction or social origin;
- b) Nationality or migratory status;
- c) Civil status;
- d) Medical condition;
- e) Family condition, including pregnant women and parents with children, or any other protected status as included in applicable laws;
- f) Worker organisation membership or being an organiser;
- g) Having filed complaints within the complaints or grievance mechanisms;
- h) Unequal opportunities for gender when appointing management positions;
- i) Political, religious, social, sexual or cultural opinions and convictions, views or affiliations of workers.

Source: [Sustainable Agriculture Standard](#)

**Due Diligence System (DDS):** A set of steps or actions taken to ensure that due diligence is exercised. The due diligence system may consist of written guidelines and procedures that describe the due diligence process in detail.

**Due diligence:** In the context of this Framework, due diligence is considered to define the actions taken by Organisations to ensure that production, processing or sourcing of commodities is done in a responsible way, using a risk-based approach. A general definition of the term is “the care that a reasonable person exercises to avoid harm to other persons or their property”.

Source: [Merriam Webster](#)

**Ecosystem:** A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit.

Source: Convention on Biological Diversity 1992, Article 2.

**Ecosystem services:** The benefits people obtain from ecosystems. These include:

- a. provisioning services such as food, forest products and water;
- b. regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- c. supporting services such as soil formation and nutrient cycling;
- d. and cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits.

Source: [R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series.](#)

**Endangered species:** Plant or animal species categorised as endangered by national law, or by international organisations such as IUCN. In descending order of threat, the IUCN Red List threat categories are as follows: Extinct or Extinct in the Wild. Critically Endangered, Endangered and Vulnerable: species threatened with global extinction. ... Least Concern: species evaluated with a lower risk of extinction.

Source: [IUCN](#)

**Emergency management:** A system implemented to ensure that:

- a) Emergency drills are practiced at least once per year with their staff.
- b) Contingency measures for dealing with work related illnesses and injuries are in place.
- c) Treatment costs or health insurance fees linked to work-related injuries or illnesses are covered.
- d) Employers analyse all work-related injuries and illnesses and ensure that corrective and preventive actions are implemented to prevent recurrence.
- e) Any work-related fatal or serious injury are notified to relevant authorities within 24 hours.

Employers shall identify, assess and effectively manage key risks to prevent harm. Adequate steps shall be taken to prevent work-related injuries and illnesses.

**Employer provided housing:** housing provided to workers by the employer. For healthy and safe housing the following should be met:

- a) Employer provided housing shall be clearly segregated from factory and production area and have clearly segregated housing for males and females for respect of privacy, where necessary.
- b) Employer provided housing shall be safety built and maintained in a hygienic condition.
- c) Workers shall be able to enter and leave buildings freely.
- d) Employer provided housing shall have automatic fire detection and alarm systems.

- e) Employer provided housing shall respect personal floor space and a minimum cubic content of air.
- f) Employer provided housing shall be provided with adequate lighting and ventilation.
- g) Employer provided housing shall have windows large enough to enable the workers to read by natural light and be constructed to allow the entrance of fresh air whether there is artificial lighting or ventilation turned on.
- h) Employer provided housing shall have appropriate ventilation that is properly functioning and maintained.
- i) Employer provided housing shall be equipped with sleeping facilities with beds and mattresses above the floor and quiet and dark enough to allow for good quality of sleep.
- j) Employer provided housing shall enable access to potable water, electricity, clean shower and toilet facilities respecting the right of privacy, sanitary food preparation and storage facilities.
- k) Employer provided housing shall have personal storage equipment with lockable lockers.

**Environmental Impact Assessment (EIA):** Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures.

Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome.

**Forest:** Land spanning more than 0.5 hectares with trees higher than 5 meters and a canopy cover of more than 10 percent, or trees able to reach these thresholds in situ. It does not include land that is predominantly under agricultural or urban land use.

Source: [Food and Agriculture Organization of the United Nations](#)

**Free, Prior, and Informed Consent (FPIC):** A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval.

Understanding the terminology associated with FPIC can help companies to effectively contribute to, facilitate, lead and assess FPIC processes:

- Free: Consent is given by the affected indigenous people or local communities voluntarily without coercion, duress, and intimidation.
- Prior: The consent is given before the specified activity is authorised or commenced.
- Informed: The consent is given after the indigenous people or local communities has received the relevant, timely and culturally appropriate information necessary to make a fully informed decision.
- Consent: The IP/LC take a collective decision to grant or withhold approval of the specified activity.

Source: [United Nations Human Rights](#)

**Fundamental ILO conventions:** Eight conventions (ILO 29, 87, 98, 100, 105, 111, 138 and 182) identified by the ILO's Governing Body as "fundamental" in terms of principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

**Gender Equality:** Gender Equality means that women and men have equal conditions for realising their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences

of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Source: [UNESCO](#)

**Genetically modified organism (GMO):** An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination.

**Green House Gas (GHG):** A greenhouse gas is a gas that absorbs and emits radiant energy within the thermal infrared range. Greenhouse gases cause the greenhouse effect. The primary greenhouse gases in Earth's atmosphere are water vapour, carbon dioxide, methane, nitrous oxide and ozone.

**GHG Offset:** A carbon offset is a reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere. Carbon offsets are measured in tonnes of **carbon** dioxide-equivalent (CO<sub>2</sub>e). Carbon offset schemes allow individuals and companies to invest in environmental projects around the world in order to balance out their own carbon footprints. The projects are usually based in developing countries and most commonly are designed to reduce future emissions. This might involve rolling out clean energy technologies or purchasing and ripping up carbon credits from an emissions trading scheme. Other schemes work by soaking up CO<sub>2</sub> directly from the air through the planting of trees.

**Hazardous work:** Hazardous work is defined as work that may expose the worker to one or more of the following:

1. Mechanical hazards  
Certain equipment poses a cutting or crushing hazard.
2. Chemical hazards  
Certain substances and compounds pose a chemical hazard.
3. Physical hazards  
Physical hazards may comprise noise, vibration from machinery, work at elevated heights, cold, heat, or unusually high or low air pressure.
4. Electrical hazards  
There is a particular electrical hazard involved in working on live wires or in the vicinity of exposed live components, and in the maintenance and repair of high-tension current equipment and lifts.
5. Bodily strain  
Bodily strain may result from heavy lifting and other work involving unequal loading.
6. Biological hazards  
Certain biological factors pose a specific hazard.
7. Certain other types of work.

**High Conservation Value (HCV):** Any of the following values:

- HCV1: Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- HCV 2: Landscape-level ecosystems and mosaics. Intact forest landscapes and large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- HCV 3: Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.
- HCV 4: Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.

- HCV 6: Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.

Source: FSC-STD-01-001 V5-2.

**Human rights:** Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Source: [United Nations](#)

**Illegally harvested wood:** Wood that has been harvested in violation of applicable laws related to harvesting in that location or jurisdiction.

**ILO Core Conventions:** The eight ILO fundamental Conventions are: the [Forced Labour Convention, 1930 \(No. 29\)](#), the [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#), the [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#), the [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#), the [Equal Remuneration Convention, 1951 \(No. 100\)](#), the [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#), the [Minimum Age Convention, 1973 \(No. 138\)](#), and the [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#).

**Indigenous Peoples:** People and groups of people that can be identified or characterised as follows:

- The key characteristic or criterion is self-identification as Indigenous Peoples at the individual level and acceptance by the community as their member
- Historical continuity with pre-colonial and/or pre-settler societies
- Strong link to territories and surrounding natural resources
- Distinct social, economic or political systems
- Distinct language, culture and beliefs
- Form non-dominant groups of society
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

Source: OLI, Indigenous and Tribal Peoples Convention, 1989 (No. 169), United Nations Permanent Forum on Indigenous Issues, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 2008.

**Land Tenure:** Land tenure is the relationship, whether legally or customarily defined, among people, as individuals or groups, with respect to land. (For convenience, "land" is used here to include other natural resources such as water and trees.) Land tenure is an institution, i.e., rules invented by societies to regulate behaviour. Rules of tenure define how property rights to land are to be allocated within societies. They define how access is granted to rights to use, control, and transfer land, as well as associated responsibilities and restraints. In simple terms, land tenure systems determine who can use what resources for how long, and under what conditions.

Source: [Food and Agriculture Organization of the United Nations](#)

**Living wage:** The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.

Source: [Global Living Wage Coalition](#)

**Low risk:** A conclusion, following a risk assessment, that there is negligible or insignificant risk that non-conforming material is sourced or traded in a supply chain. Risk mitigation actions are not required for forest products with low risk designation. Low risk equates to “negligible risk” as defined in the EUTR.<sup>1</sup> The EUTR *Guidance Document* states that “negligible risk should be understood to apply to a supply when, following full assessment of both the product-specific and the general information no cause for concern can be discerned.”<sup>2</sup>

**Modern Slavery:** is when people are:

- forced to work – through coercion, or mental or physical threat;
- owned or controlled by an ‘employer’, through mental or physical abuse or the threat of abuse;
- dehumanised, treated as a commodity or bought and sold as ‘property’;
- physically constrained or have restrictions placed on their freedom of movement.

Modern slavery can take different forms:

- **Forced labour** – any work or services which people are forced to do against their will under the threat of some form of punishment.
- **Debt bondage or bonded labour** – the world’s most widespread form of slavery, when people borrow money they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.
- **Human trafficking**– involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Descent-based slavery** – where people are born into slavery because their ancestors were captured and enslaved; they remain in slavery by descent.
- **Child slavery** – many people often confuse child slavery with child labour, but it is much worse. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is exploited for someone else’s gain. It can include child trafficking, child soldiers, child marriage and child domestic slavery.
- **Forced and early marriage** – when someone is married against their will and cannot leave the marriage. Most child marriages can be considered slavery.

Source: [Anti-Slavery International](#)

**Non-conforming product/material:** any material or product that is produced, processed or traded in violation of applicable legislation or the requirements of the Sustainability Framework.

**Organisation:** Individual, company or legal entity responsible for meeting the requirements of this Framework. Organisation covers all legal entities owned or managed directly by that legal entity.

**Origin:** The geographic source of materials, which at a minimum must specify the country of production/harvest, and where applicable, sub-national region or farm or forest where the produce was harvested or produced.

**Post-consumer reclaimed material:** Material that is reclaimed from a consumer or commercial product that has been used for its intended purpose by individuals, households or by commercial, industrial and institutional facilities in their role as end-users of the product and would otherwise have been discarded as waste. This definition therefore excludes material that is reclaimed from a process of secondary manufacture or further downstream industry, in which the material has not been intentionally produced, is unfit for end-

<sup>1</sup> Regulation (EU) No 995/2010 of the European Parliament and of the Council of 20 October 2010 laying down the obligations of operators who place timber and timber products on the market (‘EU Timber Regulation’ or ‘EUTR’), Art. 6(1)(c).

<sup>2</sup> European Commission, *Guidance Document for the EU Timber Regulation* (September 2013) <<http://ec.europa.eu/environment/forests/pdf/Final%20Guidance%20document.pdf>>, p 5.

use and may or may not be capable of being re-used on-Site in the same manufacturing process that generated it.

**Processing:** processing denotes activities of processing primary commodities or raw materials. Processing may be primary or secondary.

**Production:** by production is referred to primary production at farm or forest level, such as the growing of crops and trees.

**Protected Species:** Animal or plant species protected by national or international law.

**Publicly available information:** Information that has been published or broadcast for public consumption, is available on request to the public, is accessible on-line or otherwise to the public, is available to the public by subscription or purchase, could be seen or heard by any casual observer, is made available at a meeting open to the public, or is obtained by visiting a place or attending an event that is open to the public.

**Records:** Written or stored information. Records may mean copies of documents, or information stored digitally with information on systems and data collected, that can be used to show compliance with Framework requirements.

**Remediation:** Terms used interchangeably or in combination with one another to refer to both the process of providing redress for a negative impact and the substantive outcomes that can counteract, or make good, the negative impact. These outcomes may take a range of forms such as apologies, restitution, rehabilitation, restoration, financial or non-financial compensation, and punitive sanctions (whether criminal or administrative, such as fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

In the context of the Sustainability Framework, Remediation is used for remediation related to social issues.

Source: [Accountability Framework definitions](#)

**Responsible Recruitment:** covers issues related to the recruitment process, as follows:

- a) Medicals shall only be mandated for after an offer of employment has been made and where it is relevant to the safety & health of the individual and those around him/her.
- b) Pregnancy screening or testing is not used at any time before or after the jobseeker signs an employment agreement, except where required by law.
- c) Recruitment related information (including the details of working conditions, worker's legal rights, nature of work, wages and benefits, duration of contract) and the employment contract shall be provided to a jobseeker in a language they understand.
- d) Recruitment fees / costs shall not be charged to jobseekers, nor shall deposits for job placement services, from jobseekers, his/her employers, agents, nor subagents.
- e) Recruitment of migrants shall include full transparency about terms, conditions and any employment costs and the migrants shall be informed about the labour laws applicable in the place of work prior to granting their written consent.
- f) Only charges or deductions for room and board that are permitted or required by law and are consistent with market rates shall be applied and communicated to jobseekers prior to signing an employment contract.
- g) Employment contracts shall specify hours of work, including regular hours, requirements for overtime and days off, specify and comply with all legally required breaks, including breaks for prayer, and provide at least one day off in every seven days.
- h) The Organisation shall provide reasonable opportunities for employment, training and other services to local communities, contractors and suppliers proportionate to scale and intensity of its management activities.

**Responsible remuneration:** process of managing remuneration of workers, including:

- a) Employers shall not engage in making personal loans to workers or jobseekers under circumstances where repayment terms could be defined as debt bondage or forced labour.
- b) Employees shall not be required to participate in any forced saving scheme, unless required by law.
- c) Employers shall not avoid obligations to employees under labour or social security laws and regulations arising from the regular employment relationship using labour-only sub-contracting, home-working arrangements, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be purposefully avoided through the excessive use of fixed-term contracts of employment.
- d) Wage calculations shall be transparent, equitable and objective including for remuneration based on production, quotas or piecework and overtime hours shall be specified separately.
- e) Recognition and promotion processes and practices shall be made based on worker performance, without discrimination on and with the aim to provide equal opportunities for empowerment.
- f) Deductions from wages as a disciplinary measure shall be prohibited, nor shall any deductions be made from wages without the expressed permission of the worker concerned.
- g) All disciplinary remuneration measures shall be recorded.

**Restoration:** (In relation to environmental harms): The process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged, or destroyed.

Source: [Accountability Framework definitions](#)

**Species:** A group of living organisms consisting of similar individuals capable of exchanging genes or interbreeding. The species is the principal natural taxonomic unit, ranking below a genus. The common and (where applicable) full scientific name is required for all species included within the scope of the management system.

**Specified risk:** A conclusion, following a risk assessment, that there are risk that illegal or otherwise non-conforming products may enter the supply chain. Risk mitigation is required.

**Stakeholder:** Any person, group of persons or entity that is or is likely to be subject to the effects of the activities of a Management Unit. Examples include, but are not restricted to persons, groups of persons or entities. The following are examples of affected stakeholders:

- Local communities
- Indigenous peoples
- Workers
- Neighbours
- Landowners
- Local processors
- Local businesses
- Tenure and use rights holders, including landowners
- Organisations authorised or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labor unions, etc.

Source: *FSC-STD-01-001 V5-2*

**Substantiated complaint:** A grievance or objection raised against an Organisation regarding its Certification, due diligence system or timber legality risk, which is accompanied by or is found to be established by proof or competent, verifiable, evidence.

**Sub-supplier:** Any entities further up the supply chain that are supplying material to the suppliers or other sub-suppliers.

**Supplier:** The entity that supplies material to the Organisation.

**Supply chain:** The route of products and entities that take legal ownership of the products from the source area – where the material is harvested or produced – to the Organisation that takes final ownership of the material.

**Worker:** Any person who works on a farm or for a group administrator and is paid for his or her work. Encompasses all types of workers, including permanent, temporary, documented, undocumented, migrant, and transitory, and also persons temporarily absent from a job or enterprise at which they recently worked for illness, parental leave, holiday, training or industrial dispute. Also includes workers of contractors.

**Water Bodies:** 'Water bodies' includes, but is not limited to, water courses, rivers, streams, lagoons, springs, lakes, reservoirs and ditches.

**Young worker:** Any worker under the age of 18 but over the age of a child (15), as defined above.

Source: [Social Accountability Standard 8000- 2014](#)

## About us

Preferred by Nature is an international non-profit organisation delivering a unique combination of sustainability certification services, development projects, and stakeholder trainings. Our mission is work together to support better land management and business practices that benefit people, nature and the climate.

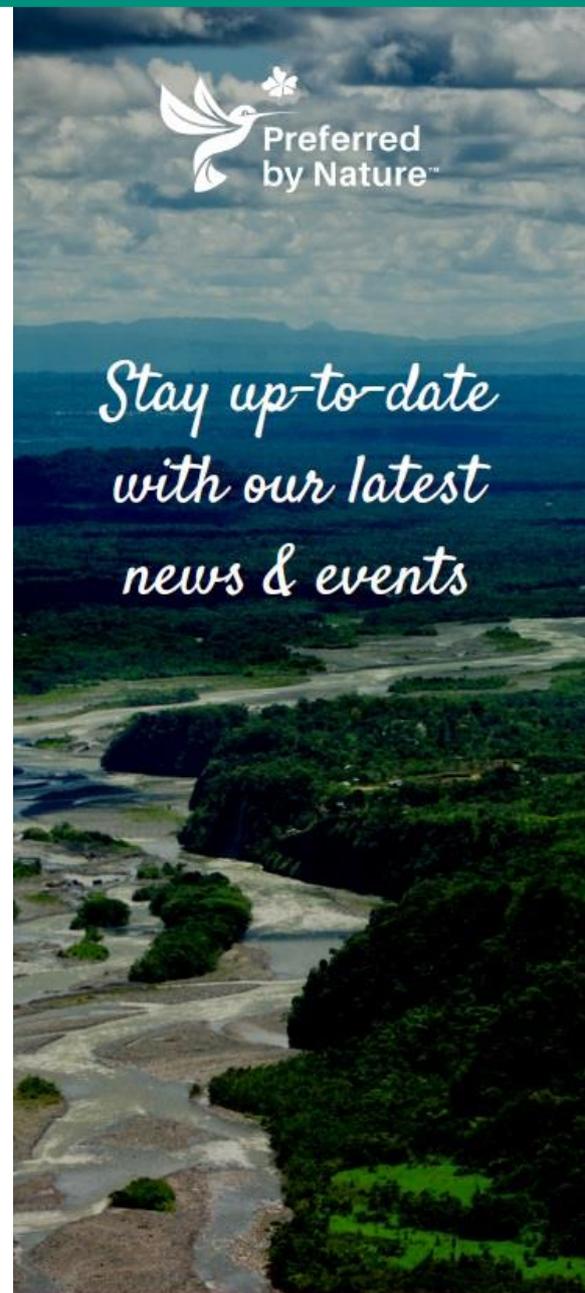
For more than 25 years, we have worked to develop practical solutions to drive positive impacts in production landscapes and supply chains in 100+ countries. We focus on forest, agriculture and climate impact commodities, and related sectors such as tourism and conservation.

Our vision is a world where human choices ensure a sustainable future.

Learn more at [www.preferredbynature.org](http://www.preferredbynature.org)

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