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KFCC

Forest Management Certification Standard

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Enacted on 22 Dec 2015

1. Introduction

The Korea Forestry Promotion Institute is an agency specialized in leading the promotion of the forestry industry by supporting a rise in incomes of people engaged in forestry and industrialization of forestry, and launched the Korean Forest Certification Council (or KFCC) in January 2015 with support and demands from interested parties concerned with the domestic forestry industry to introduce the Korea Forest Certification Scheme.

The KFCC was established as an internal organization under the Kofpi that serves as an agency of operating the Korea Forest Certification Scheme (or the KFCC Scheme) and of developing standards to realize sustainable forest management here in South Korea and spread it elsewhere. It is joined by various interested parties of seventeen organizations such as owners of national, public and private forests; forestry businesses in the timber and paper industry; environmental groups; labor groups; consumer groups; technological associations; universities and research institutions. On top of that, it also has separate three subcommittees including Standard Subcommittee which creates and reviews a proposed bill for standards and collects opinions about the bill from the public. The bill is later referred to the KFCC which deliberates and makes a decision.

2. Introduction of Standard

This standard contains requirements for forest management agents to pull off

sustainable forest management from the perspective of the environment, society and economy.

As a signatory to Montreal Process, South Korea has made efforts to set and implement criteria and indicators for sustainable forest management on a national scale. In this sense, this standard has provided common criteria to pursue integration into the Montreal Process while actual evaluation indicators have been developed according to the PEFC's Requirements for Sustainable Forest Management (PEFC ST 1003:2010) after collection of opinions from interested parties to reflect the characteristics of domestic forest sites.

This standard is a product from a draft made according to transparent and fair procedures by the Standard Subcomplete joined by interested parties of fifteen organizations in the fields of the environment, society, economy and policy including mountain owners and experts and by a working group for proposing a bill for standards after going through pilot application at forest sites and collection of opinions from the public. In December 2015, it was introduced to the KFCC by which its primary standard was finally approved.

In this standard, a subject of a sentence shall be regarded as those responsible for forest management and the term "shall" is used throughout this standard to indicate required provisions.

3. Scope

This standard shall be applicable to all of forest management units including forest management agents (a forest owner and a forest manager), forest laborers and contractors.

4. Normative Reference

The following normative references are essential for the application of this standard. Regardless of the issuance year stated or not, the most updated version (including the amendment) of the references shall be used.

- PEFC ST 1003:2010, Sustainable Forest Management – Requirement
- PEFC Annex 1 2006. PEFC terms and definition
- ISO 9001:2008, Quality management systems – Requirements

5. Terms and Definition

5.1 Primary forest (primeval forest)

A natural forest untouched by the force of humans from the ancient time

5.2 Fundamental ILO Conventions

Eight fundamental conventions (ILO 29, 87, 98, 100, 105, 111, 138, 182) that are especially separated by the ILO Board of Directors from other conventions given the fundamental principles and rights at the workplace such as forced labor, freedom of association and protection of the right to organize, a right to organize and collective bargaining, equal remuneration, abolition of forced labour, discrimination (employment and occupation), minimum age and worst forms of child labour

Note: ILO(International Labour Organization): a labor organization of the UN that addresses labor issues

5.3 Steep slop

A natural/artificial slop (including a retaining wall or an embarkment) belonging to a residential area, a road/railroad and a park; or a mountain area adjacent to it that has been designated as such by the presidential decree

Note The following are steep slop-lands according to the presidential decree 「Prevention of Steep Slop Disasters Act」.

1. An artificial slop with a height of 5m or higher from the ground and a gradient of 34° or higher and a length of 20m or longer
2. A natural slope with a height of 50m or higher from the ground and a gradient of 34° or higher

3. Other artificial and natural slops or mountain areas regarded necessary to be managed to prevent disasters by relevant agencies or directors of Headquarters for Prevention of Disasters and Safety established in provinces, cities, districts or counties according to Article 6(1) of the Framework Act on the Management of Disasters and Safety

5.4 Animal population

A group of the same species animals in a certain region and time

5.5 Endangered species

A species that is at the risk of extinction of the entire or the considerable number of its population

5.6 Monitoring

A series of activities of providing advice or a warning to the subject of monitoring by studying and keeping tabs on the subject's state, behaviors and specific matters

5.7 Treeless land

A forest land which has yet to grow trees / An unstocked land refers to a forest land with a crown area of less than 20% at a state-owned and less than 30% at a private forest. Generally speaking, it is a forest land without growing trees.

5.8 Tending

A means given to tree stands in order to clear up the forest floor from creation of young stands after reproduction until the new reproduction period comes, to enhance soil as a way to help growth of forest frees and to fulfill the purpose of production

5.9 Felling

An activity of cutting trees down and trimming small trees, or logging trees at a forest

5.10 Variety

A taxonomic rank below that of species for a group different from others with a practical trait that has general genetic features

5.11 Non-timber forest products

All forest products excluding timber which are derived from trees such as resin and leaves as well as products from plants and animals

5.12 Erosion control work

Construction to prevent from disasters and undo the damage caused by moving soil, sand or gravel due to heavy rains or winds / The construction can be done as an engineering work and forest plantation, or in between. Depending on construction sites, it can be largely divided into hill side erosion control, wild stream erosion control and sand dune fixation. The erosion control work includes restoration of a devastated land; establishment of structures to prevent mountains or other lands from collapsing, soil from running off or sand from blowing away; seeding and growth of plants; and accompanying landscaping or conservation of headwaters.

5.13 Forest

Terms and conditions set forth in 「Creation and Management of Forest Resources Act」 are as follows. But, standing trees and bamboos on farmlands, grasslands, residential areas and roads, and their lands shall be excluded.

1. Standing trees and bamboos that are growing in a group and their lands
2. Lands where standing trees and bamboos growing in a group temporarily have disappeared
3. Lands reserved to grow standing trees and bamboos in a group
4. Roads (forest trails) built for management and maintenance of a forest
5. Rocky lands and marshlands (a wet land surrounded by swamps and ponds) located in lands mentioned in 1 to 3 above

5.14 Forest regeneration

A process of again creating a forest that has been used for felling

5.15 Forest management plan

A plan devised to organize and combine forest lands, labor and capital, the main elements for forest management, in order to effectively achieve the purpose of forest management in consideration of features of the forestry industry including ① general research, ② forest sectioning, ③ forest research, ④ treatments regimes, ⑤ facility plans, ⑥ budgeting, ⑦ evaluation plans of management outcome

5.16 Forest management unit

A specific forest area that is distinguished along the boundaries on the map and is managed by the single management system for the clear purpose under multi-year management plans

5.17 Forest management agent

Those responsible for operation and management of forest resources including the management system, structure, plans and field work

5.18 Use rights

A right of utilizing forest resources under the local custom or mutual agreement or according to rules set by those who hold other access rights

5.19 Forest ownership

A right to fully control a forest including its use, profits and sales, or a right to lease/sell a forest to others, use/destroy it or to do with it as one sees fit

5.20 Forest resources

All resources that a forest holds in general / They are divided into two : material and non-material resources. Material resources refer to byproducts such as wild vegetables, mushrooms, sap and minerals as well as lumber that

is main products of a forest whereas non-material resources include intangible benefits such as the public good or environmental functions that a forest offers to humans. Wild animals that correspond to hunting resources are included in these forest resources.

5.21 Local provenances

A tree species adapted to the local conditions (soil, water, supply of nutrients and drainage) and climate (temperature, precipitation, air volume and salinity)

5.22 Biodegradable

A property to be degraded by the enzyme system of bacteria or other living organisms

5.23 Productivity

A maximum amount of goods or commodities produced with an input of production factors / Productivity consist of production means and men (labor) who realize production using the means.

5.24 Growth amount

An amount of growth for a certain period of time

5.25 Biotope

A certain area where a specific organism interacts with other organisms / The size of biotope varies and the term itself does not bear any positive or negative meaning. Rather, it has a value-neutral meaning.

5.26 Riparian area

A dam (according to a planned flood line) used as a source of water supply and some upstream areas designated and notified by the Minister of environment to preserve the water quality of Geum River, Nakdong River, Yeongsan/Seomjin River and Han River

5.27 Horizontal and vertical structure

A vertical structure means divisions of a forest from the forest canopy to the surface while a horizontal structure refers to the distribution of individual trees or tree communities depending on their diameters

5.28 Wetlands

A transition area where a land and hydrosphere meet with a shallow water on the surface of or adjacent to the surface of the water table

5.29 Work manual

A forest management manual according to the purpose of forest management with appropriately application of felling, forestation and tending to maintain and create a forest

5.30 Forestation

A process to create a forest by planting young trees at a felling site

5.31 Age class

Making a class of ages by putting together ages of stands according to the needs of the forest practices (The number of age is represented as age class which is 20 years for a high tree or 5 years for a coppice forest, and it starts from the first class for the youngest.)

5.32 Buffer zone

A border zone created to minimize impact from changes that occur in both sides

5.33 Exotic trees

A tree species introduced from overseas and a counterpart to an indigene species

5.34 GMO trees

A tree modified with a way that does not produce genetic materials from

natural crossbreeding and/or recombination

5.35 Genetic diversity

Genetic information or subsequent diversity of traits out of biodiversity that represents variability of all living organisms which lead to variability of an ecological complex

5.36 Silviculture

All activities to purely tend a forest such as tree planting, tending of young trees and shoots, cutting weeds, pruning, salvage cutting, freeing from vines, fertilization, thinning, pest control except for forestation

5.37 Rotation period

A period from the start of felling until the entire forest is logged down according to a plan to log a forest in a working bloc

5.38 Uneven-aged forest

A forest composed of trees whose age is different each other

5.39 Stakeholder

Individuals, institutions, local residents, employees, investors, guarantors, clients, consumers, environmental groups, consumer groups and the general public who have legitimate interests in goods and services provided by a forest management unit

5.40 Artificial forest

A forest created by humans who plant trees or a forest tended with stands and hands of people

5.41 Forest floor

1) An external shape of a forest such as species, age and growht of trees that form the forest and creation of the forest canopy,

2) The forest type, in general, can be divided into needle-leaved, broad-leaved, mixed and bamboo forests. (It is based on 75% of tree species determined by the FAO during planning of forest management, which means if the ratio of coniferous trees is 75% or more, it shall be regarded as a needle-leaved forest.)

5.42 Forest condition

Conditions of a group of trees that form stands such as a forest type, forest age, a tree height, age class, diameter class, a degree of stocking, tree crown density, volume, a growth ratio, a rate of mixed forests, low vegetation

5.43 Growing tree stock

A forest tree, subject to labor, is the basic factor out of capital goods in forest management and is normally a product from a seed or a seedling. In this sense, it has been named growing tree stock since it is regarded as a capital that keeps production down the road.

5.44 Silviculture system

The silviculture system is divided into a high forest (high tress), a low forest (coppice trees) and a composite forest according to the style of forest management.

5.45 Endemic species

A variety preserved in each region without going though breeding

5.46 Reproductivity

A capacity to reproduce within a range that does not reduce the total volume in a forest

5.47 Reforestation

Creation of a forest artificially in a land again which had originally been a forest but was converted for other usage

5.48 Conversion of mountain areas

Use of a mountain area other than planting, forest tending, felling, collection of forest products such as quarrying and temporary use of a forest land; and a change in a mountain area's properties for such use

5.49 Species diversity

Diversity of all species living on the earth including plants, animals, germs, bacteria and protozoans

5.50 Local community

As a living community created in a certain area, it includes regionality, a local-based society and a series of collective practices based on a local area.

5.51 Local residents

A person or people residing in a certain area

5.52 Forest land conditions

Topographical and environmental features that impact the growth of trees at a forest

5.53 Natural regeneration

Creation of a young forest mainly by the force of the nature

5.54 Carbon sink

Stands, bamboos, organic matters from withered plants, soil, wooden goods and forest biomass energy that absorb and store carbon

5.55 Abandoned land

An deserted land which was used as a farmland but has been left uncultivated for long

5.56 Shape

The state and a degree of a change depending on the diameter and location

of a tree trunk

5.57 Mixed forest

A forest mixed with coniferous trees and broad-leaved trees

5.58 Chemical substances

A series of fertilizers, insecticides, germicide and hormones used for forest management

5.59 Recreational function

A rest and healing function for the body and mind in a forest

6. Sustainable Forest Management Requirement

6.1 Conservation of Biodiversity

6.1.1 Management objectives shall be specified in the forest management plan to maintain and enhance biodiversity of species and genetic levels in forest ecosystems.

6.1.2 The basic data regarding the state of forest ecosystems such as the area and composition of forest floor and age class in the ecosystem shall be systematically recorded and maintained.

6.1.3 Forest resources shall be investigated, mapped and managed to protect the ecologically important forest areas as follows and to maintain and enhance the status of those areas.

a) Forest ecosystems that are protected, rare, sensitive or representative such as riparian areas and wetland biotopes
b) Areas containing endemic species and habitats of threatened species that need protection
c) Areas containing genetic resources on sites that are threatened or protected
d) Nationally significant large-scale landscape areas with a high population of

naturally-born species

6.1.4 Rare, threatened and endangered species shall be managed according to relevant guidelines for their protection.

a) Separate protection and management technology for native or rare species that are valuable for maintaining biodiversity
b) Appropriate protective measures based on experts' advice by identifying composition types and their populations
c) Relevant measures such as monitoring or controlling to prevent illegal hunting, catching, and exploitation
d) Prohibition of taking advantage of rare, threatened, and endangered species as a commercial purpose and, if possible, protective measures to increase the population of a species

6.1.5 Tree species shall be chosen in consideration of the reasonable level of growing tree stock, forest management objectives and local conditions as for afforestation and reforestation.

a) Afforestation and reforestation activities that contribute to the improvement and restoration of ecological connectivity shall be promoted
b) Native species and local provenances that are well adapted to site conditions are preferable, if possible.
c) After evaluating impacts that exotic species or varieties have on the native species and local provenances, exotic species or varieties may be used only in cases where negative impacts can be prevented or minimized, or positive effects are expected environmentally or economically.

6.1.6 Genetically modified trees shall not be used.

6.1.7 Forest management practices shall, where appropriate, be deployed to promote structural diversity both horizontally and vertically such as uneven-aged and mixed stands as well as the diversity of species and landscapes. Traditional management systems that have created valuable

ecosystems, such as coppice, on appropriate sites shall be supported, when economically feasible.

6.1.8 Tending and harvesting activities shall be conducted in a way that does not cause lasting damage to ecosystems.

6.1.9 An action shall be taken to strike a balance between the size of an animal population including grazing and its pressure on forest regeneration and growth as well as on biodiversity.

6.1.10 Dead trees, hollow trees, old groves and rare tree species shall be maintained to a certain degree of population and distribution necessary to maintain, enhance and protect biodiversity, after taking into account the potential effect on health and stability of forests and surrounding ecosystems.

6.2 Maintenance of Forest Ecosystem Productivity

6.2.1 Management objectives shall be specified in the forest management plan to maintain productive capacity of forests to produce a range of wood and non-wood forest products and services on a sustainable basis.

6.2.2 An action shall be taken to maintain productive capacity of forests in order to produce wood and non-wood forest goods and services in a sustainable manner.

a) A long-term plan regarding forest production shall be drawn and enforced while considering economic, social, ecological substantiality and any available market studies, possibilities for now markets to archive sound economic performance

b) A drawing that states different functions of forests in the forest management plan is required.

c) Natural regeneration, if appropriate, is the first priority to be considered and

implemented.

6.2.3 Production of wood, non-wood forest goods and services shall be encouraged and systematically managed in consideration of the forests' functions.

6.2.4 It is necessary to properly utilize policy measures applicable to the forest management unit in order to achieve sustainable production, and keep them as a record.

6.2.5 Production of wood and non-wood forest products, tending and regeneration shall be carried out in a way not to decline the forest' productivity.

6.2.6 An appropriate plan considering harvested forest products with due regard to value loss including nutrient off-take etc., shall be made to ensure that a harvesting rate does not exceed a growth rate, and wood and non-wood forest products shall be produced to a degree that does not go beyond the forest reproductive ability and by using suitable production methods. The exploitation of non-timber forest products, including hunting and fishing shall be regulated, monitored and controlled, especially.

6.2.7 Relevant infrastructure shall be planned, constructed, and maintained while minimizing negative impacts on the environment ,ecologically important forest area listed under 1.3, and consideration of protecting species listed under 1.4.

6.3. Maintenance of Ecosystem's Health and Vitality

6.3.1 Management objectives shall be specified in the forest management plan to maintain and enhance health and vitality of forest ecosystems and to recover degraded forest ecosystems, if possible, using a silvicultural means.

6.3.2 An action shall be taken to maintain and enhance health and vitality of forest ecosystems in the forest management unit.

a) Forest operation shall be implemented in accordance with the management guidelines for sustainable forest resources.

b) Periodically, silvicultural activities including forest tending and thinning shall be carried out according to work manuals.

6.3.3 Means and measure shall be devised to prevent any factors (pests, fire etc) causes that could have negative impacts on health and vitality of forest ecosystems, and an appropriated action making use of these policy instruments shall be taken against the cause if detected.

a) It is necessary to have a disaster control manual in place for such cases as wildfire and pests and pro-actively use it, and the use of pesticides shall be kept to a minimum and biologically preventive measures shall be used based on economic feasibility.

b) If equipment or pesticides have to be used for pest control, instructions provided by a supplier shall be followed. Proper equipment and training shall be secured before using them.

c) Effect of factors that affect health and vitality of forest ecosystems and the factors themselves shall be monitored every 5 years.

d) Where fertilisers are used, they shall be applied in a controlled manner and with due consideration for the environment.

6.3.4 The use of chemical fertilizers, pesticides, and highly toxic pesticides that are banned by international conventions and domestic regulations and the following pesticides shall be prohibited.

a) WHO type 1A and 1B

b) All chlorinated hydrocarbons pesticides

6.3.5 Techniques of tending, harvesting, extraction and transport shall be deployed to minimize damage on trees and soil.

a) Technical guidelines regarding forest operation shall be in place and an appropriate means of operation may be chosen.
b) It is required to use fuel, oil and other chemicals used in forestry machine as stated in the relevant guidelines, and to use eco-friendly products such as biodegradable chain oil and hydraulic liquid to minimize environmental impacts from machinery work, if possible.
c) Leakage of oil or indiscriminate disposal of wastes during forest management operation shall be strictly prohibited, and wastes shall be disposed of in accordance with the relevant guidelines, if possible, in an environmentally accountable manner.

6.4 Conservation and Maintenance of Soil and Water Resources

6.4.1 Management objectives shall be specified in the forest management plan to maintain and enhance a protective function of the forest for society such as protection of infrastructure, soil from erosion and water resources from adverse impacts including floods or avalanches.

6.4.2 Locations and watersheds of areas that are environmentally sensitive within a forest management unit shall be marked on the map and appropriate management measures shall be established, and information regarding the current state of the areas shall be recorded and maintained.
a) Site where the first and foremost priority is to protect soil and water resources such as erosion-prone areas or areas that cause excessive erosion into watercourses
b) Site with a steep slope or where erosion is forecasted
c) Site where construction is planned such as road construction and erosion control

6.4.3 The forest that protects water resources shall be under special care, and the use of harmful substances negatively affecting water quality and improper silvicultural practices shall be avoided.

a) Forest management practices negatively affecting the volume and quality of water resources shall be minimized.
b) A buffer zone shall be properly set aside and marked on the map to prevent soil erosion and protect water resources in riparian areas.

6.4.4 Damage shall be minimized from all types of physical disturbances including road construction and erosion control, and proper road drainage facilities shall be installed and maintained.

a) Installation of roads or other obstacles shall be minimized near riparian areas or wetlands, and a buffer zone shall be properly set aside for conservation of soil, water resources, biodiversity and landscapes while conducting forest operation.
b) Road construction and erosion control shall be conducted according to the relevant technique guideline, if possible, in an environmentally friendly manner.
c) Attention shall be paid to the choice of an operation season or timing in order to minimize soil spillage and an avalanche due to machinery work.

6.5 Maintenance and Enhancement of Forest Resources and Contribution to the Global Carbon Cycle

6.5.1 Management objectives based on land use planning shall be specified in the forest management plan to maintain and increase forest areas and to maintain and improve the quality of economical, ecological, cultural, and social value of forest resources. For the purpose of management plan, appropriate silvicultural measures shall be taken to maintain or reach a level of the growing stock that is economically, ecologically and socially desirable.

6.5.2 It needs to recognize that forest management plays a role in preventing global warming as a carbon sink in the forest management unit. The management commitment for such a role shall be declared.

6.5.3 Forest management shall be comprised of cyclic processes to improve and maintain forest resources such as investigation into forest resources, mapping, planning, implementation, monitoring and evaluation based on the principle of continuous improvement. Assessment of the social, environmental, and economic impacts of forest management operations shall be conducted.

6.5.4 Forests shall not be converted into any other type of land use, including a conversion of a natural forest which falls under the category of primeval forest(a primary forest) into forest plantations unless in justified circumstances such as the following cases.

a) National or local policies and legislations shall be observed in terms of land use and forest management, and the forest in question is already included in the national or local land use plan including public/stakeholders consultation.
b) Only a extremely few of forest physiognomy is involved.
c) There is no negative impact on forest ecosystems that are rare, threatened and endangered; habitats of such species; culturally and socially important areas, and other protected areas.
d) It is possible to conserve a forest for a long term and contribute to socio-economic benefits.

6.5.5 If possible, the conversion of abandoned and treeless land into a forest shall be considered.

6.5.6 Responsibilities and authorities for sustainable forest management shall be clearly determined, and records relating to forest management and providing evidence of compliance with the requirements of this document shall be kept for a minimum of five years

6.6 Reinforcement and Maintenance of Long-term and Multilateral

Socio-Economic Benefit

6.6.1 Management objectives shall be specified in the forest management plan to respect the forest's socio-economic and multiple functions and make an effort for that matter.

6.6.2 Forest operation shall be carried out in a way not to impose significant negative impacts on forest resources while considering their socio-economic roles, recreational functions and aesthetic values.

6.6.3 Efforts shall be made to provide opportunities for the long-term welfare and economic benefits to the local community adjacent to the forest.

a) A fair or better opportunity for employment, education or contracts shall be provided to the locals and the underprivileged class.

b) Users shall be informed of regulations and appropriately put under control to make sure that they do not cause any negative impacts on the forest's various functions in case the public is granted access to forest-related services and amenities within a range where they don't cause a negative influence on the forest ecosystem.

6.6.4 Sites or locations that locals value culturally, ecologically, economically and spiritually shall be under proper protective measures.

a) Sites or landmarks with cultural, ecological, economical, and spiritual significance to locals shall be identified through a mutual agreement among stakeholders, and shall be properly divided into sections and managed.

b) Reasonable procedures shall be established to sort out conflicts regarding sites or landmarks as mentioned above.

6.6.5 Forest ownership and the use right shall be clearly defined.

a) Legal documents issued by the government, local authorities and the organizations concerned to verify forest ownership shall be obtained. (i.e. a land sale contract, a rental contract, a loan contract, or a proxy management

contract.)

b) Boundaries of a forest shall be clearly marked on the map.

c) In case relevant conflicts occur, the system to resolve issues derived from forest boundaries or the use right shall be used.

6.6.6 Forest management owner, forest manager, employees including forest contractor shall be provided with enough information regarding forest management and with continuous training for sustainable forest management.

6.6.7 A system shall be established to effectively communicate with stakeholders, and make the best use of their local forest-related experience and knowledge in forest management.

a) It is necessary to perform activities to encourage locals and a variety of stakeholders to join forest management such as forest management planning, decision making, data collection, monitoring and evaluation, and such activities shall be kept as a record.

b) Local communities adjacent to a forest shall be actively utilized to secure forest management information and supply and demand of laborforce.

c) Appropriate mechanism for resolving Complaints and disputes relating to forest management between forest operators and local people shall be provided.

6.6.8 A systematic scheme shall be up and running to ensure effective distribution of incentives and fair division of costs and benefits among stakeholders.

a) As for national and public forests, stakeholders in the forest management unit shall be clearly defined, so that they have an access to information regarding forest management and participation in decision-making process.

b) As for national and public forests, how costs and benefits occur from forest management shall be, in principle, made to public.

c) A systematic scheme shall be up and running to ensure effective and fair

distribution among stakeholders.

d) A proper system shall be up and running to solve conflicts occurring between stakeholders.

6.6.9 Contribution shall be made to contribute to research activities and data collection needed for sustainable forest management or to support relevant research activities carried out by other organizations, and forest management shall be based on the results of scientific research, such as research institute, Forest Agency etc.

6.6.10 Forest management agents (including subcontractors) and forest laborers shall comply with basic ILO Conventions and domestic labor regulations, and employment matters occurring from forest management shall be documented and systematically managed.

a) A reasonable procedure shall be devised regarding hiring, placement, education and training, promotion and dismissal of employees at all ranks.

b) According to the ILO Convention, minors 15 year old or under shall not be employed in all types of forest labor.

c) A minimum wage defined by the Labor Act shall be observed, and a proper wage system that reflects domestic prices shall be in place.

d) Regulations and employment rules regarding hiring of forest laborers shall be prepared.

e) An employment contract written in detail for an individual forest laborer shall be kept in storage, and the forest laborer shall be fully understood of the contract contents.

f) The employment contract for a forest laborer shall specify that he or she is equally granted all workers' rights defined by the Labor Act and provisions of compensation due to a disaster are also included.

g) A reasonable and proper system shall be in place to solve employment-related conflicts.

h) A contractor who hires forest laborers shall sign up for social security

programs including an employee insurance and a national health insurance.

i) A forest laborer shall obligation to participate in training related to forest operation (i.e. a first-aid treatment and safety education, etc.) while forest management agents shall have a responsibility to implement the training.

j) Forest manager and forest owner shall identify of risk, have protect measures, safety equipment and facilities etc, and provide those information to secure a safe working condition for forest laborers.

k) A forest laborer shall wear personal protective gear all the time before working and be fully aware of how to use forestry equipment.

6.7 Legal, Institutional, Economical System for Forest Conservation and Sustainable Management

6.7.1 Forest management agents shall grasp and comply with domestic laws and international conventions regarding forest management.

6.7.2 An action shall be taken to protect forests from illegal logging, unlawful conversion of forests and other unauthorized activities.

6.7.3 A long-term management plan shall be regularly devised (10 years) and implemented according to an in the current rules, legislation, and land-use planning depending on a forest size and intensity of forest management activities. The forest management plan shall include the following information:

a) Long-term management targets and their feasible plans in the forest management unit

b) Land refurbishment records in forest management unit

c) Locations, shapes and areas in forest management unit

d) Conditions of forest lands and trees, growing tree stock and its growth volume in the forest management unit

e) Silviculture system and rotation periods depending on tree species in the forest management unit

f) Harvesting (exploitation) volume, distribution of harvesting seasons and reforestation plans in consideration of sustainable forest productivity (including

non-wood forest products)

g) Plans to create infrastructure needed for forest operation such as forest roads and firebreak lines

6.7.4 The summary of the management plan in 4.7.3 in this standard shall be disclosed at the request of a stakeholder. The abridged version may exclude corporate or personal confidentiality and other information according to national laws or for protection of cultural heritage and preservation of characteristics of sensitive natural resources.