



Add-on for FSC-certified forest management operations

Unlock the next level of sustainability excellence with the Preferred by Nature Sustainability Framework

The Preferred by Nature Sustainability Framework Programme offers the opportunity to obtain the **Hummingbird Seal**, provided specific conditions are met. Our programme places value on existing certification efforts, ensuring that there is no duplication of requirements. In order to ensure compatibility, we have conducted a thorough comparison of our Sustainability Framework with various certification schemes.

For land managers who are interested in using the **Hummingbird Seal** and already adhere to one of our benchmarked standards, we offer the option of an **add-on verification** within the Sustainability Framework Programme. This add-on verification focuses exclusively on the additional areas covered by our Framework.

For the **conditions** that would be verified in addition to applicable FSC requirements as part of your forestry audit, please **check page 2**. During the audit, they can be integrated with the FSC requirements to maximise the efficiency of the compliance evaluation process.

The add-on requirements can be seamlessly integrated into your next scheduled audit, optimising efficiency and minimising disruption. Alternatively, if desired, a separate add-on audit can be conducted to expedite the verification process.

For forest managers certified against the **Forest Stewardship Council™ (FSC™) Forest Management Standard** who wish to participate in the Sustainability Framework Programme, this document outlines the additional requirements.

To initiate the add-on verification process, simply **get in touch with your dedicated task manager**, who will promptly assist you in planning the next steps.





Add-on indicators for FSC-certified forest managers

Principle 1 Management and business practices are responsible.

Criterion 1.4 Corruption, fraud and conflict of interest are avoided.

Indicator 1.4.3 Conflicts of interest are identified, declared and managed.

Principle 2 People's well-being and human rights are respected.

Criterion 2.4 Workers' rights are respected.

Indicator 2.4.5 Overtime is voluntary and does not result in a work week exceeding 60 total hours, except under circumstances of a shorter duration where additional labour is required.

Indicator 2.4.7 The privacy rights of workers are respected, including, but not limited to, whenever an employer gathers private information or implements employee-monitoring practices.

Indicator 2.4.10 Responsibilities towards workers are not avoided by hiring de facto permanent, long-time, full-time workers under seasonal or temporary contracts.

Indicator 2.4.11 Where migrant workers are hired, the following are ensured, in addition to the Framework's other provisions related to human rights and workers' rights: a) The employment of migrant workers follows legal requirements. b) Migrant workers are legally authorised to enter, stay and engage in a remunerated activity in the area/country. c) Migrant workers and their families are free to travel and leave the area/country without restrictions, except those restrictions defined by law.

Indicator 2.4.12 Migrant workers are ensured equality of opportunities and no less favourable treatment than local workers.

Criterion 2.7 Facilities, operations and activities are safe.

Indicator 2.7.3 Indoor workplaces are hygienic with adequate lighting, temperature, ventilation, sanitation, drinking water, sanitary facilities, as well as break facilities and food storage.

Indicator 2.7.8 Emergency exits, fire detection, emergency alarms and fire suppression equipment are in place, visible and in working order and workers are competent to handle equipment and react to emergencies.

Indicator 2.7.9 Workers have access to appropriate first-aid equipment, as well as medical services in case of emergencies.

Criterion 2.8 Employer-provided housing is safe and hygienic.

Indicator 2.8.1 Legal requirements for employer-provided housing are complied with.

Indicator 2.8.2 Housing is offered to workers if no affordable or safe accommodation is otherwise available, especially in remote locations where commuting is not a viable option or where workers are expected to stay within the premises for an extended period.

Indicator 2.8.3 If workers pay for employer-provided housing, the cost of housing is proportional to the pay and comparable to similar housing in the area/industry.

Indicator 2.8.4 Employer-provided housing is safe and hygienic.

Indicator 2.8.5 Where workers and their families live in employer-provided housing, the employer ensures that they have access to medical, educational and social services.

Principle 3 Nature and the environment are protected.

Criterion 3.5 Waste is reduced and managed responsibly.

Indicator 3.5.6 In the case of cross-border transportation of hazardous waste, the requirements of the Basel Convention are complied with.

Principle 4 Greenhouse gas emissions are reduced.

Criterion 4.2 Climate change adaptation efforts are implemented proportionately to the risks.

Indicator 4.2.1 The key risks for the operation resulting or potentially resulting from climate change are identified.

Indicator 4.2.2 Measures for climate change adaptation are implemented for areas of high risk and proportionate to the scale of the operations and anticipated social, economic and environmental impacts.

