

WELCOME!!

FSC US FSS V2 TOPICS: WORKERS' RIGHTS & WELLBEING

Amy Clark Eagle, Director of Science & Certification
Carly Evans, Forest Management Specialist

*Forest Stewardship Council U.S. Webinar
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Join Us at Upcoming Events!!

Appalachian Stakeholder Events

Knoxville, TN (*FSS Workshop,
stakeholder mtg & field tour*)

March 11-12, 2026

Great Lakes Stakeholder Events

Milwaukee, WI (*FSS Workshop,
stakeholder mtg & field tour*)

April 29-30, 2026

FSS Virtual Workshops

Western US Focus – June 4
Eastern US Focus – June 17

June 2026

Stewardship in Action 2026

Seattle, Washington
FSC US annual conference

Week of Oct. 12, 2026

AGENDA

	Topic	Time
1	Welcome	5 min.
2	Transitioning to Version 2	10 min.
3	Principle 2 Overview & High-level Guidance	15 min.
4	Principle 2 Means of Verification	20 min.
5	Principle 2 Walk-through	30 min.
6	Final Polls & Wrap-up	10 min.

FSC US Antitrust Statement

As participants in this meeting, we need to be mindful of the constraints of antitrust laws. There shall be no discussions of agreements or concerted actions that may restrain competition. This prohibition includes the exchange of information concerning individual prices, rates, market practices, or any other competitive aspect of an individual company's operation. Each participant is obligated to speak up immediately for the purpose of preventing any discussion falling outside these bounds.

ANNOUNCING:

The Version 2 FSC US Forest Stewardship Standard was published on January 1, 2026!

It is available from both the FSC International (Documents Centre) and FSC US (FSS V2.0) web sites





TRANSITIONING TO VERSION 2

Implementation Timeline

Milestones	Date(s)
Publication Date	January 1, 2026
Effective Date (beginning of transition period)	April 1, 2026
End of Transition Period	September 30, 2027 (18-month duration)



What Happens During the Transition Period?

- Certificate holders continue their normal audit cycle & schedule
- Both standards are valid for audits
- Certificate holders must have their first V2 audit
- Certificate holders must conform with new/revised indicators
- If the first V2 audit is a surveillance audit, not all new/changed indicators may be audited – CBs have some flexibility to decide to audit lower risk indicators after the transition period ends
- Major nonconformances must be closed by end of transition period
- CB calibration process

FSS Transition Resources – Currently Available

- Official V2.0 FSS
- High-level summary of significant differences
- Crosswalks of V1 & V2
- Tracked changes Draft 3 to Draft 6
- Topic-specific “explainers” for high-interest issues
- Versions of standard customized for different users, different interests
- Frequently asked questions
- Schedule of 2026 engagement events

An aerial photograph of a forest landscape. The foreground and middle ground are dominated by dense green trees. In the center, there is a large, irregularly shaped area where the trees have been cleared, revealing brown soil and some remaining tree stumps. The cleared area is surrounded by a ring of trees. In the far distance, a range of low mountains is visible under a clear blue sky. A bright sun is positioned in the upper right corner, creating a lens flare effect with several rays extending across the sky. The overall scene suggests a natural resource management or reforestation project.

Questions?

P2 OVERVIEW

Workers' Rights & Wellbeing – Principle 2

Version 1.0/1.1

- Worker-oriented indicators **limited in number**, with **some topics applicable only to employees**, and others to all workers
- “Workers” defined to include employees of contractors, overlapping or third-party licensees, as well as employees of the applicant firm and subcontractors

Version 2.0

- **Number of worker-oriented indicators is greatly increased**, including gender equity
- Indicators **applicable to all workers**, but the way conformance is demonstrated may be different for different types of workers
- “Workers” defined to include all persons who are implementing management activities under the scope of the Standard, regardless of by whom they are employed

Principle 2 – Important Definitions

- **Workers:** All employed persons including public employees as well as ‘self-employed’ persons. This includes part-time and seasonal employees, of all ranks and categories, including laborers, administrators, supervisors, executives, contractor employees as well as self-employed contractors and sub-contractors.
- **Discrimination:** Includes:
 - a) any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction, social origin, sexual orientation, gender identity, familial status, which has the effect of nullifying or impairing equity of opportunity or treatment in employment or occupation;
 - b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equity of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers’ and workers’ organizations where such exist, and with other appropriate bodies.

Principle 2 – Important Definitions

- **Management unit** [SUMMARIZED]: Spatial area(s) submitted for FSC certification that are managed to explicit management objectives in a management plan. This includes:
 - facilities and area(s) within or adjacent to this spatial area managed in contribution to the management objectives; and
 - facilities and area(s) outside, and not adjacent to this spatial area operated solely for contributing to the management objectives
- **Management plan**: The collection of documents, reports, records and maps that describe, justify and regulate the activities carried out by any manager, staff, or Organization within or in relation to the management unit, including statements of objectives and policies.
- **Management activity**: Any or all operations, processes, or procedures associated with managing a forest, including but not limited to: planning, consultation, harvesting, access construction and maintenance, silvicultural activities (planting, site preparation, tending), monitoring, assessment, and reporting.

Principle 2 Criteria (Summarized)



- **C2.1:** Uphold the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work
- **C2.2:** Promote gender equality/equity in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities
- **C2.3:** Implement health and safety practices to protect workers from occupational safety and health hazards
- **C2.4:** Pay wages that meet or exceed minimum forest industry standards or other forest industry wage agreements or living wages, if higher than legal minimum wages
- **C2.5:** Demonstrate that workers have job-specific training and supervision to safely and effectively implement the management plan and management activities
- **C2.6:** Have mechanisms for resolving grievances and for providing fair compensation to workers for loss or damage to property, occupational diseases, or occupational injuries

Principle 2 Guidance



- Indicators are intended to achieve **similar outcomes for all workers** in scope for each Criterion
- Option to demonstrate achievement of desired outcomes in **different ways for different categories of workers**
- Activities associated with achieving management objectives within the management unit that **occur after transfer of ownership of materials are still “management activities”** (e.g., timber harvest & material loading for transport) – P2 indicators apply to those workers
- Contractor certification to a **non-FSC third-party certification scheme** could be part of demonstrating desired outcomes for some or all applicable Principle 2 indicators
- **Certification Bodies may reach out to contractors** that implement management activities with questions and requests for information and/or staff interviews



Questions?



MEANS OF VERIFICATION

Principle 2 Guidance for Demonstrating Conformance

Potential options for “Means of Verification” provided:

- Explicit recognition that different verifiers may be used for different worker types
- Recognition that a suite of verifiers may be needed to demonstrate conformance
- Initial options provided that might be applicable for:
 - All workers
 - Contractors and/or employees of contractors
 - Employees of the Organization

NOTE: FSC US will be continuing to develop additional guidance and/or support tools in 2026

Suggested Verifiers for All Workers

- Field observations made by the CB
- Interviews with workers (in-person or other forms) conducted by the CB
- Consultation with stakeholders conducted by the CB and/or certificate holder
- Publicly available reporting data from governmental organizations, research institutes, or other sources that are verifiable
- Records of disputes (per Criterion 1.6)
- Partnerships between the certificate holder and socially-focused non-governmental organizations or other organizations that support whistle-blowers
- Partnerships between the certificate holder, unions and/or regulatory bodies that result in progressive compliance (i.e., improving conditions over time)

Suggested Verifiers for Employees

- Documentation held by the certificate holder (e.g., correspondence with workers, worker organizations, government agencies or stakeholders, meeting minutes, policies/procedures, training records, incident records, employment records)
- Anonymous surveys of employees regarding working conditions

Suggested Verifiers for Contracted Workers

- Contracts with companies that have been verified by a non-FSC third-party certification scheme which addresses the applicable elements of the Indicator(s)
- Contracts that demonstrate a commitment to treat all workers in compliance with applicable law, combined with an effective process to monitor and enforce contract compliance
- Contracts that address the elements of this Criterion, combined with an effective process to monitor and enforce contract compliance
- Profiles or assessments of contractors using publicly available data and/or other verifiable external data sources

Please complete the poll!

**Most feasible
verifiers**

**Least feasible
verifiers**

A photograph of a forest floor covered in green moss and brown leaves. Several mushrooms with pale, ribbed caps and thick stems are growing from the moss. The background is a blurred forest with tall trees and green foliage. The word "QUESTIONS?" is written in white, bold, sans-serif font on the left side of the image.

QUESTIONS?

A photograph of a forest at sunset. The sun is low on the horizon, creating a warm, golden glow that filters through the trees. The sky is a mix of blue and orange. The foreground is filled with a dense thicket of brush, fallen branches, and green plants. The trees are tall and thin, with some showing signs of autumn. The overall scene is peaceful and natural.

PRINCIPLE 2 WALK-THROUGH

C2.1: Fundamental Principles & Rights at Work

(Indicators Summarized)



2.1.1: Child labor is not used

2.1.2: Forced or compulsory labor is eliminated

2.1.3: There is no discrimination in employment and occupation

2.1.4: Worker freedom of association & right to collective bargaining are respected

- Workers are able to establish or join worker organizations in accordance with law
- Workers are not discriminated against or punished for union-related activities, or for refraining from union-related activities
- Negotiations with unions are completed in good faith and with the best efforts to reach collective bargaining agreements
- Collective bargaining agreements are implemented where they exist

Please complete the poll!

Feedback on
C2.1 Concerns

C2.2: Gender Equity

(Indicators Summarized)



2.2.1: Gender equity is promoted and gender discrimination is prevented in employment practices, training opportunities, awarding of contracts, processes of engagement, and implementation of management activities *[FF Indicator focused on compliance with law]*

2.2.2: Parental leave practices follow applicable federal laws and local laws; even if not legally required, a minimum of 6 weeks is provided following the birth of a child

2.2.3: Confidential and effective mechanisms exist for preventing, reporting and addressing sexual harassment and discrimination, workplace harassment or bullying *[FF Indicator focused on compliance with law]*

2.2.4: Individuals of all genders are paid equally when they do the same work (with consideration of experience, performance, qualifications, skills, and responsibilities) and are paid using a direct and secure method of payment *[Not applicable for FF]*

Please complete the poll!

Feedback on
C2.2 Concerns

C2.3: Health & Safety Practices

(Indicators Summarized)



2.3.1: Applicable laws covering health and safety of workers are met or exceeded, including demonstrating:

- Safe workplace conditions;
- Use of personal protective equipment;
- Recordkeeping of injuries and illnesses;
- Establishment, updates and communication of safety procedures; and
- Improved procedures following major incidents and accidents.

2.3.2: Records of workplace accidents and injuries demonstrate that the frequency and severity of accidents over time remain low or are declining

Please complete the poll!

Feedback on
C2.3 Concerns

C2.4: Wages that Meet or Exceed Forest Industry Standards

(Indicators Summarized)



2.4.1: Wages paid by certificate holder meet or exceed both:

- the legal minimum wage rates, and
- the prevailing wages for the forest industry in the area surrounding the management unit

2.4.2: Wages, salaries and contracts paid by certificate holder are paid on time

2.4.3: The certificate holder negotiates contracts in good faith and considers factors that affect costs for the contractor, including expectations for conformance with the Standard, investment in equipment and other factors such as economic inflation, remoteness of the work site, and difficulty of the work *[Not applicable for FF]*

Please complete the poll!

Feedback on
C2.4 Concerns

C2.5: Job Specific Training & Supervision

(Indicators Summarized)



2.5.1: Consistent with Annex E, workers have the training and supervision necessary to safely and effectively implement the management activities for which they are responsible

2.5.2: Records of worker training are maintained [*Not applicable for FF*]

Please complete the poll!

**Feedback on
C2.5 Concerns**

**Overall Level
of Concern**

**Rank Criteria
by Level of
Concern**

A dense forest of tall evergreen trees, likely spruce or fir, with sunlight filtering through the canopy, creating a misty or ethereal atmosphere. The trees are dark green, and the sky is overcast with grey clouds. Sunbeams are visible, cutting through the mist and illuminating the scene.

QUESTIONS?

Please participate in our closing polls!

**Feedback for
FSC US**

**SAF CFE
Credit Hours
Request**

Thank you



Forest Stewardship Council®
FSC® United States



1441 Woodmont Lane NW, Ste 539, Atlanta, GA

T +1 612.353.4511

info@us.fsc.org

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us.fsc.org