



SGS QUALIFOR

FOREST MANAGEMENT STANDARD FOR GREECE (2010)

This checklist presents the SGS Qualifor standard for forest certification against the FSC Principles and Criteria. This standard forms the basis for:

- Development of a regional standard
- Scoping assessment
- Certification assessment
- Surveillance assessment
- Information to stakeholders on the assessment criteria used by SGS Qualifor

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ADAPTATION OF STANDARD TO MEET LOCAL REQUIREMENTS AND THRESHOLDS

The objective of local adaptation of the SGS Qualifor standard is to:

- i. identify any aspects of the standard that may be in conflict with legal requirements in the area in which the standard is to be used, and if such a conflict is identified shall evaluate it for the purposes of certification in discussion with the involved or affected parties. Conflict only occurs where a legal obligation *prevents the implementation of* some aspect of the generic standard. It is not considered a conflict if the requirements of the generic standard exceed the minimum requirements for legal compliance;
- ii. identify any aspects of its generic standard, which specify performance thresholds lower than the minimum legal requirement in the country concerned. If any such differences are identified the relevant thresholds shall be modified to ensure that they meet or exceed the minimum national requirements.
- iii. add specific indicators (with appropriate means of verification if required) and/or cross-references to the identified documentation to evaluate compliance with key requirements of the national and local forest laws, administrative requirements and multi-lateral environmental agreements related to the FSC Principles 1 - 10.
- iv. take account of the national context with regards to forest management;
- v. take account of national environmental, social and economic perspectives;
- vi. ensure that the standard is applicable and practical in the country concerned;
- vii. ensure that the standard is applicable and practical to the size and intensity of management of the Forest Management Unit concerned;
- viii. address specific issues that are of general concern to any stakeholder group in the country concerned.

SGS QUALIFOR is not required to seek or develop a consensus with regard to the modification of our generic standard. SGS Qualifor will however make meaningful accommodation of stakeholder concerns and will be guided in this by:

- i. our knowledge of the indicators and means of verification that have been included in other, FSC-accredited, regional, national or sub-national standards, with regard to the issues raised;
- ii. advice provided in writing by the FSC National Initiative in the country concerned as to the likelihood that a proposed modification would have the support of the majority of the members of each chamber of an FSC working group active in that country;
- iii. advice provided in writing by an FSC Regional Office covering the country concerned, as to the likelihood that a proposed modification would have the support for the majority of FSC members of each chamber in the region.
- iv. the scale and intensity of forest management.

SGS QUALIFOR should be able to demonstrate that the requirements of the locally adapted generic standard are broadly in line with the requirements of other FSC-accredited national standards applicable to similar forest types in the region, and with any guidance received from an FSC National Initiative in the country concerned.

SGS Qualifor is not required to make further changes to the locally adapted standard used for an evaluation during the period of validity of the certificate except as necessary to bring it into compliance with any FSC Policies, Standards, Guidance or Advice Notes subsequently approved by FSC.

LAYOUT OF THE STANDARD:

The standard follows the FSC Principles and Criteria of Forest Stewardship (January, 2000). The Standard is divided into 10 sections, each corresponding to one of the FSC principles with the criteria listed underneath each principle. Refer to the diagramme on the next page for further clarification.

Each page of the standard is divided into 3 columns. The standard also serves as the checklist that is used during an assessment and for every criterion the following is provided:

The Qualifor Requirement: Indicator	This outlines the norm or indicators that Qualifor requires for compliance with the specific FSC criterion. A potential source of information or evidence that allows an auditor to evaluate compliance with an indicator. Some indicators make a distinction between the requirements for “normal” forests and SLIMF operations (Small and Low Intensity Managed Forests). <i>SLIMF: Not applicable for Greece, national classifications exist and are applied for forest management, HOWEVER, similar classifications may exist but formally the SLIMF classification is not used in literature.</i>
Verifiers	Verifiers are examples of what the SGS assessor will look for to ascertain if the specific norm or indicator has been met. This list is not exhaustive and the assessor may use other means of verifying the relevant indicator.
Guidance	Guidance is written in <i>italics</i> and assists the assessor in understanding the requirement of the specific indicator.

The FSC Principle

APXH 4. COMMUNITY RELATIONS AND WORKER’S RIGHTS:

Forest management operations shall maintain or enhance the long-term social and ec being of forest workers and local communities.

Criterion 4.1: The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services

<p>Indicator 4.1.6</p> <p>Policies and procedures and the implementation thereof make qualifications, skills and experience the basis for recruitment, placement, training and advancement of staff at all levels</p> <p><u>SLIMF:</u></p> <p>Employees are not discriminated in hiring, advancement, dismissal remuneration and employment related to social security</p>	<p>Verifiers & Guidance:</p> <p><i>No evidence of discrimination on the basis of: race, colour, culture, sex, age, religion, political opinion, national extraction or social origin</i></p> <p>Employment policies and procedures.</p> <p>Interviews with Forest Managers, workers and Labor Union representatives.</p> <p><u>SLIMF:</u></p> <p>Interviews with workers and contractors</p>
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The year of the evaluation

The SGS Qualifor Indicator

The SGS Qualifor observation i.t.o. the indicator

The SGS Qualifor verifier

An SGS Qualifor Guideline (Italics)

The FSC Criterion

An SGS Qualifor Guideline (Italics)

PRINCIPLE 1. COMPLIANCE WITH LAWS AND FSC PRINCIPLES:

Forest management shall respect all applicable laws of the country in which they occur and international treaties and agreements to which the country is a signatory, and comply with all FSC Principles and Criteria

Criterion 1.1 Forest management shall respect all national and local laws and administrative requirements

Indicator 1.1.1	Verifiers & Guidance:
There is no evidence of significant non-compliance with all national and local laws and administrative requirements	Interviews with and information supplied by regulatory authorities, other stakeholders and Forest Managers. Control of required legal documentation. policies, operational procedures and standards demonstrate compliance with requirements. <u>SLIMF:</u> The forest manager knows what the legislation requires. Field observation and documentation available show that legislation is being complied with in-field. <i>A legal non-compliance will be considered "significant" if:</i> <i>i. it has been allowed to persist or remain for a period of time that would normally have allowed detection; and/or</i> <i>ii. it is an intentional or a blatant/self-evident disregard for the law.</i> <i>A legal non-compliance will not be considered "significant if the deviation is short-term, unintentional and without significant damage to the environment.</i>

Indicator 1.1.2	Verifiers & Guidance:
Forest managers shall demonstrate awareness and compliance with relevant codes of practice, operational guidelines and other accepted norms or agreements.	Interviews with Forest Managers and field observations. List of applicable laws, regulations and national guidelines.

Criterion 1.2 All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid

Indicator 1.2.1	Verifiers & Guidance:
There is evidence that required payments have been made.	Financial registry book of each Forest District and Directorate. No evidence of non-payment <i>Greece</i> <i>According to a Presidential Degree -Presidential Decree 126/1986 on concession of the forest exploitation to Forest Co-operatives- Forest cooperatives exploiting the forest have to pay a fee as below:</i> <ul style="list-style-type: none"><i>• 12% of the mixed income from timber and</i><i>• 5% of the mixed income of fuel wood.</i><i>• And 5% independent of the product nature.</i>

	<p><i>According to the Law N. 2204/1940 "Forest Taxation" for wood products from private forests a state tax is regulated from a tariff table (by Papastavrou and Makris 1986):</i></p> <ul style="list-style-type: none"> • <i>At 14% for every kind of timber, resin, bark and forest plants</i> • <i>At 10% for wood charcoal, wood fuel and several bush forest species</i> • <i>At 11% for all other forest products, such as leaves, flowers, fruit, cones and seeds, organic forest soil from leaves, chestnut forest derived organic soil, and other organic soils.</i> <p><i>Hunting licence fees paid to the government annually (part of the funds is allocated to the local Hunting Unions). Hunting fees are regulated from the Ministry of Rural Development and Food, General Directorate of Forests, Department of Hunting and include the regulations:</i></p> <ul style="list-style-type: none"> • <i>Article 12 of the Ministerial Decision 996/1971 and the Ministerial Decision 86/1969 "On Forest Code"</i> • <i>Presidential Degree 352/1991 (Governmental Journal Paper 124/A/7-8-1991) Recommendation to the Ministry of Agriculture, General Directorate of Forests and Natural Environment.</i> • <i>Presidential Degree 402/1998 Organization of the Ministry of Agriculture</i> • <i>Article 27 of the Law 2081/1992 (A 154) with which the Article 29 was added at the law 1558/1985 "Government and Governmental Bodies"</i> <p><i>Christmas trees and required fees, regulated by decision of the General Forest Directorate: Decision of the General Forest Directorate, Department of Private Forestry, Protocol Number 97980/2010, Athens, 25.10.2000; Forest Code</i></p> <p><i>Law 2204/1940, as was modified up to the 86/1969 for the forest taxation</i></p>
<p>Indicator 1.2.2</p> <p>Provision has been made to meet the costs of future fees</p>	<p>Verifiers & Guidance:</p> <p>Specific provisions in financial planning and long-term budgets.</p> <p>Protocol communications for specific budget requests.</p> <p><u>SLIMF:</u></p> <p>Forest manager can explain how future costs will be provided for.</p> <p>Greece</p> <p>Future fees for the costs of the local and regional Forestry Directorates and Districts can be made by the annual official communication of the Ministry of Rural Development and Food towards the decentralized offices. Forest Managers apply for covering of expenses related to forest management to superior organizations.</p>
<p>Criterion 1.3</p> <p>In signatory countries, the provisions of all the binding international agreements such as CITES, ILO conventions, ITTA, and Convention on Biological Diversity, shall be respected.</p>	
<p>Indicator 1.3.1</p> <p>There is awareness and implementation of the</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers</p>

<p>requirements of the Convention of International Trade in Endangered Species (CITES) and controls in place to ensure continuing compliance with such</p> <p><u>SLIMF:</u></p> <p>There is awareness of any local species that are covered by the requirements of the Convention of International Trade in Endangered Species (CITES) and controls in place to ensure continuing compliance with such</p>	<p>Operational documentation</p> <p>Required licenses are in place</p> <p>Greece</p> <p><i>The Cites Agreement, which the country is a signatory to. The relevant legal documents can be found at the Ministry of Agriculture Website. "Application of the CITES Agreement"</i></p> <p><i>The Convention on Biological Biodiversity, CBD. More information can be found at the link http://www.biodiv.org/doc/world/gr/gr-en-01-en.pdf . The agreement is implemented from the country of Greece with the Law 2204/1994.</i></p> <p><i>Greece is participating in the Helsinki Process and the Ministerial Conference for the Protection of Forests in Europe (Source: http://www.iisd.ca/forestry/hel.html)</i></p> <p><i>Vern International agreement on 19.9.1979, implemented by the Law 1335/1983 for the country of Greece.</i></p> <p><i>The Law 1680 "For the protection of the Environment" also encapsulates the main significance of the environmentally related agreements.</i></p> <p><i>Due to the harmonization of the legal framework between Greece and the European Community, the local legal framework has to respect all international laws and agreements European Community members have obligation to do so.</i></p>
<p>Indicator 1.3.2</p> <p>Forest Managers are aware of the requirements and have implemented controls to ensure continuing compliance with the International Labour Organisation (ILO) conventions that apply to their operations. ILO 87 and 98 are minimum requirements for certification.</p> <p><u>SLIMF:</u></p> <p>Forest Managers are aware of and have implemented controls to ensure continuing compliance with national legislation relating to labour matters.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, workers, contractors, labour unions and regulatory authorities.</p> <p>Review of policies, procedures and personnel records.</p> <p><u>SLIMF:</u></p> <p>Forest Managers are aware of the requirements and there are no objective evidence of non-compliance.</p> <p><i>Greece is signatory to ILO (International Labour Organization) and has implemented in current legislation international agreements for which is a signatory country. Furthermore, labour matters are regulated for the public employees by the laws of 2470/1997 and 2084/192 and the P.D. 611/1977. Moreover, for the Agricultural Cooperatives and local loggers' teams the relevant laws mentioned on 1.2.1, and also at the appropriate "Forestry Cooperatives" Legal Annex of this report are describing in detail the working conditions. Seasonal personnel employed to the Forest Management Organizations of the country has the "Special Contracts" or the "National Collective Work Contract".</i></p>
<p>Indicator 1.3.3</p> <p>(Not applicable to SLIMF)</p> <p>Forest Managers are aware of the requirements and have implemented controls to ensure continuing compliance with ITTA.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, regulatory authorities and other stakeholders.</p> <p>Review of policies, procedures and records</p> <p><i>Greece is signatory to the (ITTA) International Tropical Timber Agreement 1994, Source: http://sedac.ciesin.org/entri/texts/ITTA.1994.txt.html</i></p>

<p>Indicator 1.3.4</p> <p>(Not applicable to SLIMF)</p> <p>Forest Managers are aware of the requirements and have implemented controls to ensure continuing compliance with the International Biodiversity Convention.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, regulatory authorities and other stakeholders.</p> <p>Review of policies, procedures and records.</p> <p>Greece is signatory to the IBC and current laws, and as a result of harmonization with European Community legislation and/or international agreements implement and respect the IBC.</p>
<p>Criterion 1.4 Conflicts between laws, regulations and the FSC Αρχές and Criteria shall be evaluated for the purposes of certification, on a case-by-case basis, by the certifiers and the involved or affected parties</p>	
<p>Indicator 1.4.1</p> <p>Any identified conflicts are brought to the attention of SGS and involved or affected parties.</p>	<p>Verifiers & Guidance:</p> <p>SGS will assess the conflict and advise on resolution thereof, where such were possible.</p> <p>Interviews with Forest Managers and other stakeholders.</p> <p>Greece</p> <p>Conflicts may exist between the publicity requirements of a public summary on forest certification per forest management organization while in Greek legislation there is no obligation to do so. However, not a public forest summary per se, but other documentation is published and information is disseminated for each forest management organization, usually from Regional Departments and Forestry Directorates. This issue has also been addressed by more recent studies, where it is proposed that publicity measures and website access to information must be included into the official forest management guidelines. Publicity acts on local press and other media, plus freedom of access on information from public agencies constitute rights of citizens to access information.</p> <p>More on the newer guidelines of the elaboration of management plans, including the harmonization of them in order to implement other processes was elaborated by F. Galanos, at the publication «Γαλανός Φ, 1996. Προδιαγραφές εκπόνησης μελετών διαχείρισης δασών. Ινστιτούτο Μεσογειακών Δασικών Οικοσυστημάτων και Τεχνολογίας Δασικών Προϊόντων. Αυτοτελής Έκδοση»</p>
<p>Criterion 1.5 Forest management areas should be protected from illegal harvesting, settlement and other unauthorised activities</p>	
<p>Indicator 1.5.1</p> <p>Forest Managers have taken reasonable measures to monitor, identify and control illegal harvesting, settlement and other unauthorised activities.</p>	<p>Verifiers & Guidance:</p> <p>Field observations show no damage from unauthorised or illegal activities</p> <p>Manager's explanation of protection/ prevention activities e.g. signs, patrols, etc</p> <p>Copies of reports made to the authorities of problem activities</p> <p>Boundaries are known to the manager and local communities and are easily identified in the field.</p> <p>Boundaries are marked in areas where there is a high risk of encroachment.</p> <p>Greece</p>

	<p>Appropriate planning and forestry practices and licensing are in force and application, in order to ensure protection of forests and natural ecosystem land in general from illegal activities.</p> <p>Law 998/1979, Law 2308/1995, Law 1541/1985, Law 248/1976</p> <p>NOTE: Auditors should be aware that there is not available a final Land and Forest Cadastre in Greece (it is under development and /or finalized in many areas of the country, so an updated list of finalized areas should be acquired). Conflicts have arisen at the past regarding these matters, between ownership rights and land regime on forest lands. However, a series of detailed land use and soil maps have been developed and certain forest areas are delineated: still, foresters and their professional organizations require the development of a land and forest cadastre and the implementation of a second National Forest Inventory, after the first one which was completed on 1997. Please see legislation which imposes certain actions towards mapping at the previous paragraph.</p>
<p>Indicator 1.5.2</p> <p>There are adequate personnel and surveillance resources to control such activities</p>	<p>Verifiers & Guidance:</p> <p>Field observations provide no evidence of ongoing illegal activities, i.e. there is evidence that the Forest Manager does intervene to stop such activities.</p> <p>Public (Governmental) employee regulations on the appropriate number of personnel and staff for Forest Districts and Directorates (and all other related services and departments) arrange the appropriate number of employees.</p> <p>There are several ways to monitor surveillance of illegal activities undertaken by forest manager organizations: patrols and surveys, continuous communication with the local communities, cooperation with the Fire Department and local governments for forest fire monitoring, illegal land tenure etc.</p>
<p>Criterion 1.6 Forest managers shall demonstrate a long-term commitment to adhere to the FSC Αρχές and Criteria</p>	
<p>Indicator 1.6.1</p> <p>There is a publicly available policy endorsed by the owner/most senior management explicitly stating long term commitment to forest management practices consistent with the FSC Principles and Criteria</p> <p>SLIMF:</p> <p>The forest manager has plans to manage the forest in the long term in a way that is compatible with the FSC Principles and Criteria</p>	<p>Verifiers & Guidance:</p> <p>Written policy with appropriate statement is available</p> <p>SLIMF:</p> <p>The management plan</p> <p>Plans (written or informal) for investment, training, and sharing of income or other benefits</p> <p>Past management has been compatible with the P&C Greece</p> <p>Forest management in Greece is a long term regime due to the fact that the public (Country) manages or owns the forest ecosystem land of the country (Article 24 of 79 Constitution and relevant regulations)</p> <p>However, there is no regulation for the publication of forest management summaries for each Forest District (but revisions on the elaboration of forest management plans are proposed at the publication "Instruction for elaboration of the forest management plans" F. Galanos, 1996)</p>
<p>Indicator 1.6.2</p> <p>(Not applicable to SLIMF)</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, workers and stakeholders.</p>

<p>The policy is communicated throughout the organisation (including to contractors) and to external stakeholders</p>	<p>Evidence of distribution of policy to stakeholders.</p> <p>Greece</p> <p>Publications to local and regional press and other dissemination activities as described in the requirements for the public forest management organizations. Forest Districts, are obligated by law to dissemination and distribution of information, especially on issues related to employment and subcontracting. For expressions of interest, Forest Districts are required to publish at the regional and the local press, and/or other media of public information, depending on the nature of the project and work.</p>
<p>Indicator 1.6.3</p> <p>Where the owner/manager has some responsibility for forest lands not covered by the certificate, then there is a clear long term commitment to managing all forests in the spirit of the FSC P&C</p>	<p>Verifiers & Guidance:</p> <p><i>The applicant for certification must make a full disclosure of all forest areas over which the applicant has some responsibility, whether as owner (including share or partial ownership), manager, consultant or other responsibility. The disclosure shall be documented in the main assessment report. You must record full details of ownership, forest name, type, area and location for each such forest. This information must be made available to stakeholders as part of the consultation process.</i></p> <p><i>When the evaluation does not include all the forest areas in which the applicant is involved, the applicant must explain the reasons for this, and the reasons must be documented in the main assessment report.</i></p> <p>Evidence of such other forest lands.</p> <p>Policies</p> <p>Interviews with Forest Managers.</p> <p>Greece</p> <p>Forest ecosystem lands (as legally named by the Article 24 of the Greek Constitution, the "Forest Code" -778/69-and other regulations) are subject only to management as forest land and no permanent land use conversion is permitted. Therefore, any ecosystem land is managed (extensively), and managed for land use conversions at least, by the forest management organizations (as the Forest Districts of the country of Greece) either they are under certification or not.</p>
<p>Indicator 1.6.4</p> <p>Management of forest areas identified under 1.6.3 complies with the latest FSC Partial Certification Policy</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, policies, procedures and field observations.</p> <p>Greece</p> <p>According to 1.6.3</p>
<p>PRINCIPLE 2. TENURE AND RIGHTS RESPONSIBILITIES:</p> <p>Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.</p>	
<p>Criterion 2.1</p> <p>Forest management shall respect all national and local laws and administrative requirements</p>	
<p>Indicator 2.1.1</p>	<p>Verifiers & Guidance:</p>

<p>There is documentation showing the owner/manager's legal rights to manage the land and/or utilise forest resources</p>	<p>Documentation with appropriate legal status. Maps clearly indicating the boundaries of the FMU. <i>Greece</i> According to 1.5. and 1.6</p>
<p>Indicator 2.1.2</p>	<p>Verifiers & Guidance:</p>
<p>The FMU is committed to long-term forest management of at least one rotation length or harvest cycle.</p>	<p>Policies and management plans make clear reference to management objectives that support this indicator. <i>Greece</i> Auditors should consult the forest management plans for each FMU, and compare the implementation of it from protocol and other record keeping at each responsible Forest District.</p>
<p>Indicator 2.1.3</p>	<p>Verifiers & Guidance:</p>
<p>Where the Forest Manager does not have legal title, the owner/government does not impose constraints that prevent compliance with the SGS Qualifor standard or the objectives of the management plan.</p> <p><i>Greece</i></p> <p>Forest Management is conducted by the Governmental Agencies, who are responsible for the management plan and standards.</p>	<p>Provisions in agreement for tenure. FMU management plans. FMU long term strategies. <i>Greece</i> <i>Forest Manager in Greece is always the public government body responsible (Forest Services and associated organizations). Disputes on land use rights may arise between a private body-owner and the public manager. Certain procedures exist for the resolution of such cases, and record keeping at each responsible agency can be reviewed.</i></p>
<p>Criterion 2.2 Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.</p>	
<p>Indicator 2.2.1</p>	<p>Verifiers & Guidance:</p>
<p>All existing legal or customary tenure or use rights that local communities have within the FMU shall be documented and mapped</p>	<p>Documentation showing acknowledgement by forest management of such agreements and maps. Interviews with Forest Managers and consultation with local community representatives. <i>Greece</i> All actions of any party inside the FMU, is documented at the Forest Management Plans, and relevant documentation in the case of their amendment. Please refer to the Laws of 1.3.1.</p>
<p>Indicator 2.2.2</p>	<p>Verifiers & Guidance:</p>
<p>Forest planning and operations will be subject to these tenure or use rights unless such have been delegated to other agencies.</p>	<p>Forest management plans Field observations</p>
<p>Indicator 2.2.3</p>	<p>Verifiers & Guidance:</p>
<p>Where communities have delegated control of</p>	<p>Written agreements.</p>

<p style="color: orange;">their legal or customary tenure or use rights, or part thereof, this can be confirmed by documented agreements and/or interviews with representatives of the local communities</p>	<p>Free and informed consent communicated by representatives of local communities.</p> <p>Clear evidence of payment for tenure or use rights.</p> <p style="color: red;">Greece</p> <p style="color: red;">Please refer also to the 1.3.1 Verifiers and Guidance</p>
<p>Indicator 2.2.4</p> <p style="color: orange;">Allocation, by local communities, of duly recognized legal or customary tenure or use rights to other parties is documented, with evidence of free and informed consent</p>	<p>Verifiers & Guidance:</p> <p>Interviews with local communities.</p> <p>Written agreements.</p> <p>Free and informed consent communicated by representatives of local communities.</p> <p style="color: red;">Greece</p> <p style="color: red;">All documentation and exploitation rights provided is circulated and published. Customary rights to local communities are provided to the Forestry Cooperative, so the nature of all communications is public and accessible to local community</p>
<p>Indicator 2.2.5</p> <p style="color: orange;">The forest is accessible to local rights holders to the extent that the forest’s ecological function is not jeopardised.</p> <p style="color: red;">Forest Management Plans and the Forestry Management Organizations regulate such actions.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with local communities.</p> <p>Inspection of areas/resources where access and/or use has taken place.</p>
<p>Criterion 2.3 Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an operation from being certified</p>	
<p>Indicator 2.3.1</p> <p style="color: orange;">Appropriate documented procedures to resolve tenure claims and use right disputes are in place where any potential for such conflicts does exist</p> <p style="color: orange;"><u>SLIMF:</u></p> <p style="color: orange;">There are no major unresolved disputes relating to tenure and use rights in the forest. Disputes or grievances are being resolved using locally accepted mechanisms and institutions.</p> <p style="color: orange;">All reasonable measures are taken to avoid damage to other peoples’ use rights or property, resources, or livelihoods. Where accidental damage occurs, fair compensation is provided.</p>	<p>Verifiers & Guidance:</p> <p>Documented procedures.</p> <p>Interviews with Forest Managers and consultation with representatives of local communities.</p> <p style="color: red;"><i>Documented procedures are available that allow for a process that could generally be regarded as open and acceptable to all parties with an objective of achieving agreement and consent through fair consultation. Procedures should allow for impartial facilitation and resolution.</i></p> <p><u>SLIMF:</u></p> <p>Interviews with Forest Manager and local community groups</p> <p style="color: red;">Greece</p> <p style="color: red;">Total of information and resolutions of disputes have a public character also, since it is in the policy of the Forest Districts to publish to mass media and newspapers any resolutions giving the opportunity to any stakeholder to comment on the decision or the procedure.</p>
<p>Indicator 2.3.2</p>	<p>Verifiers & Guidance:</p>

<p>The Forest Manager shall maintain a record of disputes and the status of their resolution, including evidence related to the dispute and documentation of steps taken to resolve the dispute.</p>	<p>Documented records of disputes</p> <p>Greece</p> <p>Detailed records of all disputes are kept, and all communications can be reviewed by the Auditing Team.</p>
<p>Indicator 2.3.3</p> <p>Unresolved tenure and/or use right disputes that are of a substantial magnitude and involving a significant number of interests should disqualify an operation from being certified.</p> <p>Οι εκκρεμείς διαφωνίες δικαιωμάτων χρήσης γής που είναι ενός ουσιαστικού μεγέθους και αφορούν ένα σημαντικό αριθμό ενδιαφερόντων πρέπει να αποκλείουν την πιστοποίηση.</p> <p>In the case of a certification of a Private Forest Land in Greece that has not clarified land property and use rights, and that the Public Forest Management Service declares the status of ownership as non clear, then the certification should not be provided until the dispute is over.</p> <p>Relevant laws and regulations</p> <p>Please see at 1.5.1 and 1.5.2, and also at 2.3.2</p>	<p>Verifiers & Guidance:</p> <p><i>Magnitude of a dispute may be assessed by considering the scale at a landscape level associated with the opinion of a majority of community representatives and/or the time period over which the dispute has been in place</i></p> <p>Interviews with Forest Managers and consultation with representatives of local communities.</p> <p>Complete record of a history of disputes.</p>
<p>Indicator 2.3.4</p> <p>(Not applicable to SLIMF)</p> <p>Dispute resolution procedures shall make provision for the requirement that where the future tenure or use rights of communities may be compromised, forest operations that are, or may be the direct cause of the dispute, will not be initiated or will be suspended until the dispute had been resolved.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and consultation with representatives of local communities.</p> <p>Complete record of a history of disputes.</p> <p>Greece</p> <p>As in 2.1.3, and also 1.5.1, 1.5.2 and 2.3.2</p>
<p>PRINCIPLE 3. INDIGENOUS PEOPLES' RIGHTS:</p>	
<p>The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognised and respected.</p>	
<p>Criterion 3.1 Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.</p>	
<p>Indicator 3.1.1</p> <p>Indigenous people who have customary or legal title to land and resources are identified and their entitlements recognised in management plans and the areas concerned demarcated on maps</p>	<p>Verifiers & Guidance:</p> <p>Management plans and maps.</p> <p>Consultation with representatives of indigenous peoples.</p>
<p>Indicator 3.1.2</p>	<p>Verifiers & Guidance:</p>

Rights identified in terms of Indicator 3.1.1 are respected.	Consultation with representatives of indigenous peoples.
Indicator 3.1.3	Verifiers & Guidance:
There is documented evidence that free and informed consent has been given by affected communities to allow forest management activities that may affect their use rights of the FMU.	<i>Affected communities should have the financial, technical and logistical capacity to enable "free and informed consent"</i> Consultation with representatives of indigenous peoples. No evidence of disputes. Evidence that agreed payments for use right and/or resources are being made.
Criterion 3.2	Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples
Indicator 3.2.1	Verifiers & Guidance:
Any impacts of forest management on indigenous communities' resources or tenure rights are identified and recorded <u>SLIMF:</u> Any impacts of forest management on indigenous communities' resources or tenure rights are identified and known by the Forest Manager	Records or impact assessments. Consultation with representatives of indigenous peoples
Indicator 3.2.2	Verifiers & Guidance:
Indigenous peoples are explicitly informed of any impacts that forest management may have on their resources or tenure rights	Records of meetings. Consultation with indigenous peoples
Indicator 3.2.3	Verifiers & Guidance:
Forest Management will not proceed without clear evidence of the free and informed consent of the indigenous peoples claiming such land, territory or customary rights, accepting impacts identified in terms of Indicator 3.2.1. Where disputes arise post facto, operations affecting these rights will be suspended until such dispute had been resolved	Consultation with representatives of indigenous peoples. Records of dispute resolution
Indicator 3.2.4	Verifiers & Guidance:
Actions are taken to prevent or mitigate adverse impacts	Field inspections and records of corrective actions

Criterion 3.3		Sites of special cultural, ecological, economic or religious significance to indigenous peoples [and other sections of the community] shall be clearly identified in co-operation with such peoples, and recognised and protected by forest managers.
Indicator 3.3.1	Verifiers & Guidance:	
Sites of special cultural, historical, ecological, economic or religious significance are identified, described and mapped in co-operation with affected or interested stakeholders.	Interviews with Forest Managers and consultation with stakeholders.	
SLIMF:	Records and maps.	
Sites of special cultural, historical, ecological, economic or religious significance have been identified and any special requirements are known.	Refer also to Indicator 7.1.1	
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Indicator 3.3.2	Verifiers & Guidance:	
Management objectives and prescriptions are developed (and documented) in co-operation with affected or interested stakeholders	Management plans and documents.	
SLIMF:	Consultation with stakeholders	
Clear management objectives have been identified.	SLIMF:	
	Interviews with the Forest Manager and field observations.	
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Indicator 3.3.3	Verifiers & Guidance:	
Such areas are identified in working plans and demarcated in the field as appropriate	Operational plans and maps and field observation	
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Indicator 3.3.4	Verifiers & Guidance:	
All operators and contractors can identify such sites in the field and measures are in place to prevent any form of damage or disturbance, other than such agreed with stakeholders.	Interviews with operators and field observations.	
	Consultation with stakeholders	
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Indicator 3.3.5	Verifiers & Guidance:	
Appropriate rights of access to these areas is permitted	Consultation with stakeholders	
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Criterion 3.4		Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.
Indicator 3.4.1	Verifiers & Guidance:	
Indigenous peoples' traditional knowledge regarding the use of forest species or management systems in forest operations, which is being, or may be, utilised commercially	Documented records.	
	Consultation with indigenous peoples.	
	SLIMF:	

<p>by the forest organisation, is documented</p> <p><u>SLIMF:</u></p> <p>Indigenous peoples' traditional knowledge regarding the use of forest species or management systems in forest operations, which is being, or may be, utilised commercially by the forest organisation, have been identified</p>	<p>Interviews with Forest Manager and indigenous peoples/local communities</p>
<p>Indicator 3.4.2</p> <p>Indigenous peoples shall be fully informed of the intent and nature of the use of their traditional knowledge by the assessed organisation. Such use will not proceed until indigenous peoples have agreed with free consent</p>	<p>Verifiers & Guidance:</p> <p>Records of meetings with representatives of indigenous peoples. Consultation with representatives of indigenous peoples. Agreements.</p>
<p>Indicator 3.4.3</p> <p>If such traditional knowledge is used for profit by the assessed organisation (or any other organisation under an agreement with the assessed organisation) compensation is formally agreed before such knowledge is used</p>	<p>Verifiers & Guidance:</p> <p>Agreements. Consultation with representatives of indigenous peoples</p>
<p>Indicator 3.4.4</p> <p>All agreed compensation is paid</p>	<p>Verifiers & Guidance:</p> <p>Financial records <u>SLIMF:</u> Interviews with indigenous peoples/local communities</p>
<p>PRINCIPLE 4. COMMUNITY RELATIONS AND WORKER'S RIGHTS:</p> <p>Forest management operations shall maintain or enhance the long-term social and economic well being of forest workers and local communities.</p>	
<p>Criterion 4.1 The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services</p>	
<p>Indicator 4.1.1</p> <p>People in local communities are given opportunities in employment, training and contracting</p> <p><u>SLIMF:</u></p> <p>Local workers and contractors should be used wherever possible</p> <p>Greece</p> <p>Priority to harvest is given to local worker team and forestry cooperatives. Subcontracting of the harvest and/or sale of timber is provided to the local communities through the organization of the local forestry cooperatives. (Please see 4.1.5)</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and workers. Consultation with representatives of local communities and labour unions. Training strategies. Job advertisements in local publications</p>
<p>Indicator 4.1.2</p>	<p>Verifiers & Guidance:</p>

<p>In large scale organisations, contracts are awarded through a transparent process on the basis of clear criteria; justification for final selections is documented</p>	<p>Interviews with contractors. Policies and procedures of the assessed organisation. Documentation on contracting of services. Greece The legislation and the distribution of information are applied by the Forestry Organizations or any public organisation. For example, the objective evidence can be the copies of newspapers where the "call for proposals" has been published inviting interested contracting bodies. Two of the relevant laws are: N. 1418/1994 & N. 2576/1998</p>
<p>Indicator 4.1.3</p> <p>In large scale organisations training and/or other appropriate forms of assistance to local people and workers to meet the organisation's long-term staffing requirements are developed and supported where appropriate</p> <p>Greece</p> <p>Extensive and long-term financing has become available via financing programmes and subsidies in order to improve the sector in the mountainous regions of Greece, for the training and the equipment from the local contractors of forest harvests (Older example is the Programme 2.2 for the aid of local professionals).</p>	<p>Verifiers & Guidance:</p> <p>Workers include: employees, contractors, sub-contractors, and any other persons carrying out forestry work on the forest management unit.</p> <p>Long-term training plans.</p> <p>Interviews with Forest Managers and workers</p>
<p>Indicator 4.1.4</p> <p>(Not applicable to SLIMF)</p> <p>Support is provided for local infrastructure and facilities at a level appropriate to the scale of the forest resources</p>	<p>Verifiers & Guidance:</p> <p><i>Service provision and support for local infrastructure, facilities should, as a minimum, be consistent with meeting management plan objectives over the long term (e.g. provision of basic health, education and training facilities where these do not exist) as well as avoiding or mitigating any negative social impacts of the operations. For large scale operations direct contribution towards the establishment of community facilities on or off the FMU would be expected. For small an medium scale operations, contribution could take the form of making facilities on the FMU or staff available for health care, education, accommodation, etc.</i></p> <p>Consultation with representatives of local communities</p> <p>Provision of training; schooling; medical; facilities; housing; accommodation.</p> <p>Support is provided, please see 4.1.3</p> <ul style="list-style-type: none"> ▪ Number of forestry related SMMEs in the area. ▪ Number of forestry related SMMEs owned by local people. <p>Number, type and value of new infrastructure developments funded and/or supported by forestry operations?</p> <p>Greece</p> <p>Please see 4.1.3</p>
<p>Indicator 4.1.5</p> <p>Where possible and practicable, communities are given controlled access to forest and non-</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and local communities.</p>

<p>forest products on the FMU</p>	<p>Evidence of controlled harvesting activities</p> <p><i>Greece</i></p> <p><i>According to the legislation, the residents of villages in Greece shape the local forestry cooperatives and they have the rights of logging and/or to sell the timber from the forests, that is an important privilege of local populations. More concretely the forest use from the Forestry Cooperatives is defined by the laws: 1) K. E. D. (Governmental Use of Forests) where the logging and transportation of timber are assigned to the Forestry Cooperatives. 2) Concession of operations of forests at the Forestry Cooperatives based on PD. 126/1986 3) Renting of the forest operations to the Forestry Cooperatives (proportional to quantity of forest product). Non forest products are also provided to local communities.</i></p>
<p>Indicator 4.1.6</p> <p>Policies and procedures and the implementation thereof make qualifications, skills and experience the basis for recruitment, placement, training and advancement of staff at all levels</p> <p><u>SLIMF:</u></p> <p>Employees are not discriminated in hiring, advancement, dismissal remuneration and employment related to social security</p>	<p>Verifiers & Guidance:</p> <p><i>No evidence of discrimination on the basis of: race, colour, culture, sex, age, religion, political opinion, national extraction or social origin</i></p> <p>Employment policies and procedures.</p> <p>Interviews with Forest Managers, workers and Labour Union representatives.</p> <p><u>SLIMF:</u></p> <p>Interviews with workers and contractors</p>
<p>Indicator 4.1.7</p> <p>All employees, contractors and sub-contractors must be paid a fair wage and other benefits, which meet or exceed all legal requirements and those provided in comparable occupations in the same region</p>	<p>Verifiers & Guidance:</p> <p>Benefits may include social security payments, pension, accommodation, food, etc.</p> <p>Records of payment</p> <p>Interviews with Forest Managers, workers and Labour Union representatives.</p>
<p>Indicator 4.1.8</p> <p>No workers should be engaged in debt bondage or other forms of forced labour</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, workers and Labour Union representatives</p>
<p>Indicator 4.1.9</p> <p>Persons under 15 years are not employed in any forestry work</p>	<p>Verifiers & Guidance:</p> <p><i>National legislation may set higher minimum ages, but these ages are defined in ILO Convention 138 Article 3.</i></p> <p>Interviews with Forest Managers, workers and Labour Union representatives</p> <p>Observations in the work place.</p> <p>Greece:</p> <p><i>Implementation of ILO Convention in Greek legislation, and application of relevant acts and regulations.</i></p>
<p>Indicator 4.1.10</p>	<p>Verifiers & Guidance:</p>

<p>Persons under 18 years should not be employed at night or to carry out heavy work or hazardous operations, e.g. pesticide application, harvesting, except for the purposes of training</p>	<p>Where children and young persons are to be removed from employment in order to comply with this requirement, criterion 4.4 on social impact assessment and mitigation will apply. Organisations are expected to carry out a social impact assessment of the displacement of children from the workplace and effectively mitigate that impact e.g. provide suitable alternative sources of family income and ensure the children have access to adequate education facilities.</p> <p><i>Greece</i></p> <p><i>Please see as in Indicator 4.1.9</i></p>
<p>Criterion 4.2 Forest management <u>should</u> meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families</p>	
<p>Indicator 4.2.1</p> <p>Forest Managers are aware of laws and/or regulations covering health and safety of employees and their families and comply with such.</p> <p>For <u>large scale organisations</u> a written safety and health policy and management system are in place</p>	<p>Verifiers & Guidance:</p> <p><i>Forestry operations should follow the ILO Code of Practice on Safety and Health in Forestry.</i></p> <p>Interviews with Forest Managers, workers and union representatives.</p> <p>Guidelines/regulations are readily available.</p> <p>Labour directives and inspection reports.</p> <p>Company OHS records</p> <p>Greece:</p> <p><i>Law 1568/85 Health and Safety of employees and Presidential Degree 294/88</i></p>
<p>Indicator 4.2.2</p> <p>Forest Managers have systematically assessed the risk associated with all tasks and equipment and prescribed appropriate safe procedures, the use of personal protective equipment (PPE), emergency procedures and where appropriate, key responsibilities.</p> <p>In <u>large scale organisations</u>, compliance with this requirement shall be supported by documentation</p> <p><u>SLIMF:</u></p> <p>All work done in the forest must comply with health and safety laws and regulations</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, workers and union representatives.</p> <p>Documented risk assessments.</p> <p><u>SLIMF:</u></p> <p>Equipment is available to workers</p> <p>Interviews with Forest Managers and workers</p> <p>Field observations</p>
<p>Indicator 4.2.3</p> <p>All workers have had relevant training in safe working practice and where required or appropriate, hold the necessary skills certificates.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and workers.</p> <p>Training schedules and records</p> <p>Copies of skills certificates.</p>
<p>Indicator 4.2.4</p> <p>Forestry operations comply as a minimum, with the ILO Code of Practice on Safety and Health in Forestry</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and workers</p>

Indicator 4.2.5	Verifiers & Guidance:
All necessary tools, machines, substances and equipment, including appropriate PPE, are available at the worksite and are in safe and serviceable condition	Interviews with Forest Managers and workers. Field observations <i>Check First Aid Kits at the worksite – availability & adequacy</i>
Indicator 4.2.6	Verifiers & Guidance:
Managers take all reasonable measures to ensure that workers use the PPE that is provided	Interviews with Forest Managers and workers. Field observations
Indicator 4.2.7	Verifiers & Guidance:
Health and safety records (including risk evaluations, accident records) are maintained and up-to-date	Records of accidents, incidents, instructions to supervisors and workers Interviews with Forest Manager and workers
<u>SLIMF:</u> Basic record is kept of health and safety related incidents	Records of Health incidents at the local health agencies and hospitals.
Indicator 4.2.8	Verifiers & Guidance:
All employees and contractors and their families have access to adequate local medical facilities while working on the FMU.	Interviews with Forest Managers and workers
Indicator 4.2.9	Verifiers & Guidance:
Where located and provided on the FMU, worker accommodation and nutrition comply, as a minimum, with the ILO Code of Practice on Safety and Health in Forestry.	Interviews with Managers and workers Inspection of facilities Greece <i>The Protocol of Establishment and relevant actions (which can be found at the Forest District offices) defines the location and the way Forestry operations are established on site. Sometimes forest workers work at their residence place or close to a mountain village, so there is sometimes no need for a permanent on site establishment. Based on this documentation, on the working site location, the assessor may estimate the accessibility and conditions to accommodation and nutrition.</i>
Indicator 4.2.10	Verifiers & Guidance:
For large scale organisations there is contribution towards or provision of a prevention and control programme for any illnesses and diseases endemic to the area that affect forest workers or their families	Interviews with Forest Managers and workers. Interviews with social NGOs. Records of support. Health statistics for the region.
<u>SLIMF:</u> There is evidence of a basic programme on the FMU that raises awareness of illnesses and diseases endemic to the area that affect workers or their families	<u>SLIMF:</u> Interviews with forest manager and workers Greece: <i>In Greece, and especially at the mountainous lands where</i>

	<i>logging is taking place, the environmental and water quality is usually high. Due to the fact that Forestry Cooperatives and forest Worker Teams operate in familiar grounds (harvesting place is sometimes the place of residence) usually there are no related problems.</i>
Criterion 4.3	The rights of the workers to organise and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labour Organisation (ILO).
Indicator 4.3.1	Verifiers & Guidance:
Workers are free to organise and or join a trade union of their choice without fear of intimidation or reprisal. This will at a minimum comply with the requirements of the ILO Convention No. 87: Convention concerning Freedom of Association and Protection of the Right to Organise	Interviews with Forest Managers, workers and labour union representatives. Greece Relevant legislation: Law 2224/94 [Article 24, 25,26,27]& Law 2732 154/30.07.1999 & Law 2810 - 09/03/2000 and amendments & P.D. 611/1977 Relevant websites: www.peddy.gr , www.paseges.gr
Indicator 4.3.2	Verifiers & Guidance:
Workers are free to organise and bargain collectively. This will at a minimum comply with the requirements of International Labour Organisation convention 98, Convention concerning the Application of the Right to Organise and to Bargain Collectively.	Interviews with Forest Managers, workers and labour union representatives Greece For relevant legislation and rights, please see Criterion 4.3.1
Indicator 4.3.3	Verifiers & Guidance:
There is an effective mechanism in place to provide information to, and enable the participation of workers in decision-making where this directly affects their working terms and conditions <u>SLIMF:</u> Workers or their representatives are accepted as participants in decision making	Interviews with Forest Managers, workers and labour union representatives Greece For the civil servants, this right is well documented (4.3.1) The forestry cooperatives and the forest workers, have, from the commercial nature of their work, the right to negotiate and to bargain the terms of their work. (4.3.1 and 4.1.5)
Criterion 4.4	Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups directly affected by management operations.
Indicator 4.4.1	Verifiers & Guidance:
In conjunction with the local stakeholders affected and in accordance with the scale and intensity of management, the social, socio-economic, spiritual and cultural impacts of forest operations are evaluated. For <u>large scale organisations</u>, these impacts shall be documented <u>SLIMF (Small Forests):</u> Anyone who is likely to be directly affected by an operation is informed and has an opportunity to	<i>New operations will normally be subjected to formal impact assessments and these assessments must include the social environment. For ongoing operations it will be necessary to maintain communication with stakeholders and thus ensure the Forest Manager is aware of any current and/or potential impacts. Management plans must provide mitigatory measures to address such impacts, e.g. problems with dust or noise caused by operations are known and planning is adjusted to reduce or negate such</i> Interviews with Forest Managers and local communities. <u>SLIMF (Small Forests):</u>

<p>comment.</p> <p>The forest manager must try to avoid negative impacts of operations.</p> <p><u>SLIMF (Low Intensity Forests):</u></p> <p>The forest manager proactively seeks assistance from external organizations to carry out an assessment of social impacts and/or social impact monitoring and uses the results to plan future management.</p>	<p>Discussions with neighbours and forest manager</p> <p>Copies of newspaper advertisements, letters, posters and signs used to inform people of operations.</p> <p><u>SLIMF (Low Intensity Forests):</u></p> <p>Copies of Social Impact Assessment reports</p> <p>Evidence of changes in management following results of an Social Impact Assessment <u>or</u> monitoring of social impacts.</p> <p>Greece</p> <p>The forest management plans and the relevant works (logging, roads and public works and other technical works) consider the local needs and formal communications can take place between the stakeholders (ex. public local governments and others) and the managers for any revisions and changes in the planning. Forestry Organizations, as every public agency, is open to the public and its comments. <i>The studies on the Natura 2000 areas , include usually a social study of local populations (Special Environmental Studies). The forest management can be adapted in the local needs. Specifically for the local populations, priority is given to them for their economic and professional prosperity via statutes. (See 4.1.5) For public and technical works, specific legislation applies for the environmental impact studies prior to the work initiation.</i></p>
<p>Indicator 4.4.2</p> <p>(Not applicable to SLIMF)</p> <p>Adverse impacts, opportunities for positive impact and areas of potential conflict identified by evaluations are adequately addressed in plans</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and local communities.</p> <p>Management plans</p>
<p>Indicator 4.4.3</p> <p>An up-to-date list of stakeholders is maintained</p>	<p>Verifiers & Guidance:</p> <p>Records</p> <p>Consultation with stakeholders</p> <p>Greece</p> <p>Greece</p> <p>Each Forest District maintains a list of stakeholders which are regularly contacted and informed on the events of Forest Management when this is required by the procedures of the Agency. Lists with the Mass Media of the region (as local newspapers for example) usually are maintained at each of the Forest Services.</p>
<p>Indicator 4.4.4</p> <p>(Not applicable to SLIMF)</p> <p>There is adequate and ongoing consultation with stakeholders (local people, workers and relevant organisations); in particular, stakeholders are aware that forest management plans and monitoring results are available for inspection, if high impact operations are</p>	<p>Verifiers & Guidance:</p> <p>Records</p> <p>Consultation with stakeholders and interviews with Forest Managers</p> <p>Greece</p> <p>Relevant legislation is regulating free access of citizens to information related to the environment (Y.A. 77921/1440/14-9-1995 "Ελεύθερη πρόσβαση του κοινού στις δημόσιες αρχές για</p>

<p>planned, and that the FMU is being evaluated/monitored for certification</p>	<p>πληροφορίες σχετικά με το περιβάλλον"). Consultations are not formally implemented on the strict procedure of forest management plans (See 1.4.1), but the revision and amendments of such plans and formal communication - consultation with stakeholders is realized and legislation regulates all procedures.</p>
<p>Indicator 4.4.5</p> <p>Issues raised by stakeholders are treated constructively and objectively</p>	<p>Verifiers & Guidance:</p> <p>Records</p> <p>Consultation with stakeholders and interviews with Forest Managers</p> <p>Greece</p> <p>Please see 4.4.5: all issues raised formally are considered and consultations – communications are held which can lead to management revisions (new roads, public works, land management etc)</p>
<p>Indicator 4.4.6</p> <p>In large scale operations, communications with stakeholders on issues that require action and follow-up should be documented</p>	<p>Verifiers & Guidance:</p> <p>Documentation of communication</p> <p>Greece</p> <p>All written communications from the public for any operation is documented and archived at Forestry Agencies.</p>
<p>Criterion 4.5 Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage</p>	
<p>Indicator 4.5.1</p> <p>Every reasonable effort is made to resolve disputes through fair consultation aimed at achieving agreement and consent</p>	<p>Verifiers & Guidance:</p> <p>Records</p> <p>Consultation with stakeholders and interviews with Forest Managers</p>
<p>Indicator 4.5.2</p> <p>(Not applicable to SLIMF)</p> <p>Dispute resolution is clearly defined. System for resolving disputes includes legal requirements and is documented for large scale operations.</p>	<p>Verifiers & Guidance:</p> <p>Records</p> <p>Consultation with stakeholders and interviews with Forest Managers</p>

PRINCIPLE 5. BENEFITS FROM THE FOREST:	
Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.	
Criterion 5.1	Forest management should strive towards economic viability, while taking into account the full environmental, social, and operational costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest
Indicator 5.1.1	Verifiers & Guidance:
Optimal use is made of the potential annual yield of forest products	Annual plan of operations, budgets and financial statements. Yield estimates Greece Forest Management Plans (e.x. Stand Description Sheets) and relevant legislation. Comparison of the annual increment with the annual harvests. Management of forests takes in primary consideration their environmental services also, as stated in Mgt Plans, and in the principal legislation (L.D. 86/1969, L. 998/1979, L. 1650/1986 and P.D. 437/1981)
Indicator 5.1.2	Verifiers & Guidance:
Current and future budgets include specific provision for environmental and social, as well as all operational costs SLIMF The Forest Manager is aiming to be in an economically viable situation which permits long term forest management Greece Reference to 1.2.2	<i>Income may be interpreted broadly as direct income from sales of forest products and indirect income from leisure/tourism, charitable fundraising, payments for environmental services rendered and subsidies.</i> Financial planning records and statements. Interviews with Forest Managers
Indicator 5.1.3	Verifiers & Guidance:
Where necessary, investments are made to maintain the ecological productivity of the forest	Interviews with Forest Managers and environmental NGOs. Plans and maps. Observation of ecosystems.
Criterion 5.2	Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.
Indicator 5.2.1	Verifiers & Guidance:
(Not applicable to SLIMF) Where possible, the owner/manager promotes the development of markets for and sustainable harvesting of common, lesser known plantation-grown or natural forest species and non-timber forest products	Interviews with Forest Managers and consultation with local communities. Greece L.D 86/1969 (and regulations mentioned at 5.6.3) regulates wood production, NTFP and other forest products. Also, P.D. 963/1979 and Law 1541/1985 (and laws mentioned in 4.1.5) promote local commercial development (of Forestry Cooperatives) of timber and NTFPs. E.C. regulation 867/1990

	promoted forestry investments of forestry cooperatives, local SME's and professionals. Funded reforestations of agricultural lands further promote creation of plantation grown species. Agricultural funding towards medicinal and aromatic herbs cultivation (on agricultural land) promotes the use of artificially grown instead of naturally grown plants.
Indicator 5.2.2	Verifiers & Guidance:
Local processing and markets are provided access to forest products available from the FMU, unless there is a justifiable reason for not doing so <u>SLIMF</u> Local processing is used where it is viable.	Interviews with Forest Managers and consultation with local communities. Evidence of opportunities to support local processing and markets. <u>SLIMF:</u> Details of sales of timber and information about local processing options. Greece In reference to 5.2.1 and citations within
Criterion 5.3	Forest management should minimise waste associated with harvesting and on-site processing operations and avoid damage to other forest resources.
Indicator 5.3.1	Verifiers & Guidance:
Strategic and tactical/operational harvest planning and harvest operations should be carried out in accordance with national best practice guidelines (where these do not exist or are inadequate, for tropical high forest the FAO Model Code of Forest Harvesting Practice will apply) <u>SLIMF:</u> Wood waste and damage to the remaining forest during harvesting and on site processing are minimised.	Harvest plans Forest Managers' knowledge of local BOPs <u>SLIMF:</u> Field inspections Harvest records and sales volumes Greece In general, harvesting operations are done only with chainsaws; mules and trucks carry the wood out of the site; only selective cuts are applied to high forests. Chemical use is not permitted, only under a special permission from Research and Ministerial organizations. For legislation reference to 5.1.1 and citations within.
Indicator 5.3.2	Verifiers & Guidance:
Harvesting techniques are designed to avoid log breakage, timber degrade and damage to the forest stand	Interviews with Forest Managers, supervisors and workers. Observation of harvesting operations Greece Legislation: As it was also reported in 5.3.1.
Indicator 5.3.3	Verifiers & Guidance:
Waste generated through harvesting operations, is minimised whilst leaving adequate	When timber products are removed from the stand sufficient material in the form of tops, branches and solid wood should

<p>organic material on the forest floor for soil conservation</p>	<p><i>remain behind to assist the natural nutrient cycle.</i></p> <p>Observation of harvesting and on-site processing operations.</p>
<p>Indicator 5.3.4</p> <p>Harvested and processed wood and/or products processed on-site are transported from the forest before any deterioration occurs</p>	<p>Verifiers & Guidance:</p> <p>Observation of harvesting operations.</p> <p>Records of timber deliveries</p> <p>Greece</p> <p>Relative legislation constitutes the K.D. the 15/30-9-1941 and the relative modifications and statutes of it. According to the legislation, it can be given one month after the Bulletin of Audit the publication of the Bulletin of Transposition, (from the site) or even more. The trunks of trees are shelled at their harvest, and that constitutes and one metre of protection from deterioration and illnesses.</p>
<p>Criterion 5.4 Forest management <u>should</u> strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.</p>	
<p>Indicator 5.4.1</p> <p>The forest is managed for more than one product, considering both timber and non-timber forest products, where appropriate</p> <p><u>SLIMF (Small Forests):</u></p> <p>Not applicable</p> <p><u>SLIMF (Low Intensity Forests):</u></p> <p>Forest management should aim to avoid dependence on a single forest product. Local initiatives involving the use, processing and or marketing of forest products are encouraged.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers.</p> <p>Forest management planning</p> <p><u>SLIMF (Low Intensity Forests):</u></p> <p>Sales records.</p> <p>Discussions with local communities and the forest manager</p> <p>Greece</p> <p>Multiple use of forests is proposed in Forest Management Plans, and directions are provided for issues such as grazing. Environmental and ecological services of forests are also considered. (Law 86/1969 and legislation on 5.1.1 and citations within)</p>
<p>Indicator 5.4.2</p> <p>The utilisation of non-timber forest products by local community enterprises is encouraged</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and consultation with local communities.</p> <p>Evidence of NTFP sales or licenses or permits issued.</p> <p>Greece</p> <p>As in 5.1.1, 5.2.1 and in their references</p>
<p>Criterion 5.5 Forest management operations shall recognise, maintain and, where appropriate, enhance the value of forest services and resources such as watersheds and fisheries.</p>	
<p>Indicator 5.5.1</p> <p>Forest managers are aware of the range of forest</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers</p>

services and resources		
Indicator 5.5.2		Verifiers & Guidance:
Forest management practices minimise negative impacts on services and other forest resources		Interviews with Forest Managers
Criterion 5.6	The rate of harvest of forest products shall not exceed levels, which can be permanently sustained.	
Indicator 5.6.1		Verifiers & Guidance:
Data on forest growth, regeneration and volumes harvested and thinned are reported regularly and analysed in comparison with predicted volumes and growth data (data accuracy is appropriate to scale and intensity of management)		Evidence of enumerations, yield calculations and harvesting planning
<u>SLIMF (Small Forests):</u>		<u>SLIMF:</u>
Harvest levels are sustainable over the long term (a period equivalent to the rotation length of the trees harvested). Note that annual harvest levels may vary hugely.		Management plan
<u>SLIMF (Low Intensity Forests):</u>		Field observations of harvesting sites compared to areas planned for harvesting.
Harvest limits are established at sustainable levels, based on conservative estimates of tree growth and yield rates. The harvest limits are stated in the management plan.		Maps of tree location
		Harvest and sales records and plans over the relevant time span.
		Data on likely or actual growth rates of species harvested.
		Greece
		Forest Management plans indicate the harvest and growth of forests. Ten year annual forest inventories per FMU provide long term data. Relevant Legislation (but not limited only to them) Prototypes for the technical guidelines for the formation of forest management plans and forested areas” Athens, 1965 Approved by the Minister of Agriculture, 158072-1120-6 & Law 86/1969 “The forest code” as also amended by Law 976/1971
Indicator 5.6.2		Verifiers & Guidance:
Sustainable harvest and thinning intensities and frequencies have been calculated for the FMU based on the most up-to-date available information and do not exceed calculated replenishment rates over the long term.		Timber resource planning
		Ελεγκτές & καθοδήγηση:
		Προγραμματισμός των πόρων ξυλείας
Indicator 5.6.3		Verifiers & Guidance:
Authorised harvesting of non-timber forest products does not exceed calculated replenishment rates over the long term		Management plans
		Greece
		Licences provided by the Forest Service and the responsible organizations are given based on the legislation, the data available and the sustainability principles. For legislation please see the criterion 5.2.1 and 5.6.1 and the relevant legislation for resin collection from forests (Article 102 of L.D. 86/1969), for the free grazing (Article 110 of N.D. 86/1969), and also for beekeeping establishments (P.D. 190/1981) Certain species of

	<p>endemic flora and fauna are protected absolutely from any form of harvest.</p>
<p>PRINCIPLE 6. ENVIRONMENTAL IMPACT:</p> <p>Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.</p>	
<p>Criterion 6.1 Assessment of environmental impacts shall be completed - appropriate to the scale, intensity of forest management operations and the uniqueness of the affected resources - and adequately integrated into management systems. Assessments shall include landscape level considerations as well as the impacts of on-site processing facilities. Environmental impacts shall be assessed prior to commencement of site disturbing operations.</p>	
<p>Indicator 6.1.1</p> <p>(Not applicable to SLIMF)</p> <p>The owner/manager has systematically identified and assessed the potential environmental impacts of all activities (including on-site processing facilities) carried out in the forest; the impacts of forest plans have been considered at the landscape level, taking account of the interaction with adjoining land and other nearby habitats. For <u>large scale organisations</u>, the results of these impact assessments shall be documented.</p>	<p>Verifiers & Guidance:</p> <p><i>For all operations or activities carried out on the FMU, there should be an evaluation of the possibility of the following potentially negative impacts being caused: soil erosion and compaction; changes to soil productivity; changes to invasive exotic, native or naturalised flora or fauna species abundance, diversity or distribution. Habitat fragmentation, pesticide, lubricant, nutrient or fertiliser pollution (by runoff, spray drift or spillage) and sedimentation of watercourses or water bodies; changes to water flow and drainage regimes of watercourses, water bodies, visual changes to prominent landscapes. Working Instruction 01 regarding on-site processing plants must be used as reference.</i></p> <p>Interviews with Forest Managers, environmental NGOs and government conservation agencies.</p> <p>Greece</p> <p>Prior to any site disturbing operations on land under the jurisdiction of the Forest Management organizations, a license justified by an assessment has to be provided from the responsible environmental organizations and the Forest District or Directorate. Depending on the extend of the site disturbance, the assessment is carried out according to legislation which in detail can be found on the Legal Annex of this report.</p>
<p>Indicator 6.1.2</p> <p>Site-specific assessments of the potential environmental impacts of all forest operations are carried out prior to commencement of site disturbing operations, in a manner appropriate to the scale of the operations and the sensitivity of the site. Where such activities are considered “significant”, these site-specific assessments are documented. “Significant” activities shall include, but not be restricted to:</p> <ul style="list-style-type: none"> ▪ The building of new roads or substantial rerouting of existing roads; ▪ Any form of flow restriction in streams and rivers; ▪ Aforestation; ▪ Change in genus in the reforestation of a significant section of a catchment over a short 	<p>Verifiers & Guidance:</p> <p><i>A “significant activity is an activity that has the potential to cause environmental impacts that are:</i></p> <ul style="list-style-type: none"> ▪ <i>Permanent or long term; or</i> ▪ <i>Affects a wide environment</i> <p><i>An EIA is the formal procedure that is followed to collect, organise, analyse, interpret and communicate data that are relevant to making a decision. The procedure can however be followed as an informal assessment for a project such as the planning of a harvesting operation. The purpose of an EIA is to minimise negative impacts, ensure the conservation of important features and to enhance positive aspects of the project.</i></p> <p><i>Αρχές that a formal EIA should comply with are:</i></p> <p>Informed Decision Making: <i>Decision-making should be based on reliable information.</i></p>

<p>period;</p> <ul style="list-style-type: none"> ▪ Recreational activities and associated infrastructure; ▪ Communication masts and associated infrastructure; ▪ Power lines; ▪ Water lines; and ▪ Change of natural vegetation to commercial or any other use. ▪ Erection of new fences ▪ Use of natural areas and products for commercial gain or any other purpose ▪ New waste disposal sites; ▪ Implementation of new/modified activities/products that may have significant impacts on the environment. <p><u>SLIMF (Small Forests):</u></p> <p>Before starting any operation, the possible negative environmental impacts are identified and the operation is designed to minimise them. Assessments do not need to be documented unless legally required</p> <p><u>SLIMF (Low Intensity Forests):</u></p> <p>Before starting any operation, the possible negative environmental impacts at the site and landscape levels are identified and the operation is designed to minimise them. Assessments do not need to be documented unless legally required.</p>	<p>Accountability: Responsibilities must be clearly defined.</p> <p>Environment in the Broadest Sense: The environment includes all aspects (i.e. physical, social, political, economic, visual).</p> <p>Open Consultation: Consultation with all interested and affected parties must be done in a transparent manner.</p> <p>Specialist Input: Specialists in the particular field must support impact assessments.</p> <p>Alternatives: Consider all possible alternatives in terms of location and activities.</p> <p>Mitigatory Measures: Assess mitigatory measures that will reduce or negate negative impacts and enhance the positive impacts of the planned activities.</p> <p>Consider all Stages: The assessment should consider all stages of the development, from the planning phase through to closure.</p> <p>Interviews with Forest Managers also testing their basic knowledge of EIAs.</p> <p>Records of assessments and decisions.</p> <p>Environmental management plans.</p> <p><u>SLIMF:</u></p> <p>Manager’s knowledge of the site and impacts of operations</p> <p>Field observations</p> <p>Management plan</p> <p>Documented environmental statement or assessment where legally required</p> <p>Greece</p> <p>Description above is all-encompassing (Please see Legal Annex and 6.1.3 for details)</p>
<p>Indicator 6.1.3</p> <p>All potential environmental impacts identified during assessments are considered during operations and planning and ensure that adverse impacts are avoided or mitigated</p>	<p>Verifiers & Guidance:</p> <p>See also requirements 6.5.1 and 6.5.2.</p> <p>Interviews with Forest Managers, supervisors and workers also testing their knowledge of minimum requirements.</p> <p>Field observations and operational plans. For <u>large scale operations</u>, these provisions and controls will be documented in plans.</p> <p>Greece</p> <p>All interventions into the forest land (type of land classified as forested in Greece) have to be permitted by the Forest Districts, and superior organizations. For public works, EIA are carried either from Forest Manager Organization Staff, or from independent environmental consultants, carrying a Environmental Study Permission from the Ministry of Environment and/or Local Government Organizations depending on the nature of the environmental impact required (which is directly related to the kind of site disturbance is planned for the forest ecosystem area)</p> <p>Relevant laws are in 6.5.1. and 6.5.2, and in citations within.</p>

<p>Indicator 6.1.4</p> <p>Timely corrective actions are considered and implemented to address both past and potential non-conformances.</p>	<p>Verifiers & Guidance:</p> <p><u>Corrective Actions:</u></p> <p>The first <u>objective</u> is, whenever there is a non-conformance:</p> <ul style="list-style-type: none"> ▪ action is taken to correct any damage to the environment that may have occurred (corrective action); and ▪ measures are instituted to prevent the non-conformance from recurring (preventive action). <p>The <u>second objective</u> is to ensure that preventative action is taken where there is obvious potential for an activity to develop into a non-conformance with subsequent environmental impact(s).</p> <p>The <u>third objective</u> is to ensure that CARs are reviewed periodically to identify persistent problem areas and to ensure that such problem areas are appropriately addressed, in either a corrective or a preventative manner.</p> <p>Interviews with managers.</p> <p>Comparison of quality of ongoing operations and associated record of past CARs.</p>
<p>Indicator 6.1.5</p> <p>Corrective action requests (CARs) are recorded and closed out appropriately</p> <p><u>SLIMF:</u></p> <p>Timeous corrective actions are taken</p>	<p>Verifiers & Guidance:</p> <p><u>Records of CARs</u></p> <p><u>SLIMF:</u></p> <p>Interviews with the forest Manager and workers and field observations</p>
<p>Indicator 6.1.6</p> <p>Non-native plant (non-tree) and animal species are introduced and/or native species re-introduced only if consultation with acknowledged experts and regulatory authorities establishes that they are non-invasive and will bring environmental benefits; where appropriate, local stakeholders are consulted prior to any introduction; all introductions are closely monitored</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, environmental NGOs and government agencies.</p> <p>Research briefs.</p> <p>Licences and permits.</p> <p>Greece</p> <p>Non native tree species usage is controlled by the laws:</p> <p>Decision with Protocol Number 183203/2764 Subject: Definition of forest species and spacing guidelines for the reforestation for wood production" General Directorate of Forests, Directorate of Reforestations, Department of Reforestations, Athens, 5-11-1979</p> <p>Presidential Degree Number 17, "Forest regeneration material, according to the compliance with the EU Directive 1999/105/ E.C. Governmental Journal Paper, Article 1st , Pub. Number 14, 27-01-2003</p> <p>In more detail, from the 116 non-endemic forest tree species imported into the country, a few of them are chosen for selected reforestations (Pinus pinaster, P. radiata and Pseudotsuga spp. Populus Nigra and Deltoides hybrid and local poplar varieties), and main preference is given to local endemic species.</p>

Criterion 6.2 Safeguards shall exist which protect rare, threatened and endangered species and their habitats (e.g. nesting and feeding areas). Conservation zones and protection areas shall be established, appropriate to the scale and intensity of forest management and the uniqueness of the affected resources. Inappropriate hunting, fishing, trapping and collecting shall be controlled.	
Indicator 6.2.1 Rare, threatened and endangered species and their habitats present (or likely to be present) on the FMU have been identified and documented <u>SLIMF (Small Forests):</u> Where known, rare, threatened and endangered species and their habitats are protected. <u>SLIMF (Low Intensity Forests):</u> Where known, rare, threatened and endangered species and their habitats are mapped and protected.	Verifiers & Guidance: <i>Where survey data are incomplete, it should be assumed that relevant species ARE present.</i> Interviews with Forest Managers, local experts and government agencies. Refer also to 7.1.7 <u>SLIMF (Small Forests):</u> Manager’s knowledge of rare, threatened and endangered species in the area. Records from other sources of species found on the site. Field observations of nesting and feeding areas of rare, threatened and endangered species. <u>SLIMF (Low Intensity Forests):</u> Manager’s and workers’ knowledge of rare, threatened and endangered species in the area. Reports of training for forest workers on protection issues. Field observations of nesting and feeding areas of rare, threatened and endangered species. Reports of the conservation status of the FMU from other sources.
Indicator 6.2.2 Where appropriate, there is co-operation with acknowledged experts, conservation organisations and regulatory authorities in identifying conservation zones and protection areas for rare, threatened and endangered species present; these habitats are demarcated on maps, and, where necessary, on the ground <u>SLIMF:</u> Other features which are important for conservation are identified and protected.	Verifiers & Guidance: Records and maps. Interviews with Forest Managers, local experts and government agencies. <u>SLIMF:</u> Maps showing conservation features Field observations and interviews with forest manager
Indicator 6.2.3 Rare, threatened and endangered species are protected during operations	Verifiers & Guidance: Operational plans. Interviews with Forest Managers, local experts and government agencies.
Indicator 6.2.4 (Not applicable to SLIMF) Conservation zones and protection areas, representative of existing ecosystems, are being protected in their natural state, based on the	Verifiers & Guidance: <i>Where less than 10% of the total area of large FMUs has been set aside for conservation zones and protection areas, justification must be provided for this in the form of consultation with local experts and/or government agencies.</i>

<p>identification of key biological areas and the requirement for natural corridors (with special reference to plantations) and/or consultation with local experts and government agencies</p> <p>Landscape scale conservation considerations are evident in field activities, staff/contractor actions and/or in coordination with adjoining landowners, conservation organizations or government conservation agencies.</p>	<p><i>For smaller FMUs the conservation zones and protection areas should exist within the FMU or in nearby landscapes.</i></p> <p>Plans and maps and records of completed work.</p> <p>Interviews with Forest Managers, local experts and government agencies.</p> <p>Greece</p> <p>Relevant laws include:</p> <p>Paragraph 6.1.6 and Legal Annex</p> <p>Law 1650/80& Law 2308/1995 & Law 86/1969</p>
<p>Indicator 6.2.5</p> <p>Conservation management and protection activities are demarcated on maps, implemented and their impact monitored.</p> <p>For large-scale organisations these will be also be documented in plans.</p> <p><u>SLIMF:</u></p> <p>Conservation management and protection activities have been determined and are demarcated on maps</p>	<p>Verifiers & Guidance:</p> <p>Plans and maps, including annual plan of operations.</p> <p>Field observations</p>
<p>Indicator 6.2.6</p> <p>Authorised hunting, fishing, grazing and collecting activities are managed to ensure they do not exceed sustainable levels and inappropriate activities are prevented</p>	<p>Verifiers & Guidance:</p> <p>Policies and procedures.</p> <p>Interviews with Forest Managers, local experts and government agencies.</p> <p>Field observations and records of collection.</p> <p>Greece:</p> <p>Legislation as in 6.2.4</p> <p>Annual Ministry of Agriculture Directive on Hunting regulations.</p> <p>Country registry of protected areas.</p>
<p>Criterion 6.3 Ecological functions and values shall be maintained intact, enhanced, or restored, including:</p> <ul style="list-style-type: none"> ▪ Forest regeneration and succession. ▪ Genetic, species and ecosystem diversity. ▪ Natural cycles that affect the productivity of the forest ecosystem. 	
<p>Indicator 6.3.1</p> <p>The status of the FMU with regard to:</p> <ul style="list-style-type: none"> ▪ regeneration and succession ▪ genetic, species and ecosystem diversity ▪ natural cycles <p>is known or estimated.</p>	<p>Verifiers & Guidance:</p> <p><i>This requirement applies to natural forest and plantation management organisations. Compliance might involve an initial assessment and monitoring of the following:</i></p> <ul style="list-style-type: none"> ▪ <i>Regeneration of natural forest areas harvested, degraded areas, fragmented areas, areas damaged by fire, conservation zones and protection areas;</i> ▪ <i>Impacts of past management e.g. logging, collection of NTFPs, soil erosion</i> ▪ <i>Distribution and status of plant communities;</i> ▪ <i>Conservation status of native floral and faunal assemblages,</i>

	<p><i>species and their habitats;</i></p> <ul style="list-style-type: none"> ▪ <i>Spread of invasive species</i> ▪ <i>Ongoing soil erosion</i> ▪ <i>Water quality</i> <p>Records and maps Interviews with Forest Managers and local experts. <i>Greece</i> <i>Laws covering all aspects are as in 6.2.6</i></p>
Indicator 6.3.2	Verifiers & Guidance:
Silvicultural and/or other management systems are appropriate for the ecology of the forest and resources available	<p>Interviews with Forest Managers and local experts <i>Greece</i> <i>Forest management plans indicate harvesting intensity and details. Forest marking is taking place annually, marking the trees to be harvested. Relevant laws and regulations are as in 6.2.6.</i></p>
Indicator 6.3.3	Verifiers & Guidance:
Ecological functions (regeneration, succession, diversity, natural cycles) are maintained and where appropriate, there is a programme for restoration of degraded sites	<p><i>Enhancement, maintenance and restoration activities should be prepared to provide for the restoration of degraded natural areas, weed infestation, erosion, borrow pits, waste sites, quarries, etc.</i></p> <p>Interviews with Forest Managers, local experts. Plans and maps and field observations. <i>Greece</i> <i>Please refer to 6.2.6 legislation.</i> <i>Relevant laws where guidelines are given for management plans:</i> <i>Prototypes for the technical guidelines for the formation of forest management plans and forested areas” Athens, 1965 Approved by the Minister of Agriculture, 158072-1120-6</i></p>
Indicator 6.3.4	Verifiers & Guidance:
In natural and semi-natural forest, natural regeneration is preferred where adequate for the meeting of management objectives; where artificial regeneration is planned, environmental impact has been assessed (refer Criterion 6.1)	<p>Plans and maps Interviews with Forest Managers, local experts</p>
Criterion 6.4	Representative samples of existing ecosystems within landscapes shall be protected in their natural state and recorded on maps, appropriate to the scale of operations and the uniqueness of the resource.
Indicator 6.4.1	Verifiers & Guidance:
For the protection and recording of representative samples of existing ecosystems in the landscape, refer to Criterion 6.2.	

Criterion 6.5		Written guidelines shall be prepared and implemented to: control erosion; minimise forest damage during harvesting, road construction, and all other mechanical disturbances; and protect water resources.
Indicator 6.5.1	<p>All environmentally sensitive forest operations are identified (see 6.1) and written guidelines defining acceptable practice are available to forest managers and supervisors; operational guidelines must meet or exceed national or regional best practice requirements</p> <p><u>SLIMF:</u></p> <p>All forest management operations that may damage soil (e.g. compaction, erosion) and methods to mitigate or avoid such are known.</p>	<p>Verifiers & Guidance:</p> <p><i>Forest operations include: site preparation, fire belt management, planting, weed control, stand management, harvesting and extraction, road surfacing material extraction and excavation site closure, road network design, road design, construction, maintenance and closure.</i></p> <p>Records, plans and maps.</p> <p>Interviews with Forest Managers and field observations.</p> <p><u>SLIMF:</u></p> <p>Interviews with Forest Managers and field observations</p> <p>Maps showing new roads and locations of new and ongoing operations</p> <p>Greece</p> <p>Management plans and Laws of 6.2.6</p>
Indicator 6.5.2	<p>Guidelines developed in terms of indicator 6.5.1 are implemented during operations and planning</p>	<p>Verifiers & Guidance:</p> <p><i>The main assessment report should make explicit reference to the national or regional best practice guidelines used as a reference.</i></p> <p>Operational plans, interviews with staff and field observations.</p>
Indicator 6.5.3	<p>Buffer zones are maintained along watercourses and around water bodies. These buffer zones are demarcated on maps and comply with specifications made in national and regional best practice guidelines</p> <p><u>SLIMF:</u></p> <p>Buffer zones are maintained along watercourses and around water bodies and comply with national and regional best practice guidelines.</p>	<p>Verifiers & Guidance:</p> <p><i>The main assessment report shall make explicit reference to the national or regional best practice guidelines used as a reference.</i></p> <p>Operational plans, interviews with staff and field observations.</p>
Indicator 6.5.4	<p>Operators are aware of and able to implement adequate emergency procedures for clean up following accidental oil and chemical spillages</p>	<p>Verifiers & Guidance:</p> <p>Operational plans, interviews with staff and field observations.</p> <p>No evidence of significant spillages.</p>

Criterion 6.6	Management systems shall promote the development and adoption of environmentally friendly non-chemical methods of pest management and strive to avoid the use of chemical pesticides. World Health Organisation Type 1A and 1B chlorinated hydrocarbon pesticides; pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain beyond their intended use; as well as any pesticides banned by international agreement, shall be prohibited. If chemicals are used, proper equipment and training shall be provided to minimise health and environmental risks.
Indicator 6.6.1 There is an up-to-date list of all pesticides used in the organisation that documents trade name, and active ingredient. Where not provided by the product label, authorised applications, application methods and rates will also be documented.	Verifiers & Guidance: <i>Chemical pesticides include herbicides, insecticides, fungicides, and rodenticides in the formulation applied in the field (including any surfactants, dispersants or solvents used).</i> Records of chemicals in use. Receipts and invoices. Procedures for the safe and appropriate use of chemicals Greece <i>According to article 9 of the Presidential Degree 67/1981 it is not permitted to use toxic or any kind of other substances for pest management, if these substances can be hazardous for the species of wild flora and fauna. Also, regulations from the ministry of Environment define lists of chemicals and comment on their use: 78/319/EC and 76/403/EC. Important regulation on environment protection is also the Law 1650/1986. NAGREF (www.nagref.gr) and Ministry of Rural Development and Food (www.minagric.gr) may provide licenses for chemical applications, in some (few) cases.</i> <i>Forest nurseries may use chemicals of the local market, which are overseen by the Public Forest Management Organization.</i>
Indicator 6.6.2 Prohibited pesticides are not used except where: <ul style="list-style-type: none"> ▪ a derogation of policy has been obtained from the FSC Secretariat; or ▪ a temporary exemption has been authorised in terms of FSC-POL-30-001, by the SGS Qualifor Programme Director/Manager, prior to use. 	Verifiers & Guidance: <i>See FSC List of Chemicals Prohibited in Certified Forests; prohibited chemicals include those prohibited under national legislation or international agreement.</i> <i>SGS Qualifor may grant temporary exemptions (in terms of par 5.2.6 of FSC-IP-0001)subject to strict conditions, e.g. where no alternatives are identified after appropriate consultation with experts. Where a temporary exemption is approved a minor CAR will be raised and the motivation and support for such exemption will be specifically reported in the public summary of the assessment report. The Forest Manager will be informed that the exemption is temporary until clarification had been obtained from the FSC Secretariat.</i> Chemical records Greece In reference to 6.6.1
Indicator 6.6.3 Where chemicals are used on an ongoing basis the owner/manager must prepare and implement a strategy that will have at least the following components: <ul style="list-style-type: none"> ▪ reduction of use is a stated as a long-term objective; 	Verifiers & Guidance: <i>Usage, and reduction targets should be expressed on a per hectare basis and sub-divided according to operations and catchment/drainage basin; targets should be quantitative</i> <i>Some organisations may be allowed to increase use of certain chemical pesticides in the short or medium term, where the use of these pesticides is justified on social or environmental</i>

<ul style="list-style-type: none"> ▪ a range of methods for pesticide control providing justification for chemical-use as an option; ▪ procedures that promote the optimal use of chemicals (timing, follow-up, equipment, etc) ▪ clear measurable targets for long term chemical use; with reduction as the objective; <p>Usage is expressed per product, on a per hectare basis and sub-divided according to catchment or drainage basin.</p> <p>SLIMF:</p> <p>Record is kept of the amount of chemicals used on the FMU and there is indication that alternative methods are being considered leading to a reduction in use of the long term</p>	<p><i>grounds, see 6.6.</i></p> <p>This requirement applies to nurseries located on the certified FMU.</p> <p>Chemical use records.</p> <p>Greece</p> <p>In reference to 6.6.1</p>
<p>Indicator 6.6.4</p> <p>(Not applicable to SLIMF)</p> <p>Where pesticides are the preferred method of control for environmental or social reasons, the consideration of alternatives and justification for their use has been determined and documented in cooperation with acknowledged experts</p>	<p>Verifiers & Guidance:</p> <p><i>Pesticides may be preferred in some instances, for example, to eliminate invasive weeds, control vectors of serious human diseases.</i></p> <p>Interviews with Forest Managers and local experts.</p> <p>Documented justification.</p> <p>Greece</p> <p>In reference to 6.6.1</p>
<p>Indicator 6.6.5</p> <p>All transport, storage, handling, application and emergency procedures for clean up following accidental spillages of chemical pesticides comply, as a minimum, with the ILO publications ‘Safety & Health in the Use of Agrochemicals: A Guide’, and ‘Safety in the Use of Chemicals at Work’</p>	<p>Verifiers & Guidance:</p> <p>Procedures and records.</p> <p>Interviews with staff</p> <p>Greece</p> <p>In reference to 6.6.1</p>
<p>Criterion 6.7 Chemicals, containers, liquid and solid non-organic wastes including fuel and oil shall be disposed in an environmentally appropriate manner at off-site locations.</p>	
<p>Indicator 6.7.1</p> <p>The owner/manager should ensure that non-organic wastes (e.g. oil, tyres, containers, etc.), including those generated by contractors working on the FMU are recycled where possible</p>	<p>Verifiers & Guidance:</p> <p>Field observations and interviews with staff</p> <p>Greece:</p> <p>Waste deposition on forest is prohibited for any citizen. Minimal waste is generated during logging, since the only mechanical equipment on site is chainsaws and relevant equipment and transportation to forest roads is done by animals (usually mules and donkeys).</p>
<p>Indicator 6.7.2</p> <p>The owner/manager should ensure that waste that cannot be re-cycled, including that generated by contractors working on the FMU, is</p>	<p>Verifiers & Guidance:</p> <p>Waste includes:</p> <ul style="list-style-type: none"> ▪ Surplus chemicals ▪ Chemical containers

<p>disposed of in environmentally appropriate ways.</p>	<ul style="list-style-type: none"> ▪ <i>Plastic waste</i> ▪ <i>Fuels and lubricants</i> ▪ <i>Worn vehicle tyres</i> ▪ <i>Used vehicle batteries</i> ▪ <i>Waste produced from processing operations</i> ▪ <i>Domestic</i> <p>Evidence that waste has been disposed off in an acceptable manner.</p> <p>Greece</p> <p>Please refer 6.6.1</p>
<p>Indicator 6.7.3</p> <p>The owner/manager should ensure that the handling and disposal of chemicals and chemical containers, including that generated by contractors working on the FMU, should comply, as a minimum, with the ILO publications ‘Safety & Health in the Use of Agrochemicals: A Guide’, and ‘Safety in the Use of Chemicals at Work’</p>	<p>Verifiers & Guidance:</p> <p>Interviews with staff</p> <p>Check on great pest attacks</p> <p>Greece</p> <p>Please refer to 6.6.1</p>
<p>Indicator 6.7.4</p> <p>On-site facilities for easy collection of waste are provided</p>	<p>Verifiers & Guidance:</p> <p>Presence of waste receptacles or other</p>
<p>Criterion 6.8 Use of biological control agents shall be documented, minimised, monitored and strictly controlled in accordance with national laws and internationally accepted scientific protocols. Use of genetically modified organisms shall be prohibited.</p>	
<p>Indicator 6.8.1</p> <p>The use of biological control agents is avoided or minimised by making use of best available alternative control methods not entailing excessive cost</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers.</p> <p>Policies and procedures.</p> <p>Greece</p> <p><i>Please see legislation on 6.6.1, no pest management applications are permitted, only applied after permission and consultation with high scientific and governmental bodies.</i></p>
<p>Indicator 6.8.2</p> <p>Any use of biological control agents must be supported by documented justification which details: alternative methods of pest or disease control considered, ecological impact assessment, relevant organisations and regulatory authorities consulted</p>	<p>Verifiers & Guidance:</p> <p>Documentation</p> <p>Greece</p> <p><i>Please see legislation on 6.6.1, no pest management applications are permitted, only applied after consultation with high scientific and governmental bodies.</i></p>
<p>Indicator 6.8.3</p> <p>All activities where biological control agents are used are documented and monitored</p>	<p>Verifiers & Guidance:</p> <p>Documentation</p> <p>Greece</p> <p><i>Please see legislation on 6.6.1, no pest management</i></p>

	<i>applications are permitted, only applied after consultation with high scientific and governmental bodies.</i>
Indicator 6.8.4	Verifiers & Guidance:
No genetically modified organisms are used in management, production or research programmes within the FMU.	Interviews with staff.
Greece	Records of biological material sources and supplies
If agricultural lands exist in the FMU, they do not fall under the same monitoring regime as the forested areas managed by the public Forest Service. However, they fall under the management regime of the Ministry of Rural Development and Food (which is the governing body of forestry and agriculture in the country), and to the regulations it implies for genetically modified organisms. If afforestations are done at the agricultural land inside the FMU, they fall under the forestry guidelines and legislation.	<i>Greece</i>
	<i>Regeneration material is controlled by:</i>
	Decision with Protocol Number 183203/2764 Subject: Definition of forest species and spacing guidelines for the reforestation for wood production" General Directorate of Forests, Directorate of Reforestations, Department of Reforestations, Athens, 5-11-1979
	Presidential Degree Number 17, "Forest regeneration material, according to the compliance with the EU Directive 1999/105/ E.C. Governmental Journal Paper, Article 1st , Pub. Number 14, 27-01-2003
Criterion 6.9	The use of exotic species shall be controlled and actively monitored to avoid adverse ecological impacts
Indicator 6.9.1	Verifiers & Guidance:
Exotic species are assessed for adverse ecological impacts and such impacts avoided	Records of scientific studies.
Greece	Interviews with Forest Managers
If agricultural lands exist in the FMU, they do not fall under the same monitoring regime as the forested areas managed by the public government organizations (Forest Districts and associated organizations: however, the principal organization for agricultural land is the Ministry of Rural Development and Food). Reforestations inside agricultural land must have a permission of the Local Forest District and associated organizations (Example: License of Plantation Establishment).	<i>Regeneration material is controlled and regulated by legislation, two of the most important documents are:</i>
	Decision with Protocol Number 183203/2764 Subject: Definition of forest species and spacing guidelines for the reforestation for wood production" General Directorate of Forests, Directorate of Reforestations, Department of Reforestations, Athens, 5-11-1979
	Presidential Degree Number 17, "Forest regeneration material, according to the compliance with the EU Directive 1999/105/ E.C. Governmental Journal Paper, Article 1st , Pub. Number 14, 27-01-2003
	In general, only native species and a few exotic species are used for reforestations; aggressive species are identified and their use is regulated.
Indicator 6.9.2	Verifiers & Guidance:
Unwanted regeneration is monitored, and if necessary controlled	Monitoring records
Criterion 6.10	Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion:
	a) entails a very limited portion of the forest management unit; and
	b) does not occur on high conservation value forest areas; and
	c) will enable clear, substantial, additional, secure, long-term conservation benefits across the forest management unit.
Indicator 6.10.1	Verifiers & Guidance:

<p>Forest conversion, if any, is limited to small areas (and its extent is acceptable to conservation organisations, regulatory authorities) and/or is of negligible environmental impact</p>	<p><i>Clear felling and replanting of a natural or semi-natural forest with a mixture native species in the absence of satisfactory natural regeneration is not considered forest conversion to plantation. Clear felling and replanting of a natural or semi-natural forest with an exotic species is considered conversion.</i></p> <p><i>The clearance of isolated single trees or pockets of natural vegetation less than 0.001 ha to consolidate plantation blocks or for essential infrastructure development is only permitted where acknowledged experts and regulatory authorities have been consulted and find it acceptable.</i></p> <p>Interviews with Forest Managers, local experts and government agencies.</p> <p>Plans and maps.</p> <p>Field observations.</p> <p><i>Greece</i></p> <p><i>Please refer to 5.1.1, 5.2.1, 5.3.4, and Land Cadastre legislation</i></p>
<p>Indicator 6.10.2</p> <p>Conversion and afforestation do not occur in conservation zones, protection areas (see 6.2) or areas retained as representative of existing ecosystems (see 6.2)</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, local experts and government agencies.</p> <p>Plans and maps.</p> <p>Field observations.</p>
<p>Indicator 6.10.3</p> <p>Conservation benefits of conversion to non-forest land use or afforestation or compensatory conservation activities planned have been identified and assessed in cooperation with acknowledged experts; in the case of compensatory conservation activities, their extent is acceptable to conservation organisations, regulatory authorities</p>	<p>Verifiers & Guidance:</p> <p><i>Conversion may, for example, have a net conservation benefit where an area is converted back to its original natural or semi-natural habitat type such as open wetland or grassland.</i></p> <p>Interviews with Forest Managers, local experts and government agencies.</p>
<p>Indicator 6.10.4</p> <p>Conservation benefits are substantial, additional, secure, and long term</p>	<p>Verifiers & Guidance:</p> <p>Scientific evidence and interviews with Forest Managers and local experts</p>

PRINCIPLE 7. MANAGEMENT PLAN:

A management plan - appropriate to the scale and intensity of the operations - shall be written, implemented, and kept up to date. The long-term objectives of management, and the means of achieving them, shall be clearly stated.

Criterion 7.1 The management plan and supporting documents shall provide:

- a) management objectives;
- b) description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands;
- c) rationale for rate of annual harvest and species selection;
- d) provisions for monitoring of forest growth and dynamics;
- e) environmental safeguards based on environmental assessments;
- f) plans for the identification and protection of rare, threatened and endangered species;
- g) maps describing the forest resource base including protected areas, planned management activities and land ownership;
- h) description and justification of harvesting techniques and equipment to be used.

Indicator 7.1.1

There is a management plan (or overview linking different planning documents)

SLIMF:

Management plans may consist of brief notes and a map

Verifiers & Guidance:

Management plan

SLIMF:

Checking the plan exists and contains all the information required.

Field checks that the plan has been implemented in the past and is currently still followed.

Greece

Relevant laws where guidelines are given for management plans: Prototypes for the technical guidelines for the formation of forest management plans and forested areas” Athens, 1965 Approved by the Minister of Agriculture, 158072-1120-6

Also, please refer to 6.2.6 legislation.

Forest management plans are valid for 10 years, and each year a specific timber inventory is done to assign the allowable harvest cut, per stand.

Detailed information is provided on the mgt plan for felling regulations, dimensional properties of each stand, diameter distribution, complete timber inventory, growth is calculated per forest stand, and the prescriptions are assigned, based on the calculated allowable annual harvest cut. Soil quality and character, slope and inclination, access and roads, past and current land uses are also mentioned.

Paper maps at 1:50000 or larger scale are included into the management plan.

Indicator 7.1.2

Management objectives are clearly described

SLIMF:

An outline is provided of objectives and how

Verifiers & Guidance:

Management plan

Greece

Please refer to 7.1.1

<p>these will be achieved</p>	<p>Complete and detailed references made to management objectives at the document. For example in every stand silvicultural prescription, in every category the management objective written in bold, and next to it, the forester's prescription is typed. Also, in every stand prescription, the last paragraph "Proposals for other uses" non-timber use prescription takes place.</p> <p>"Prototypes for the technical guidelines for the formation of forest management plans and forested areas" Athens, 1965 Approved by the Minister of Agriculture, 158072-1120-65.</p>
<p>Indicator 7.1.3</p> <p>Forest resources, attributes of any high conservation value forest, environmental limitations, special characteristics of the forest, land use and ownership status, socio-economic conditions, and adjacent lands are described</p> <p><u>SLIMF:</u></p> <p>The forest is broadly described</p>	<p>Verifiers & Guidance:</p> <p>Management plan</p> <p>Greece</p> <p>The forest is broadly described in the introduction of the Mgt Plan, and then analytically described in the per stand/compartment analysis with dimensional property details.</p>
<p>Indicator 7.1.4</p> <p>Rate of harvest, species selection, management prescriptions (for production and conservation zones) and operational techniques are documented and justified</p> <p><u>SLIMF:</u></p> <p>Sustainable harvest limits and regeneration plans (long term, at least one full rotation period for the whole of the FMU) are provided</p>	<p>Verifiers & Guidance:</p> <p>Management plan</p> <p><u>SLIMF:</u></p> <p>Harvest limits are established at sustainable limits and are based on conservative estimates of tree growth and yield.</p> <p>Silvicultural prescriptions take into account factors such as DBH, seed trees for each species, etc.</p> <p>Greece</p> <p>Detailed information and the dimensional properties of the logs to be harvested is provided at the Mgt Plans, and detailed growth, annual allowable cut and other issues are in tables analytically mentioned for each compartment to be harvested.</p> <p>Please also refer to 7.1.1.</p>
<p>Indicator 7.1.5</p> <p>Provisions for monitoring forest growth and dynamics are described</p> <p><u>SLIMF:</u></p> <p>The plans include provisions for monitoring forest regrowth</p>	<p>Verifiers & Guidance:</p> <p>Management plan</p> <p>Greece</p> <p>Please refer to 7.1.1, 5.1.1, 5.2.1, 5.3.4 for legislation and regulations.</p> <p>For each compartment, after the timber inventory, usually the volume growth is calculated with the so called "Austrian" formula.</p> <p>Forest regeneration (species and dynamics) are also mentioned in detail in each mgt plan, so a trend can be examined for the long term.</p>
<p>Indicator 7.1.6</p> <p>Refer Criterion 6.1 for description of environmental safeguards</p>	<p>Verifiers & Guidance:</p>

Indicator 7.1.7	Verifiers & Guidance:
Refer 6.2 for conservation planning and provision for RTE species.	<i>Greece</i> <i>Please refer to 6.2</i>
Indicator 7.1.8	Verifiers & Guidance:
Refer Criterion 6.6 for pest management	<i>Greece</i>
Greece	<i>Please see additions and comments on Criterion 6.6</i>
<i>Please see additions and comments on Criterion 6.6</i>	
Indicator 7.1.9	Verifiers & Guidance:
Any control of wild animals is based on a written strategy, which describes and justifies objectives, cull targets, control methods and precautions; control is carried out in consultation with all relevant stakeholders.	Written strategy and communication with interested and affected parties.
SLIMF:	Interviews with Forest Managers and consultation with local stakeholders, experts and government agencies.
Refer Criterion 6.2	<i>Greece</i>
	<i>Population control of wild animals is currently not applied in Greece. Protective measures exist for certain species, and hunting regulations and annual directives are published at the Ministry of Rural Development and Food website www.minagric.gr</i>
Indicator 7.1.10	Verifiers & Guidance:
There are appropriate maps (at a scale appropriate for planning and supervision activities) showing the forest resource base including protected areas, watercourses, roads and other features important for forest management. Maps should be prepared prior to commencement of harvesting and road construction	Maps and associated records
SLIMF:	<i>Greece</i>
There are appropriate maps showing the forest resource base including protected areas, watercourses, roads and ownership.	<i>Please refer to 1.5 for information on country wide mapping.</i>
	<i>Documents and maps that should be reviewed are:</i>
	<i>The compartment map of the FMU</i>
	<i>The general map of all the area under the responsibility of the Forestry Department under the certification process</i>
	<i>In case of a NATURA 2000 area there are Special Environmental Studies, plus scientific and other ecosystem classifications.</i>
	<i>Greece</i>
	<i>Please refer to 7.1.1, 5.1.1, 5.2.1, 5.3.4 for legislation and regulations.</i>
Indicator 7.1.11	Verifiers & Guidance:
Harvesting techniques and equipment are described and justified	Management plan and operational controls.
SLIMF:	Interviews with staff
The plan describes harvesting methods and silviculture to ensure responsible management	<i>Greece</i>
	<i>Greece</i>
	<i>Please refer to 7.1.1, 5.1.1, 5.2.1, 5.3.4 for legislation and regulations.</i>

<p>Indicator 7.1.12</p> <p>For <u>large scale operations</u>, planning includes short (operational/annual), medium (tactical/3-5 yearly) and long (strategic, rotation/harvesting cycle) term plans covering all operations and these shall be documented.</p> <p>For <u>small-scale operations</u> a long-term plan covering harvesting operations will be documented. The requirement for documented planning in small-scale operations will be decided by the scale, duration and intensity of the operation.</p> <p><u>SLIMF:</u></p> <p>Only a long term plan as outlined in Indicators 7.1.2 to 7.1.11 is required.</p>	<p>Verifiers & Guidance:</p> <p>Management plan and operational controls.</p> <p>Interviews with staff</p> <p>Greece</p> <p>10 year forest stand inventories for Management plan edition. 1 year inventories to the management plan sampling areas for the calculation of annual growth and other quantitative stand attributes.</p> <p>More specifically, for annual harvest of the 10 year harvest rotation as described in the mgt plan, annual surveys, marking, felling, and relevant “Expressions of Interest” and other calls are published.</p> <p>All technical works undertaken are archived and available.</p> <p>Please refer to 7.1.1, 5.1.1, 5.2.1, 5.3.4 for legislation and regulations.</p>
<p>Indicator 7.1.13</p> <p>Plans are being implemented and any deviation from prescription or rate of progress is adequately justified; overall objectives will still be achieved and the ecological integrity of the forest maintained</p> <p><u>SLIMF:</u></p> <p>Plans are being implemented and deviations (whilst maintaining long term objectives) can be explained</p>	<p>Verifiers & Guidance:</p> <p>Management plan and operational controls.</p> <p>Interviews with staff</p> <p>Greece</p> <p>Please refer to 7.1.1, 5.1.1, 5.2.1, 5.3.4 for legislation and regulations.</p>
<p>Criterion 7.2 The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic considerations.</p>	
<p>Indicator 7.2.1</p> <p>In <u>large scale organisations</u>, staff members with responsibility for the overall compilation and updating of the management plan are identified</p>	<p>Verifiers & Guidance:</p> <p>Company procedures</p>
<p>Indicator 7.2.2</p> <p>(Not applicable to SLIMF)</p> <p>New scientific and technical developments in production forestry and biodiversity conservation are available at the FMU or Forest Managers have access to this information</p>	<p>Verifiers & Guidance:</p> <p>Publications</p> <p>Interviews with Forest Managers</p>
<p>Indicator 7.2.3</p> <p>There is evidence that scientific and technical developments and results of monitoring are incorporated into revisions of policies, procedures and plans.</p> <p><u>SLIMF:</u></p> <p>There is evidence that scientific and technical</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, scientific evidence.</p> <p>Evidence of revised planning</p>

developments and results of monitoring are incorporated into revisions of plans.		
Indicator 7.2.4	Verifiers & Guidance:	
There is evidence that changing environmental, social and economic considerations have been included in the revision of the management plan	Interviews with Forest Managers, scientific evidence. Evidence of revised planning	
Indicator 7.2.5	Verifiers & Guidance:	
In <u>large scale operations</u> a timetable for the periodic revision of the management plan is documented and adhered to	Management revision timetable and status of current management plan	
Criterion 7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan		
Indicator 7.3.1	Verifiers & Guidance:	
Forest workers at all levels of skill and responsibility are appropriately educated and trained in the tasks they are assigned to and company policy and procedures. <u>SLIMF:</u> Forest workers at all levels of skill and responsibility are appropriately trained in the tasks they are assigned to.	Training records Interviews with workers and management Field observations	
Indicator 7.3.2	Verifiers & Guidance:	
(Not applicable to SLIMF) Managers and supervisors (including those employed by contractors) have received adequate education, training or experience to ensure that they are able to plan and organize forestry operations in accordance with organisations' plans, policies and procedures	Training records Interviews with staff	
Indicator 7.3.3	Verifiers & Guidance:	
All activities are supervised and monitored sufficiently to ensure that plans, policies, procedures and contract specifications (for contractors) are adequately implemented	Operational procedures Interviews with staff.	
Indicator 7.3.4	Verifiers & Guidance:	
Evidence of formal or informal training exists in the field	Interviews with workers and field observations	
Indicator 7.3.5	Verifiers & Guidance:	
In <u>large scale organisations</u> a formal long-term training plan should be available	Strategic training plan	

Criterion 7.4		While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the management plan, including those listed in Criterion 7.1 above.
Indicator 7.4.1	Verifiers & Guidance:	
<p>There are publicly available statements that provide an up-to-date summary of the primary management plan elements listed in 7.1 at company level</p> <p><u>SLIMF:</u></p> <p>The management plan, or a summary of it (which includes the information required by Indicators 7.1.2 to 7.1.11 is available for the public to see on request.</p>	<p>Public Summary of Management Plan</p> <p><u>SLIMF:</u></p> <p>Management Plan is available</p>	
PRINCIPLE 8. MONITORING AND ASSESSMENT:		
Monitoring shall be conducted - appropriate to the scale and intensity of forest management - to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.		
Criterion 8.1		The scale and intensity of forest management operations as well as the relative complexity and fragility of the affected environment <u>should</u> determine the frequency and intensity of monitoring. Monitoring procedures <u>should</u> be consistent and replicable over time to allow comparison of results and assessments of change.
Indicator 8.1.1	Verifiers & Guidance:	
<p>All activities that require monitoring are identified.</p> <p>For <u>large scale organisations</u> these shall be documented in a monitoring programme.</p>	<p>Interviews with Management and environmental specialists/stakeholders</p> <p>Monitoring programme</p> <p>Greece</p> <p>Forest Borders</p> <p>Licensing of any kind of harvest and operations in the forest from the public</p> <p>Land use regimes</p> <p>Road and any type of engineering</p> <p>Forest stand monitoring (Mgt Plan related)</p> <p>Regeneration monitoring</p> <p>Crown cover monitoring (Mgt Plan related, but acts as an indicator of soil erosion protection, stream water quality)</p> <p>Other country or regional monitoring and research programmes provide feedback for the managerial organizations.</p>	
Indicator 8.1.2	Verifiers & Guidance:	
<p>The frequency, intensity and expense of monitoring are defined and is appropriate to the scale and intensity of the forest management operations and the sensitivity of the receiving</p>	<p>Monitoring programmes</p> <p><u>SLIMF:</u></p> <p>Manager's field notes</p>	

<p>environment</p> <p>SLIMF:</p> <p>Monitoring should be done in a consistent and replicable way over time to allow comparison of results and assessment of change.</p>	<p>Manager’s description of how monitoring is done.</p>
<p>Indicator 8.1.3</p> <p>(Not applicable to SLIMF)</p> <p>Consistent and replicable monitoring procedures for each activity are documented in the programme and implemented, allowing for comparison and change over time.</p> <p>Greece</p> <p>Mgt plan related monitoring</p> <p>Land use regime related monitoring</p> <p>Land Cadastre/Ownership</p> <p>Road engineering is subject to environmental studies, which measure environmental attributes, erosion sensitivity and other water related issues.</p>	<p>Verifiers & Guidance:</p> <p>Monitoring procedures</p> <p>Interviews with Forest Managers and local experts</p>
<p>Indicator 8.1.4</p> <p>Monitoring information is readily available and in a format that facilitates effective auditing and certification by third parties</p>	<p>Verifiers & Guidance:</p> <p>Monitoring records, reports and archival system.</p> <p>Internal audit records</p> <p>CAR records</p>
<p>Indicator 8.1.5</p> <p>Corrective actions identified through the monitoring process are appropriately implemented and closed out</p>	<p>Verifiers & Guidance:</p> <p>Corrective action documentation</p>
<p>Criterion 8.2 Forest management <u>should</u> include the research and data collection needed to monitor, at a minimum, the following indicators:</p> <ul style="list-style-type: none"> ▪ yield of all forest products harvested; ▪ growth rates, regeneration and condition of the forest; ▪ composition and observed changes in the flora and fauna; ▪ environmental and social impacts of harvesting and other operations; ▪ costs, productivity, and efficiency of forest management. 	
<p>Indicator 8.2.1</p> <p>Yields of all forest products harvested are recorded</p>	<p>Verifiers & Guidance:</p> <p>Harvesting records</p> <p>Greece</p> <p>Management Plans</p>
<p>Indicator 8.2.2</p>	<p>Verifiers & Guidance:</p>

<p>A timber resource inventory is conducted, appropriate to the scale and intensity of forest management</p> <p><u>SLIMF:</u></p> <p>The manager knows what information they need in order to judge progress towards their objectives. The information is collected and recorded.</p> <p>In all cases this will include:</p> <ul style="list-style-type: none"> ▪ Amount of products harvested ▪ Effects of operations as identified under C6.1 ▪ Changes in features identified under C6.2 ▪ At least annual monitoring of high conservation values identified under C 9.1 ▪ Invasive exotic species 	<p><i>Data are collected on growth rates, regeneration, and yield of all forest products harvested as well as the condition of the forest (data accuracy is appropriate to scale and intensity of management)</i></p> <p>Documented inventory</p> <p><u>SLIMF:</u></p> <p>Discussions with forest manager.</p> <p>Evidence of the manager’s knowledge of the forest and proactive approach to field observation and field notes</p> <p>Review of manager’s field notes, observations or reports on HCVs.</p> <p>Available maps and reports from other sources</p> <p>Greece</p> <p>Management plans</p> <p>Please see 7.1.1. for a description on the forest inventories.</p>
<p>Indicator 8.2.3</p> <p>Where non-timber products are used, a resource inventory is conducted, appropriate to the scale and intensity of forest management</p> <p><u>SLIMF:</u></p> <p>The presence sustainable harvest levels of non-timber forest products is known and</p>	<p>Verifiers & Guidance:</p> <p>Documented Inventory</p> <p><u>SLIMF:</u></p> <p>Interviews with the Forest Manager and field observations</p> <p>Greece</p> <p>Mgt plans and annual inventories may include a qualitative description of the NTFP. Licensing on NTFP collection may be accompanied by quantitative estimates and limits.</p>
<p>Indicator 8.2.4</p> <p>(Not applicable to SLIMF)</p> <p>Data are collected on the composition and observed changes in the flora and fauna and the effectiveness of conservation activities, particularly of rare, threatened and endangered species</p>	<p>Verifiers & Guidance:</p> <p>Data</p> <p><u>SLIMF:</u></p> <p>Interviews with Forest Managers</p>
<p>Indicator 8.2.5</p> <p>Indicators of environmental and social impacts of forest operations, including health and safety, are determined and monitoring data collected</p> <p><u>SLIMF:</u></p> <p>The forest manager is aware of the social impacts of operations and mitigate these where they are negative</p>	<p>Verifiers & Guidance:</p> <p>Data</p> <p>Interviews with Forest Managers and consultation with local communities</p>
<p>Indicator 8.2.6</p> <p>Data are collected on any wild mammals culled</p>	<p>Verifiers & Guidance:</p> <p>Data</p>

No data on this at the time of writing.	
<p>Indicator 8.2.7</p> <p>Post-harvest monitoring is carried out to assess waste and damage to the site.</p> <p>For <u>large scale operations</u>, this monitoring shall be documented.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and supervisors.</p> <p>Field observations</p> <p>Post-harvest monitoring record</p>
<p>Indicator 8.2.8</p> <p>The owner/manager records and analyses data on the costs, productivity and efficiency of forest management activities; the results of such analyses are incorporated into plans</p>	<p>Verifiers & Guidance:</p> <p>Data and records</p>
<p>Indicator 8.2.9</p> <p>Contractors' performance is monitored, including compliance with contract specifications.</p> <p>In <u>large scale organisations</u>, formal auditing of contractors shall be carried out on a regular basis and records thereof maintained</p> <p>Greece</p> <p>In legislation for public works and for timber harvesting and any other operation or study and service provided for the forest, there is always an evaluation procedure for contractors: in order to proceed with reimbursements, the performance of contractors for each project has to be evaluated as positive only.</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and contractors.</p> <p>Audit documents</p>
<p>Indicator 8.2.10</p> <p>Waste disposal sites within the FMU are regularly checked</p> <p>Greece</p> <p>As waste disposal sites could be considered the ones involved with public works and the ones from timber harvesting. Regular monitoring of these sites is done through the regular checks of the Forest Management Staff for the contractor (Public Works Engineering & Timber Harvesting).</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers and field observations</p>
<p>Criterion 8.3 Documentation shall be provided by the forest manager to enable monitoring and certifying organisations to trace each forest product from its origin, a process known as the “chain of custody.”</p>	
<p>Indicator 8.3.1</p>	<p>Verifiers & Guidance:</p>

<p>There is a procedure for identifying all products (timber and non-timber) leaving the forest so that the recipient can easily determine the forest of origin.</p> <p>For large scale organisations, this procedure shall be documented.</p> <p>Greece</p> <p>Timber harvesting has a complete and fully documented procedure. The recipient of the timber can, through a series of documents and code numbers, to identify the place of origin. (Even during log transportation, metallic tags have to be positioned at the rear end of each log, and so to be identifiable on the road).</p> <p>Smaller scale, non timber forest uses, such as for example beekeeping grounds, require a series of permits. But, there is no obligatory procedure that the recipient of the good will be able to determine the forest of origin.</p>	<p><i>The scope of a joint FM/CoC certificate covers harvesting and transportation of roundwood to the first point of sale, unloading or processing. On site processing e.g. charcoal burning, use of a mobile saw-bench, or purchase and harvesting of standing timber by a third party (e.g. sawmill, harvesting contractor, timber merchant) must be covered by a separate chain of custody certificate if the products are to be sold as certified.</i></p> <p>Interview with Forest Managers</p> <p>Procedures.</p>
<p>Indicator 8.3.2</p> <p>Documentation of origin and destination of all certified forest products is available for products held at landing areas, stacking areas and processing sites on the FMU</p>	<p>Verifiers & Guidance:</p> <p>Delivery notes, receipts and stock records</p> <p>Greece</p> <p>Audit and Transposition Bulletins</p>
<p>Indicator 8.3.3</p> <p>Sales invoices and other documentation related to sales of certified material include the chain of custody certificate number, in the correct format (SGS-FM/CoC-XXXXXX)</p> <p>Greece</p> <p>Legislation implementation and/or governmental/ministerial order is required in order to include the SGS forest certification chain of custody certificate number into sales invoices of each Forest District.</p>	<p>Verifiers & Guidance:</p> <p>Sales invoices</p>
<p>Indicator 8.3.4</p> <p>Records are kept of the total quantities of all products sold, as well as of quantities sold to any chain-of-custody certificate holders</p> <p>Greece</p> <p>Complete record keeping is done to the Forest District departments, and appropriate documentation is provided to all parties involved into commercial and trade activities of forest goods.</p>	<p>Verifiers & Guidance:</p> <p>Sales records, invoices.</p> <p>Several Protocols and Standard documentation verifies and accompanies all actions and activities.</p>
<p>Indicator 8.3.5</p> <p>Use of the FSC trademark is in accordance with policy and has been approved by SGS Qualifor</p>	<p>Verifiers & Guidance:</p> <p>Samples of trademark use</p>

Criterion 8.4		The results of monitoring shall be incorporated into the implementation and revision of the management plan.
Indicator 8.4.1	Verifiers & Guidance:	
The results of research and monitoring programmes are regularly analysed and incorporated into planning on a regular basis	Interviews with local experts and Forest Managers.	
SLIMF:	Forest planning documents	
Refer Indicators 7.2.3 and 7.2.4	<i>Greece</i>	
	<i>Regional of country wide programmes are used for monitoring and any results are communicated to Forest Services to incorporate into Management plans.</i>	
Indicator 8.4.2		Verifiers & Guidance:
There is evidence that monitoring results are used to improve forest management	Interviews with local experts and Forest Managers.	
SLIMF:	<i>Greece</i>	
Refer Indicators 7.2.3 and 7.2.4	<i>Management plans and archive of Mgt Plans.</i>	
	<i>Stand Description Sheets of Management plans</i>	
Criterion 8.5		While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.
Indicator 8.5.1	Verifiers & Guidance:	
Regular summaries of monitoring results and analysis by FMU are available to the public	Public summary	
SLIMF:		
Refer Indicator 7.4.1		
Greece		
Forestry Districts provide all information on request, free and available to the public. There is not an organized permanent access for public summary per FMU and minimal reference management unit. (As minimal reference management unit is considered the Forest District). However, there is adequate information and organized permanent public access on the Prefecture, regional and central government level.		
PRINCIPLE 9. MAINTENANCE OF HIGH CONSERVATION VALUE FORESTS:		
Management activities in high conservation value forests shall maintain or enhance the attributes, which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach.		
Criterion 9.1		Assessment to determine the presence of the attributes consistent with High Conservation Value Forests will be completed, appropriate to scale and intensity of forest management
Indicator 9.1.1	Verifiers & Guidance:	
The FMU has been adequately assessed (in	<i>This requirement must be applied to all forests undergoing</i>	

<p>consultation with conservation organisations, regulatory authorities and other local and national stakeholders) and any HCVFs and their biological and/or socio-economic or cultural attributes have been identified</p> <p><u>SLIMF:</u></p> <p>The FMU has been adequately assessed (in consultation with conservation organisations and regulatory authorities) and any HCVFs and their biological and/or socio-economic or cultural attributes have been identified</p> <p>Greece</p> <p>As HCVFs many of forests in Greece could be classified under certain conditions:</p> <ul style="list-style-type: none"> - NATURA 2000 forest areas - Forests defined as “protective” forests under the Article 69-72 of L.D. 86/1969 and Article 4 of Law. 998/1979 - National Parks and Protected Areas 	<p><i>assessment. HCVFs possess one or more the following attributes:</i></p> <ul style="list-style-type: none"> ▪ <i>Forest areas containing globally, regionally or nationally significant concentrations of biodiversity values and/or large landscape level forests where viable populations of most/all naturally occurring species exist in natural patterns of distribution and abundance;</i> ▪ <i>Rare, threatened or endangered ecosystems;</i> ▪ <i>Forests that provide basic ecological services in critical situations (e.g. water quality or flow, protection against erosion or natural disasters such as cyclones or hurricanes, pollinators);</i> ▪ <i>Forests fundamental to meeting basic economic or bio-physiological needs of local communities or critical to local community cultural identity.</i> <p>Interviews with Forest Managers and local experts.</p> <p>Evidence of assessments.</p> <p><i>Greece</i></p> <p><i>Legislation as in 5.1.1, 5.2.1, P.D. 67/191, Directive 79/409E, Directive 92/43/EC. International conventions (1.3.1) apply also for certain flora and fauna species.</i></p>
<p>Indicator 9.1.2</p> <p>For large scale organisations the assessment procedure should be documented and records of consultation maintained</p>	<p>Verifiers & Guidance:</p> <p>Documented procedures and records</p>
<p>Criterion 9.2 The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.</p>	
<p>Indicator 9.2.1</p> <p>The owner/manager has determined appropriate management prescriptions for the HCVF in consultation with (and acceptable to) conservation organisations, regulatory authorities and other local and national stakeholders</p> <p><u>SLIMF:</u></p> <p>The owner/manager has determined appropriate management prescriptions for the HCVF in consultation with (and acceptable to) conservation organisations and regulatory authorities.</p>	<p>Verifiers & Guidance:</p> <p>Management plans and maps</p> <p>Consultation with stakeholders and/or government agencies or evidence of input by these agents</p> <p><i>Greece</i></p> <p><i>For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works</i></p>
<p>Indicator 9.2.2</p> <p>When an HCVF has been identified for its socio-economic or cultural attributes, there should be joint analysis and decision-making with the stakeholders directly affected; all reasonable efforts should be made to establish co-management agreements with these stakeholders</p>	<p>Verifiers & Guidance:</p> <p>Interviews with Forest Managers, local experts and communities.</p> <p>Affected communities/persons are listed on the stakeholder list (refer Criterion 4.4).</p> <p><i>Greece</i></p> <p><i>For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works</i></p>

Criterion 9.3		The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach. These measures shall be specifically included in the publicly available management plan summary.
Indicator 9.3.1	Verifiers & Guidance:	
All biological and/or social attributes of any HCVF identified are described in the management plan	Management plan Greece For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works	
Indicator 9.3.2		Verifiers & Guidance:
The plan describes the specific measures to be taken to enhance the identified attributes (see also Criterion 7.1)	Management plan Greece Natura 2000 Special Environmental Study and Natura 2000 documentation	
Indicator 9.3.3		Verifiers & Guidance:
All measures are described in the public summary of the plan	Management plan	
Indicator 9.3.4		Verifiers & Guidance:
When an HCVF has been identified for biological values, management should:	Management plans and maps. Interviews with Forest Managers and local experts. Field observations. Greece For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works, and according to legislation on 9.1.1.	
<ul style="list-style-type: none"> ▪ maintain natural patterns of distribution and abundance of species, ▪ maintain natural evolutionary and ecological processes (biotic and abiotic, including disturbance), ▪ avoid fragmentation, and set aside core areas for strict protection 		
Indicator 9.3.5		Verifiers & Guidance:
Critically endangered forest landscapes must be subject to complete protection (i.e. no harvesting)	Management plans and maps. Interviews with Forest Managers and local experts	
Criterion 9.4		Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.
Indicator 9.4.1		Verifiers & Guidance:
Monitoring indicators and frequency are defined in consultation with acknowledged experts, local and national stakeholders to monitor effectiveness of each measure described in the plan	Interviews with Forest Managers and local experts Greece For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works, and according to legislation on 9.1.1.	
SLIMF:		

Refer Indicator 8.2.2	
Indicator 9.4.2	Verifiers & Guidance:
Records of monitoring are kept and used, in consultation with acknowledged experts, local and national stakeholders, to adapt future management	Records of monitoring
SLIMF:	Greece
Records of monitoring are kept and used, in consultation with conservation and government agencies, to adapt future management	For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works, and according to legislation on 9.1.1.
Indicator 9.4.3	Verifiers & Guidance:
Managers are aware of research developments which might contribute to management of HCVFs	Scientific evidence.
	Interviews with Forest Managers and local experts
Indicator 9.4.4	Verifiers & Guidance:
Managers are actively monitoring research developments which might contribute to management of HCVFs	Scientific evidence.
SLIMF:	Interviews with Forest Managers and local experts
Managers are actively communicating with conservation and government agencies to access research developments which might contribute to management of HCVFs	Greece
	For Natura 2000 areas the Special Environmental Studies and data from the Ministry of Environment, Spatial Planning and Public Works, and according to legislation on 9.1.1.
PRINCIPLE 10. PLANTATIONS:	
Plantations shall be planned and managed in accordance with Αρχές and Criteria 1 - 9, and APXH 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.	
Criterion 10.1	The management objectives of the plantation, including natural forest conversion and restoration objectives, shall be explicitly stated in the management plan, and clearly demonstrated in the implementation of the plan.
Indicator 10.1.1	Verifiers & Guidance:
The management plan of the plantation explicitly states the management objectives for the plantation itself, as well as for natural forest conversion and restoration (see also Criterion 7.1)	<i>"Natural forest" can be also be interpreted as natural vegetation.</i>
Greece	Forest Management Plan
Plantations in public forest land and forests share similar regeneration and forest genetic material guidelines, and are under the same legislative framework. Usually, plantations are created with mixed native forest species stands, and are harvested and managed as the natural	Interviews with Forest Managers and local experts.
	Greece
	Please refer to 1.6.1 and 5.6.1 legislation for land use conversions

and semi natural forests.	
All applicable guidelines and legislation is as in the previous PCI 1-9 for natural forests.	
Indicator 10.1.2	Verifiers & Guidance:
The achievement of the objectives can be clearly demonstrated	Interviews with Forest Managers and local experts. Field observations
Criterion 10.2	The design and layout of plantations <u>should</u> promote the protection, restoration and conservation of natural forests, and not increase pressures on natural forests. Wildlife corridors, streamside zones and a mosaic of stands of different ages and rotation periods, shall be used in the layout of the plantation, consistent with the scale of the operation. The scale and layout of plantation blocks shall be consistent with the patterns of forest stands within the natural landscape.
Indicator 10.2.1	Verifiers & Guidance:
Natural vegetation areas within the FMU are identified and demarcated on maps and such areas within the landscape are known and considered during planning	Maps
Indicator 10.2.2	Verifiers & Guidance:
For protection, restoration and conservation of natural forest and wildlife corridors, refer to Criteria 6.2	
Indicator 10.2.3	Verifiers & Guidance:
Buffer zones are maintained along watercourses and around water bodies; these buffer zones are demarcated on maps and comply with specifications made in national and regional best practice guidelines. Refer indicator 6.5.3.	
Indicator 10.2.4	Verifiers & Guidance:
The scale and layout of existing and new plantation blocks are consistent with the patterns of forest stands within the natural landscape.	Maps and field observations Greece Usually, citizens apply to the local Forest Service with a "Plantation Establishment Application" and the permit is given when the proposal respects all environmental and forestry guidelines.

<p>Criterion 10.3 Diversity in the composition of plantations is preferred, so as to enhance economic, ecological and social stability. Such diversity <u>may</u> include the size and spatial distribution of management units within the landscape, number and genetic composition of species, age classes and structures.</p>	
<p>Indicator 10.3.1</p> <p>Plantation planning and reestablishment make provision for diversity in species and/or provenances and/or clones to achieve optimal economic, ecological and social stability; restructuring of even-aged and/or stands low in diversity is carried out where necessary</p>	<p>Verifiers & Guidance:</p> <p>Forest plans and maps</p> <p>Field observations</p> <p><i>Greece</i></p> <p><i>Species and establishment matters are define in the 6.8.4. Due to mountainous terrain of the country, many plantations cover relatively small areas, since the mean size of agricultural land ownership and land parcel in Greece is also relatively small. Also, as in 10.2.4.</i></p>
<p>Indicator 10.3.2</p> <p>Maximum clear-cut size is defined. Documented justification should be provided where there are potential adverse environmental or socio-economic impacts</p> <p><u>SLIMF:</u></p> <p>Maximum clear-cut size is defined and justified.</p>	<p>Verifiers & Guidance:</p> <p>Policies and procedures.</p> <p><u>SLIMF:</u></p> <p>Interviews with Forest Managers and field observations</p>
<p>Criterion 10.4 The selection of species for planting shall be based on their overall suitability for the site and their appropriateness to the management objectives. In order to enhance the conservation of biological diversity, native species are preferred over exotic species in the establishment of plantations and the restoration of degraded ecosystems. Exotic species, which shall be used only when their performance is greater than that of native species, shall be carefully monitored to detect unusual mortality, disease, or insect outbreaks and adverse ecological impacts.</p>	
<p>Indicator 10.4.1</p> <p>Selection of species, provenances and clones is based on documented trials that demonstrate their suitability to the site and management objectives</p> <p><u>SLIMF:</u></p> <p>The species chosen for plantations are suited to the site and matched to the objectives.</p>	<p>Verifiers & Guidance:</p> <p>Scientific evidence and interviews with local experts</p> <p><u>SLIMF:</u></p> <p>Discussions with manager about plantation objectives</p> <p>Plans for future planting</p> <p><i>Greece</i></p> <p><i>As in 10.3.1 and in 10.2.4</i></p>
<p>Indicator 10.4.2</p> <p>Exotic species are used only where they outperform native species in meeting management objectives</p>	<p>Verifiers & Guidance:</p> <p>Scientific evidence and interviews with local experts</p> <p><i>Greece</i></p> <p><i>As in 10.3.1 and in 10.2.4</i></p>
<p>Indicator 10.4.3</p> <p>Information is available on seed sources and</p>	<p>Verifiers & Guidance:</p> <p>Plant records</p>

these can be traced to the stand data		
Criterion 10.5 A proportion of the overall forest management area, appropriate to the scale of the plantation and to be determined in regional standards, shall be managed so as to restore the site to a natural forest cover.		
Indicator 10.5.1	Verifiers & Guidance:	
There is sufficient evidence that an appropriate proportion of the overall forest management area is managed so as to restore the site to a natural forest cover. Refer Criterion 6.2	SLIMF: Field observations of conservation features Plans for future improvements	
SLIMF: Improvements to the ecological value of the plantation are made where conservation features exist.		
Criterion 10.6 Measures shall be taken to maintain or improve soil structure, fertility and biological activity. The techniques and rate of harvesting, road and trail construction and maintenance, and the choice of species shall not result in long term soil degradation or adverse impacts on water quality, quantity or substantial deviation from stream course drainage patterns		
Indicator 10.6.1	Verifiers & Guidance:	
There is information on all soil types in the plantation area that indicate their susceptibility to degradation from forest operations and appropriate plantation species;	Interviews with Forest Managers and local experts. Documented site information. Evidence that site information is being used in planning of operations.	
Small growers and SLIMF can demonstrate their efforts to get access to adequate information on soil types occurring within the managed area.	Greece As in 10.3.1 and in 10.2.4.	
Indicator 10.6.2	Verifiers & Guidance:	
Where soils are degraded from previous activities, there are plans to restore them	Soil degradation through erosion, oil and chemical spills, etc. Interviews with Forest Managers and field observations.	
Indicator 10.6.3	Verifiers & Guidance:	
Major water resources within the forest area are identified	Maps and interviews with Forest Managers	
Indicator 10.6.4	Verifiers & Guidance:	
For impacts on soil and other biophysical aspects, refer also to Criteria 6.1 and 6.5		

Criterion 10.7	Measures shall be taken to prevent and minimise outbreaks of pests, diseases, fire and invasive plant introductions. Integrated pest management shall form an essential part of the management plan, with primary reliance on prevention and biological control methods rather than chemical pesticides and fertilisers. Plantation management <u>should</u> make every effort to move away from chemical pesticides and fertilisers, including their use in nurseries. The use of chemicals is also covered in Criteria 6.6 and 6.7.
Indicator 10.7.1 The forest pests and diseases are identified. For <u>large scale organisations</u> these shall be documented.	Verifiers & Guidance: Greece As in 10.3.1 and in 10.2.4
Indicator 10.7.2 In terms of pest and/or weed control and management, refer to Criterion 6.6	Verifiers & Guidance:
Indicator 10.7.3 Appropriate control and remedial action is taken in the event of a pest or disease problem. For <u>large scale organisations</u> these actions shall be documented.	Verifiers & Guidance: Interview with Forest Managers and staff. Documentation Greece In reference to 6.6.1
Indicator 10.7.4 Where appropriate, adequate measures are taken to protect the forest from fire. For <u>large scale organisations</u> there is regular monitoring of fire readiness that test all procedures	Verifiers & Guidance: <i>These measure will include documented* procedures for fire suppression that include definition of responsibilities and reporting lines.</i> Interviews with staff and records of training. Fire readiness and control procedures. Greece Relevant legislation is: L.D. 86/1969, L. 998/1979, D. 108/1973, P.D. 575/1980
Criterion 10.8	Appropriate to the scale and diversity of the operation, monitoring of plantations, shall include regular assessment of potential on-site and off-site impacts, (e.g. natural regeneration, effects on water resources and soil fertility, and impacts on local welfare and social well-being), in addition to those elements addressed in αρχές 8, 6 and 4. No species <u>should</u> be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site, are not invasive, and do not have significant negative ecological impacts on other ecosystems. Special attention will be paid to social issues of land acquisition for plantations, especially the protection of local rights of ownership, use or access.
Indicator 10.8.1 For potential on-site impacts, see Criteria 6.1 and 6.5	Verifiers & Guidance:
Indicator 10.8.2	Verifiers & Guidance:

<p>(Not applicable to SLIMF)</p> <p>Potential biophysical off-site impacts shall be monitored on a regular basis. Evidence of consultation with affected parties in terms of these impacts should be available</p>	<p><i>Off-site impacts may include:</i></p> <ul style="list-style-type: none"> ▪ <i>Spread of exotic plantation species.</i> ▪ <i>Unwanted natural regeneration of native plantation species</i> ▪ <i>Effects on water resources</i> ▪ <i>Effects on soil fertility</i> ▪ <i>Impacts on the aesthetics of the landscape</i> <p>Interviews with Forest Managers and local communities and/or experts.</p> <p>Evidence of consultation.</p>
<p>Indicator 10.8.3</p> <p>For exotic or invasive species issues, see Criterion 10.4</p>	<p>Verifiers & Guidance:</p> <p><i>Greece</i></p> <p><i>In reference to 6.8.4</i></p>
<p>Indicator 10.8.4</p> <p>For social impacts, see Criteria 2.1 and 2.2</p>	<p>Verifiers & Guidance:</p>
<p>Criterion 10.9 Plantations established in areas converted from natural forests after November 1994 normally shall not qualify for certification. Certification may be allowed in circumstances where sufficient evidence is submitted to the certification body that the manager/owner is not responsible directly or indirectly of such conversion.</p>	
<p>Indicator 10.9.1</p> <p>The plantation does not occupy land converted from natural forest since November 1994</p>	<p>Verifiers & Guidance:</p> <p><i>Clear felling and replanting of a natural or semi-natural forest with a mixture of native species in the absence of satisfactory natural regeneration is not considered forest conversion to plantation. Clear felling and replanting of a natural or semi-natural forest with an exotic species is considered conversion.</i></p> <p><i>Where the requirements of criteria 10.9 are in conflict with criterion 6.10, the latter will take precedence.</i></p> <p>Interviews with Forest Managers and Government Agencies.</p> <p>Plantations plans and maps.</p>
<p>Indicator 10.9.2</p> <p>If the plantation was converted since November 1994, there is adequate evidence that the current manager/owner was not responsible</p>	<p>Verifiers & Guidance:</p> <p>Legal evidence of ownership or use-right</p>



APPENDIX A

REGULATIONS AND STANDARDS APPLICABLE IN GREECE

A.	NATIONAL LEGISLATION
	National legislation governs many of the activities in forestry and forests in Greece. Some of the applicable Acts are as follows
	Forestry, Agriculture, Public Works and Environment:
1.	Constitution of 1975; the articles 24 and 117 which are directly corresponding to forestry.
2.	Law 998/1979 on the protection of the country's forest and other wooded land
3.	Presidential Decree of 19.11.1928 on forest management, felling regulations, forest taxation and rent, disposal of products, resin collection and resin cultivation
4.	Forest Code Ministry of Agriculture no 12094/499/1937
5.	Ministry of Agriculture Circular No 958/1953
6.	Organisational structure of the Forest State Administration based on the Presidential Decree 1213/14.10.1981
7.	Law 248/1976 Property registration, setting boundaries to forest land and protecting public forest boundaries
8.	Law 2308/1995 The national Cadastre
9.	Law 86/1969 on the forest protection, abiotic, biotic grazing rights in state forests
10.	Law 108/1973 Royal Decree measures of forest fire fighting
11.	Presidential Decree 575/1980 on the designation of regions of forest and other wooded land as fire prone
12.	Presidential Decree 963/1979 on sale of forest products from the state forests by auction
13.	Law 1541/1985 on the procedure of the exploitation, protection and improvement of forests
14.	Presidential Decree 126/1986 on concession of the forest exploitation to Forest Co-operatives
15.	Law 2204/1940 on forest taxation amended by law 86/1969
16.	Law 86/1969 The forest code amended by law 976/1971
17.	Common Ministerial Decision 69269/5387/1990 on nature conservation
18.	Law 998/1979 and Presidential Decree 67/1981 on the protection of endemic flora and wild fauna and determination of the procedure for co-ordinating and controlling them
19.	Law 998/1979 reforestation
20.	Law 437/1981 Presidential Decree on 437/1981 on the study and execution of forest technical works
21.	Law 1892/1990 on modernisation and development and other provision for forest and wood using industry
22.	Ministerial Decision 66102/970/1995 on regulation matters concerning outdoor recreation within forests and other wooded land
23.	Ministerial Decision 91874/1845/1996 by which Local Government Organisation have the right to set up small recreation facilities within forests
24.	Law 531 /1932 on antiquities amended by law 1469/1950
25.	Presidential degree 176(Governmental Journal Paper 143 A/11.06.2003 "Contents and method of

	administration-control of the Minister of Agriculture to the Agricultural Cooperatives and to the Cooperative Companies”
26.	“Application of the regulations of the Article 20 of the Law 3147/2003 (Governmental Journal Paper 135 ^A / 05-06-2003)
27.	“Presidential degree 176(Governmental Journal Paper 143 A/11.06.2003 “Contents and method of administration-control of the Minister of Agriculture to the Agricultural Cooperatives and to the Cooperative Companies”
28.	“Protypes of an Agricultural Cooperative Organization modified according to the Law 2810/2000.
29.	Law with Number 2810 09/03/2000- Agricultural Cooperative Organizations
30.	Document with Protocol Number 53555/10.8.2000: Application of the regulations of the Law 2810/2000(Governmental Journal Paper 61 ^A /9.3.2000) “Agricultural Cooperative Organizations”
31.	“Definition of incentives of merging and development of Agricultural Cooperative Organizations” Presidential Degree 104
32.	Protypes for the technical guidelines for the formation of forest management plans and forested areas” Athens, 1965 Approved by the Minister of Agriculture, 158072-1120-6
33.	Guidelines on the Construction of Technical and road construction works
34.	“General Edition of Guidelines and Specifications for the Studies of Forest Transportation Applications” General Directorate of Forests, Department C’, Part 3, Forest Road Engineering and Forest Buildings. Approved by the Number 126386/1730/10-6-66 Decision of the Minister of Agriculture. Athens 1966
35.	Decision with Protocol Number 41287/2281 Circular Number 55, Subject: “Adjustment of Technical Guidelines of forest road engineering for the current transportation demand” Athens, 22-5-1973
36.	Decision with Protocol Number 92833/4679 Subject: “Redevelopment of Technical Guidelines for the Construction of forest roads of C’ Category”. General Directorate of Forests, Department of Forest Road Engineering and Forest Buildings. Athens, 1-12-1997
37.	Decision with Protocol Number 183203/2764 Subject: Definition of forest species and spacing guidelines for the reforestation for wood production” General Directorate of Forests, Directorate of Reforestations, Department of Reforestations, Athens, 5-11-1979
38.	Presidential Degree Number 17, “Forest regeneration material, according to the compliance with the EU Directive 1999/105/ E.C. Governmental Journal Paper, Article 1 st , Pub. Number 14, 27-01-2003
39.	Law 998/1979 on wetland protection
40.	Law 1650/1986 on the protection of the Environment
41.	Law 716/77 “Legislation on the Designers of Public Works”
42.	Law 437/81 “On the design and implementation of forest technical works”
43.	Law 1418/84 “Legislation on the Public Works”
44.	Presidential Degree 609/85 for the implementation of the Law 1418/84 “Legislation on the Public Works”
45.	Law 2362/1995; Governmental Journal Paper “On Public Logistics and accounting, Expenditure control and other regulations”
46.	“Definition of governmental expenditures” Ministry of Finance Circular 8-4-1998
47.	Grazing is defined by the laws 103-111 and 276-278 of the Law Directive 86/1969.
B.	HEALTH AND SAFETY LAWS AND REGULATIONS
48.	Greek Ministry of Agriculture, General Secretariat of Forestry, International Labour Organization publication Translation: “Guide to Safety and Health in Forestry Work” Athens, 1969, No 17
49.	Code of Safety and Health of Forest Workers” Ministry of National Economy, General Forest Secretariat Office, Athens, 1971 No 22
50.	The publication titled “Forest Work and Ergonomics”; Konstantinos B. Katenidis
51.	Parliamentary Degree of 10-9-37 Governmental Journal Paper : 405/A37 “On the security of the workers and technicians working at wood factories”.
52.	Presidential Degree of 14-3-34 (N 1414/84 Presidential Degree 16/96) Governmental Journal Paper:

	112/A/34 "On the health and safety of workers and employees for every kind of industrial and manufacturing plants, laboratories etc."
53.	Law 1568/85 [N. 1767/88, N. 1682/87, N. 2224/94, Presidential Degree 17/96] Governmental Journal Paper :177/A/85 Health and Safety of employees
54.	Presidential Degree 294/88 Governmental Journal Paper :138/A/88 Minimum working time of the safety technician and employee physician, training level and specialization of the work physician for the businesses, enterprises and works belonging to article 1 paragraph 1 of the Law 1568/1985 "Health and Safety of Employees"
55.	Presidential degree 157/92 Governmental Journal Paper: 74/A/92 on the presidential degrees and Ministerial Decisions which were published according to Law 1568/85 "Health and Safety of employees"(177A).
56.	Presidential Degree 17/96 [Presidential Degree 159/99] Governmental Journal Paper 11/A/96 programs for the improvement of the health and security of employees during work according to compliance with the Directives 89/391/EC and 91/383/EC.
57.	Presidential Degree 159/99 Governmental Journal Paper :157/A/99
58.	Modification of the Presidential Degree 17/96 "On the Improvement of the health and Security of employees during their work according to compliance with the EU Directives 89/391/EC AND 91/383/EC" (11A) and of the Presidential Degree 70α/88 "Protection of the workers coming in contact with amiantos during work"(31A) as this was modified with the Presidential Degree 175/97 (150A)
C.	SOCIAL LAWS
59.	Law 2470/1997 on payroll of employees
60.	Law 2084/192 insurance status of employees
61.	Presidential Decree 611/1977 on relations between state and officials
62.	"Insurance and employee Legislature" – Konstantinos Lanaras pages 313, 304, 285, 358, 424, "forestry works" and also at pages 17 και 18 of the same publication.
63.	Document 53144/24.12.86 Ministry of Agriculture. National Insurance Council (I.K.A.) 28/86 ΕΑΕΔ 1986 ΣΕΛ.396 ΑΡ. ΠΑΓΟΥ 1427/98 ΔΕΝ 2000 Page. 194.
64.	Law 1414/84 Governmental Journal Paper :10/A/84 on the sex equality at the professional relationships and other regulations
65.	N 1836/89 Governmental Journal Paper :79/A/14-3-89 Promotion of the employment and the professional training and other regulations (Article 36: Approval of the decision 13151/1988. Article 39: Approval of the decision 88555/1988) [Articles 16,39]
66.	Law 2224/94 [Articles 24, 25,26,27] Governmental Journal Paper :112/A/94 Regulation of employment issues, organization and union employee rights, health and safety of employee rights and administration of the Ministry of Employment and of the organizations inspected from it, and other regulations.
67.	Law .3144/2003 Governmental Journal Paper :111/A/8-5-2003 "Society Dialogue for the promotion of the employment, the protection of the society and other regulations (Article 9: Addition of the regulations of Law 1568/1985 "Health and safety of employees"
68.	Law 2732 Governmental Journal Paper 154 of 30.07.1999 "Professional Organizations and regulations of the Minister of Agriculture" on the non-profit professional organizations.
D.	INTERNATIONAL AGREEMENTS PERTINENT TO FORESTRY
	Greece is a signatory to the following international agreements:
69.	Convention on Biological Diversity
70.	Convention on the International Trade in Endangered Species (CITES)
71.	International Labour Organisation (ILO)
72.	International Timber Trade Agreement (ITTA)

C1 Hours of Work (Industry) Convention, 1919	19:11:1920	ratified
C2 Unemployment Convention, 1919	19:11:1920	ratified
C3 Maternity Protection Convention, 1919	19:11:1920	ratified
C4 Night Work (Women) Convention, 1919	19:11:1920	denounced on 30:06:1936
C5 Minimum Age (Industry) Convention, 1919	19:11:1920	denounced on 14:03:1986
C6 Night Work of Young Persons (Industry) Convention, 1919	19:11:1920	ratified
C7 Minimum Age (Sea) Convention, 1920	16:12:1925	denounced on 14:03:1986
C8 Unemployment Indemnity (Shipwreck) Convention, 1920	16:12:1925	ratified
C9 Placing of Seamen Convention, 1920	16:12:1925	ratified
C11 Right of Association (Agriculture) Convention, 1921	13:06:1952	ratified
C13 White Lead (Painting) Convention, 1921	22:12:1926	ratified
C14 Weekly Rest (Industry) Convention, 1921	11:05:1929	ratified
C15 Minimum Age (Trimmers and Stokers) Convention, 1921	14:06:1930	denounced on 14:03:1986
C16 Medical Examination of Young Persons (Sea) Convention, 1921	28:06:1930	ratified
C17 Workmen's Compensation (Accidents) Convention, 1925	13:06:1952	ratified
C19 Equality of Treatment (Accident Compensation) Convention, 1925	30:05:1936	ratified
C23 Repatriation of Seamen Convention, 1926	06:05:1981	ratified
C27 Marking of Weight (Packages Transported by Vessels) Convention, 1929	30:05:1936	ratified
C29 Forced Labour Convention, 1930	13:06:1952	ratified
C41 Night Work (Women) Convention (Revised), 1934	30:05:1936	denounced on 27:04:1959
C42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13:06:1952	ratified
C45 Underground Work (Women) Convention, 1935	30:05:1936	ratified
C52 Holidays with Pay Convention, 1936	13:06:1952	ratified
C55 Shipowners' Liability (Sick and Injured Seamen) Convention, 1936	19:06:1968	ratified
C58 Minimum Age (Sea) Convention (Revised), 1936	09:10:1963	denounced on 14:03:1986
C62 Safety Provisions (Building) Convention, 1937	29:08:1984	ratified
C68 Food and Catering (Ships' Crews) Convention, 1946	28:08:1981	ratified
C69 Certification of Ships' Cooks Convention 1946	09:10:1963	ratified
C71 Seafarers' Pensions Convention, 1946	02:12:1986	ratified
C73 Medical Examination (Seafarers) Convention, 1946	06:05:1981	ratified

C77 Medical Examination of Young Persons (Industry) Convention, 1946	28:08:1981	ratified
C78 Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946	28:08:1981	ratified
C80 Final Articles Revision Convention, 1946	13:06:1952	ratified
C81 Labour Inspection Convention, 1947	16:06:1955	ratified
C87 Freedom of Association and Protection of the Right to Organise Convention, 1948	30:03:1962	ratified
C88 Employment Service Convention, 1948	16:06:1955	ratified
C89 Night Work (Women) Convention (Revised), 1948	27:04:1959	denounced on 25:02:1992
C90 Night Work of Young Persons (Industry) Convention (Revised), 1948	30:03:1962	ratified
C92 Accommodation of Crews Convention (Revised), 1949	02:12:1986	ratified
C95 Protection of Wages Convention, 1949	16:06:1955	ratified
C98 Right to Organise and Collective Bargaining Convention, 1949	30:03:1962	ratified
C100 Equal Remuneration Convention, 1951	06:06:1975	ratified
C102 Social Security (Minimum Standards) Convention, 1952	16:06:1955	ratified
C103 Maternity Protection Convention (Revised), 1952	18:02:1983	ratified
C105 Abolition of Forced Labour Convention, 1957	30:03:1962	ratified
C106 Weekly Rest (Commerce and Offices) Convention, 1957	28:08:1981	ratified
C108 Seafarers' Identity Documents Convention, 1958	09:10:1963	ratified
C111 Discrimination (Employment and Occupation) Convention, 1958	07:05:1984	ratified
C115 Radiation Protection Convention, 1960	04:06:1982	ratified
C122 Employment Policy Convention, 1964	07:05:1984	ratified
C124 Medical Examination of Young Persons (Underground Work) Convention, 1965	28:08:1981	ratified
C126 Accommodation of Crews (Fishermen) Convention, 1966	19:06:1990	ratified
C133 Accommodation of Crews (Supplementary Provisions) Convention, 1970	24:09:1986	ratified
C134 Prevention of Accidents (Seafarers) Convention, 1970	08:06:1977	ratified
C135 Workers' Representatives Convention, 1971	27:06:1988	ratified
C136 Benzene Convention, 1971	24:01:1977	ratified
C138 Minimum Age Convention, 1973	14:03:1986	ratified
C141 Rural Workers' Organisations Convention, 1975	17:10:1989	ratified
C142 Human Resources Development Convention, 1975	17:10:1989	ratified
C144 Tripartite Consultation (International Labour Standards) Convention, 1976	28:08:1981	ratified
C147 Merchant Shipping (Minimum Standards) Convention, 1976 (and its Protocol)	18:09:1979	ratified
C149 Nursing Personnel Convention, 1977	17:03:1987	ratified

C150 Labour Administration Convention, 1978	31:07:1985	ratified
C151 Labour Relations (Public Service) Convention, 1978	29:07:1996	ratified
C154 Collective Bargaining Convention, 1981	17:09:1996	ratified
C156 Workers with Family Responsibilities Convention, 1981	10:06:1988	ratified
C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	31:07:1985	ratified
C160 Labour Statistics Convention, 1985	17:03:1993	ratified
C180 Seafarers' Hours of Work and the Manning of Ships Convention, 1996	14:05:2002	ratified
C182 Worst Forms of Child Labour Convention, 1999	06:11:2001	ratified
Ratified: 63	Conditional ratification: 0	Declared applicable: 0
		Denounced: 7

APPENDIX B

LIST OF RARE THREATENED AND ENDANGERED SPECIES LISTED FOR GREECE

Local sources of information for species, as provided on the website of Greek Biodiversity Clearing House Mechanism: <http://www.biodiv-chm.gr/information/fo1965069/fo1954202/Div1eng-gr.xls>.

Also, the literature on Red Books from the same source provides detailed info for Greece: <http://www.biodiv-chm.gr/information/fo1965069/story066020>:

Karandinos, M (editor). 1992. The Red Data Book of threatened vertebrates of Greece. Hellenic Zoological Society. 356 p.

Phitos, D. A. Strid, S. Snogerup and W. Greuter (eds). 1995. The red data book of rare and threatened plants of Greece. WWF. Athens.

Also, the European Red Lists is the latest review of relevant species, available from European Environment Agency at the link: <http://www.eea.europa.eu/data-and-maps/data/european-red-lists-1>

End of Standard