



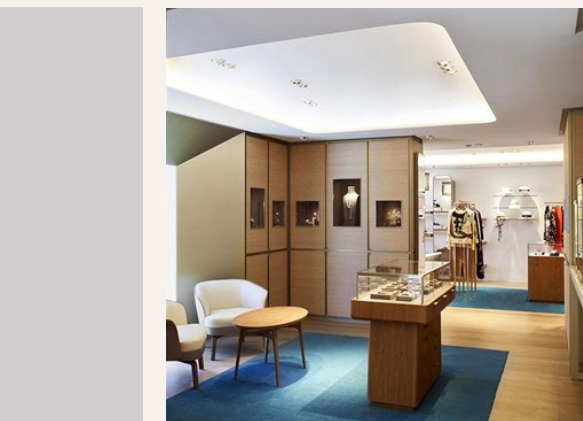
CSR BRIEF

December 2022

PURPOSE

This document is intended for all suppliers and manufacturers involved in the procurement processes for all Hermès group métiers.

This document will evolve to encompass other areas and take new requirements into account.



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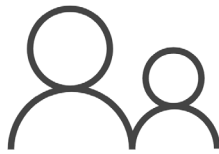
APPENDICES :

Appendix 1: Protected area categories

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Social and Human Rights

- 2022 update -



Short-term prerequisites

Target 2023

Continue the inventory of all actors, right down to the collection of raw materials, with information about working and employment conditions in each of the relevant sectors. In particular, ensure the existence of an active alert and monitoring system for the human rights component.

Choose **sources of supply certified by standards that take social aspects into consideration** when producing and harvesting materials, according to a level of requirements and coverage to be communicated to Hermès. These certifications, in addition to those defined per sector (see 'Sectors Brief') may be suggested to Hermès.

In particular, fair trade labels or certifications (**Fair for Life, Fair Trade**) may be chosen for supply chains in which these standards are available.

Opt for raw materials production processes that incorporate social aspects through certifications and social accounting systems (**SA 8000, OHSAS 18001/ ISO 45001, UNIC Social Accountability**). For optimal alignment with Hermès' renewed commitments, particular attention must be paid to:

- **The approach to inclusion and diversity** in the workforce, by communicating objective indicators to Hermès annually (% gender parity, % of contracts from social reintegration programmes or subsidised contracts, etc.)
- **The working environment**, conducive to employee well-being, through internal satisfaction surveys communicated to Hermès.

If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms, in particular those who do not respect:

- the Universal Declaration of Human Rights;
- the European Union Charter of Fundamental Rights;
- the principles of the United Nations International Labour Organisation;
- the OECD guidelines¹;
- The Free, Prior and Informed Consent (FPIC) principle promoted by the Forest Peoples Programme and recognised by the United Nations for local and indigenous populations.

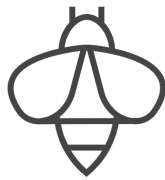
Recommendations and roadmaps

Target 2024

Prohibitive points

Biodiversity

- 2022 update -



Short-term prerequisites

Target 2023

Continue the inventory of all actors, right down to the collection of raw materials, with information on origin (country and region).

Continue to identify activities that are located in sensitive areas and that are significant in terms of protection, such as those with high conservation or low carbon sequestration potential (*Appendix 1: protected area categories*).

Choose sourcing methods that limit their impact on natural resources, with a rationale of legitimate necessity with regards to Hermès' requirements.

Measure the impact of our activities using a recognised evaluation reference framework, such as the Global Biodiversity Score (GBS) established by the Caisse des Dépôts Biodiversité, or the Biodiversity Impact Metric (BIM) advocated by the Cambridge Institute for Sustainability Leadership.

Spearhead initiatives to protect biodiversity in partnership with local or international NGOs or other relevant bodies (e.g. STAR tool from IBAT²) based primarily on co-opted targets that can be verified by a body such as the **SBTN**³ for biodiversity.

Choose **sources of supply certified by labels that ensure the respect of ecosystems** or equivalent practices when producing and harvesting materials:

- For forest-based sectors, prioritise suppliers that work exclusively with **FSC**⁴-certified sources or, on a case-by-case basis, **PEFC**⁵-certified sources.
- For agricultural sectors, **prioritise certified organic sources** in line with **IFOAM**⁶ specifications.
- Promote all regenerative agricultural processes according to the principles of **Regenerative Organic Certification**.
- Opt for raw material processing methods that respect flora and fauna through material-specific environmental certifications (for example, **LWG**⁷ or **GOTS**⁸ certifications).

If current sources are not certified, define a continuous improvement plan based on the above labels. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

In the event of past violations or damages linked to harvesting forest, mineral or agricultural resources, undertake to remedy, restore and/or compensate. Tangible initiatives can be inspired by the Operational Guidance on Environmental Restoration and Compensation published by the **AFT**⁹.

Ban suppliers who do not comply with regulations for protecting species for which trade is illegal, such as species on the **CITES**¹⁰ or the **IUCN**¹¹ Red List.

Ban suppliers whose forest, mineral or agricultural resources contribute to deforestation*, conversion** of natural ecosystems, destruction of natural habitats or depletion of soil, notably:

- Resources contributing to deforestation*, to the conversion** of natural ecosystems, or those sourced from the conversion** of natural forests to plantations;
- Resources originating from extraction, agriculture or livestock farming contributing to gross or imported deforestation*, as well as to overgrazing and soil eutrophication (cattle);
- Resources involved in slash-and-burn clearing practices.

Recommendations and roadmaps

Target 2025

Prohibitive points



Forests

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of **all actors**, right down to the collection of raw materials, with information on **country, region and zone (forest) origin**.

Initiate a system for **verifying volumes of deforestation* and/or conversion**-free products**. Communicate the results to Hermès.

With regard to the sourcing of materials from forests, limit procurement to suppliers who use sources that are fully certified by the **FSC⁴** or **PEFC⁵** or the equivalent without certification, excluding fruit trees. Local certifications may be satisfactory depending on the risks identified if they guarantee forest preservation and zero deforestation*.

Implement a **traceability system** that ensures monitoring at country level, then at regional level and, finally, at **forest management unit** level.

Identify activities located in areas that are at risk of deforestation* and/or conversion**, based on reference tools and/or indexes (e.g. the Global Forest Watch tool), and ensure a suitable level of due diligence.

Initiatives will be implemented to meet the following targets:

- Combating deforestation* and the conversion** of natural ecosystems and peat bogs.
- Introducing restoration and compensation measures to address past deforestation* and/or conversion*.
- Obtaining free, prior and informed consent of indigenous populations and local communities before any operations begin.
- Promoting alternative forestry practices, shifting towards less intensive forest management (limited use of clearcutting, introduction of mixed forestry with continuous cover, etc.).
- Ensuring material reuse and recovery via the recovery of offcuts.

Based on the results obtained, define a forest management progress action plan that is compatible with international targets (Goal 15 of the SDGs¹²).

Disengage entirely from suppliers whose resources from mining, forestry or agriculture contribute to **deforestation*, the conversion** of natural ecosystems** (and consequently to the release of carbon into the atmosphere) or any other detrimental effect on the environment and populations.

Ban suppliers who practice **slash-and-burn or clearcutting (unless absolutely necessary)**.

Recommendations and roadmaps

Target 2025

Prohibitive points

Carbon and Energy

- 2022 update -



Short-term prerequisites

Target 2023

Measure energy consumption (electricity, oil, gas, coal, etc.), greenhouse gas emissions (GHGs), and in particular carbon emissions related to scopes^a 1, 2 and 3, and share the results with Hermès.

Based on the results obtained, embark on a **process to reduce and eliminate emissions** in line with Hermès' targets for moving away from fossil fuels^b at its production sites, and reducing carbon emissions by 50.4% in absolute value for scopes^a 1 and 2, and 58.1% in intensity (tCO₂e/€m in sales) for scope^a 3 between 2018 and 2030^c. The use of coal as a primary energy source is prohibited among all our suppliers. These targets must be in line with the 1.5°C pathway set by the Paris Agreement. A robust approach must therefore be taken, approved by the SBTi (Science Based Targets Initiative) reference framework and shared with Hermès as a minimum.

Some of the following levers can be activated:

- Increase the share of renewables in the sites' energy mix. *For information, Hermès intends to install 100% renewable electricity in its direct operations by 2025 and supply all its sites in France with French-generated green electricity.*
- Improve the energy performance of production sites (less energy-intensive equipment, thermal insulation, renovation, etc.), and potentially move towards positive energy infrastructures (solar panels, biogas plants, etc.). Certification via international (**LEED**¹³, **BREEAM**¹⁴) or European (**HQE**¹⁵, **BEPOS**¹⁶) standards is recommended. *For information, Hermès is committed to halving the carbon footprint per m² of its new-build and renovated premises by 2030.*
- Prioritise environmentally friendly sources of supply through environmental certifications specific to the materials in question, such as **LWG**⁷ or **GOTS**⁸ certifications.

- Ban suppliers who do not comply with the applicable environmental regulations, particularly those relative to GHGs.
- Plan to gradually disengage from suppliers who have not drawn up a roadmap for a reduction in GHG emissions and shared it with Hermès.

Recommendations and roadmaps

Target 2025 and beyond

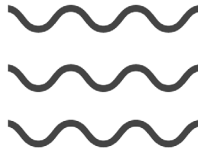
Prohibitive points

^a Scope 1: direct emissions from production sites, offices, logistics centres and stores.
^b Scope 2: indirect emissions (energy) from production sites, offices, logistics centres and stores.
^c Scope 3: indirect emissions from raw materials, purchases, fixed assets, subcontracting, packaging, waste, transport of products and travel.

^b No new industrial investment originating from fossil fuels, unless proven to be technically impossible.
^c The calculation reference framework may be regularly updated by Hermès, in a transparent manner, to account for developments in methodology and improvements in how emissions factors are calculated.

Water

- 2022 update -



Short-term prerequisites

Target 2023

Conduct an assessment of the sites' freshwater footprint by measuring water withdrawal relative to operations and waste-water release^a, and share these results with Hermès. Ensure absolute compliance with waste-water discharge regulations and actively monitor potential changes locally.

^a The scope of these surveys is purely industrial, and therefore mainly concerns direct purchases.

^b Refer to the **Science Based Targets' Freshwater** guide, the final version of which was published in early 2023.

Based on the results obtained, define a water management progress action plan that is compatible with international targets (Goal 6 of the **SDGs**¹²). Draw inspiration from recognised standards, such as the Water Footprint Network or the Alliance for Water Stewardship.

Draw on co-opted targets^b that can be verified by a body such as the **SBTN**³ for freshwater, relating to water quantity and quality:

- % reduction in water withdrawals in line with Hermès' objective to reduce its withdrawals by 5% per year in intensity (m³/€m euros in sales) between 2018 and 2023, on a constant basis.
- % use of recycled or reused water
- Concentration of nutrients/pollutants in waste water

Some of the following levers can be activated:

- Eliminate wastage of all kinds and ensure that facilities are perfectly maintained.
- Improve the performance of production processes (water-saving equipment, rainwater harvesting, closed production systems, etc.).
- Recycle waste water by incorporating it into production (ultra-filtration, reverse osmosis).
- Prioritise sources of supply that emphasise water management through environmental certifications specific to the materials, such as the **LWG**⁶ or **GOTS**⁷ certifications.
- Improve waste-water quality based on the 'Roadmap to Zero' programme from the **ZDHC**¹⁷ initiative.

Identify sites located in water-stressed zones using resources such as the WWF Water Risk Filter or the World Resource Institute's Aqueduct tools.

Ban suppliers who do not respect statutory regulations for waste-water discharge, thereby contributing to the pollution of water and soil. Also ban suppliers involved in illegal drilling for water and/or pumping (waterways, water tables).

Plan to gradually disengage from suppliers who have not drawn up a water management plan and shared it with Hermès.

Recommendations and roadmaps

Target 2025

Prohibitive points



Traceability

- 2022 update -

Ensure the most stringent traceability of **incoming and outgoing streams** on behalf of Hermès, entailing an inventory of all suppliers and subcontractors used, up to the earliest stage of raw materials: name and company name, precise address for each site, role in the value chain for each stakeholder. This information will be shared with Hermès, in accordance with the **confidentiality undertakings in Handbooks 1 and 2**, as required: each season, monthly, annually, for each new supplier or subcontractor, etc. The use of short supply chains and local ecosystems is to be preferred.

In accordance with Article 33 of the **REACH¹⁸** regulation, notify Hermès of the presence of hazardous substances (particularly substances of very high concern, or **SVHC¹⁹**, as defined by the **REACH¹⁸** regulation) > 0.1% in weight of the product or any components.

In accordance with the **French AGECA law**, and its developments for producers under the Expanded Producer Responsibility principle, communicate the characteristics relating to **customer information** to Hermès:

For Clothing textiles, Household linen and Shoes (EPR²¹ CHS²²):

- Traceability in 3 stages (weaving/knitting, dyeing/printing and production for textiles, assembly/stitching/finishing for shoes). *Ideally, include the cultivation and spinning stages.*
- Incorporation of recycled materials in %, by weight.
- Presence of plastic microfibres >50%, by weight.

For Electrical and Electronic Equipment products (EPR²¹ WEEE²³): presence of precious metals and rare earth elements (% by weight).

The **following traceability systems are to be favored** as prerequisites necessary for supply chain transparency and control, as well as to improve operational efficiency and flow management with regard to the various Hermès purchasers:

- Tracking of batches of materials (leather, fabric, components, etc.) and orders (manufacturing, subcontracting, etc.) using a suitable operational Information System. This will include communicating, at Hermès' request, the location, status and quantities for each work unit involved.
- Implementation of reliable and proven marking technologies for materials, such as physical, mechanical or chemical marking. These will be communicated to Hermès to define their scope and methods of implementation.
- Supply Chain mapping tools, including for Hermès' supply chains, can be identified and shared in order to establish a mass balance for the requested sectors as a minimum, and ideally with a segregation for each transaction down to the identification of the batch of materials.

Short-term prerequisites

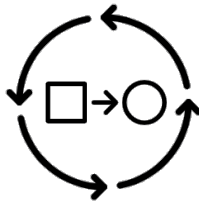
Target 2023

^a From 1 January 2023, the decree implementing Article 13 of France's Anti-Waste and Circular Economy Law sets out new consumer information obligations relating to the environmental characteristics of products, via communication that is visible or accessible at the point of purchase.

Recommendations and roadmaps

2025 target and beyond

Circularity and Innovation in Materials and Processes



Short-term prerequisites Target 2023

Identify and communicate to Hermès the levels of recycled raw materials used for Hermès production.

Work closely with industry and/or local initiatives in this area, as well as with the Hermès Group, in order to build a roadmap for change in its processes.

ECO-DESIGN

- Apply eco-design principles from the conception phases, to eradicate waste and unnecessary materials and resources generated throughout the product life cycle.
- Include a repairability parameter in the choice of materials and processes.

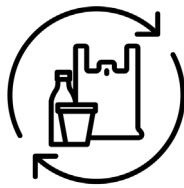
CIRCULARITY

- Implement an internal reuse system for any production offcuts and scraps, as well as for all resources used: water, energy, consumables. Then consider the same approach with regard to exterior resources, in consultation with Hermès.
- Activate recycling and material recovery channels, at a minimum for energy, for all waste generated, with a view to limiting environmental impact. Communicate with Hermès about objective indicators of the % of waste avoided and/or recovered.
- Implement R&D initiatives or programmes aimed at integrating raw materials from recycling or generating new ones from available sources (textiles, leathers, synthetic materials, metals, etc.). Share information about current or future projects with Hermès to confirm their relevance together and amplify their results.
- For raw materials from recycling, ensure traceability with regards to their origin: post/pre-consumption source, country of origin.

INNOVATION

Drive an internal R&D policy for materials and process innovation aimed at limiting the use of primary fossil raw materials, and favouring sustainable alternatives: bio-sourced, renewable materials, etc.

Recommendations and roadmaps Target 2025 and beyond



Pollution

Plastics

- 2022 addition -

Short-term prerequisites

Target 2023

Measure the consumption of plastics (% of plastics contained in Hermès products, all-plastic products, consumables and primary and secondary packaging) related to operational activities, in particular single-use plastics, and communicate the results to Hermès.

On the basis of the results obtained and in collaboration with Hermès, define a progress action plan and embark on a process of **reducing and eliminating single-use plastics** in relation to the European Single Use Plastic Directive. *It should be noted that Hermès is committed to fully eliminating all single-use plastics by 2030, 10 years earlier than the European directive, which is working towards a total ban by 2040. The following schedule is defined for Hermès: 2025 for B2B, then 2030 for B2B and B2C.*

The following examples of leverage should be considered:

AT OPERATIONAL LEVEL FOR SUPPLIERS

- Assess the relevance of the use of plastic at every stage of the production process, and optimise its use.
- Replace plastics, particularly single-use plastics, with sustainable alternatives: recycled plastics (chemical or mechanical process according to the state of the art in the countries considered), other recyclable or biodegradable natural materials, and/or introduce new processes that require less plastic.
- Prioritise sources of supply that manage waste, including plastics, according to processing type (reuse, material recycling, energy recovery, disposal).
- For plastics that cannot be eliminated, ensure that end-of-life plastics are processed using appropriate waste management methods, in keeping with the 2016/2017 law on energy transition for green growth in France; introduction of a five-stream at-source recycling system for professionals (for paper/cardboard, metal, plastic, glass and wood), with a view to its collection and processing by the appropriate recycling sector.

AT THE LEVEL OF FLOWS WITH HERMÈS

- Limit the use of plastic consumables in logistics operations and attendant transport packaging: protective covers and shrink-wrapping, wedging elements, adhesive tape, etc.
- Prioritise the introduction of reusable containers such as resealable crates and pallets, in consultation with Hermès.

Reduce the use of, and ultimately disengage entirely from, suppliers contributing to pollution (water and soils) and perpetuating a risk to human health through untreated plastic waste, and known cases of unauthorised dumping.

Recommendations and roadmaps

Target 2025

Prohibitive points



Pollution

Waste

- 2022 addition -

Short-term prerequisites

Target 2023

¹ Waste with one or more of the properties defined in Appendix III of the European Parliament's 2008/98/CE directive is considered to be hazardous: ecotoxic, carcinogenic, explosive, flammable, etc.

Measure the production of waste related to operational activities, and communicate the results to Hermès.

Identify an exhaustive list of waste products (hazardous and non-hazardous¹) and their nature. This includes sewage treatment sludge for sites with waste-water treatment plants. Ensure a method of collection, storage, transport and treatment that is suited to each type of waste.

Ensure absolute compliance with regulations and actively monitor potential changes locally.

Ensure that waste is sorted and grouped by processing stream for non-hazardous waste (glass, metal, paper, cardboard, plastic, wood, etc.) and hazardous waste (solvents, aerosols, soiled packaging, etc.)

Ensure storage that avoids any risk of pollution (protected and ventilated areas, retention features, etc.)

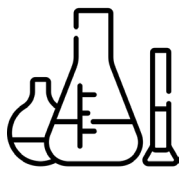
Ensure management is tailored to each waste type according to the following hierarchy of treatment methods:

- **Prevention:** Implement a waste reduction plan by optimising the use of resources (materials, water, consumables) at every stage. Implement a toxicity reduction plan for waste and discharge. In particular, draw on recommendations from the ZDHC¹⁷ programme and its MRSL²⁰.
- **Reuse:** Implement an internal and/or external reuse system for all resources used.
- **Material recovery:** Activate recycling or composting channels for all waste generated.
- **Energy recovery:** For non-recyclable waste and discharge, activate energy recovery streams - by incineration in approved facilities, ensuring flue gases and residues are processed.
- **Disposal:** Only dispose of waste and discharge that cannot be recovered or reused ('final waste'), in approved facilities. Communicate with Hermès about objective indicators of the % of waste avoided and/or recovered.

Ban suppliers who do not respect waste management regulations, thereby contributing to the pollution of water and soil. In particular, ban suppliers who dump, bury or burn waste in the natural environment.

Plan to gradually disengage from suppliers who have not drawn up a pollution and waste management plan and shared it with Hermès.

Prohibitive points



Pollution

Safety & chemical substances

- 2022 addition -

Short-term prerequisites

Target 2023

Ensure Hermès' **safety specifications** are respected, particularly the **product restricted substances list** (PRSL). Supply Hermès with the results of tests confirming adherence to this list.

In accordance with Article 33 of the **REACH¹⁹** regulation, notify Hermès of the presence of hazardous substances (particularly substances of very high concern, or **SVHC¹⁹**) > 0.1% in weight of the product or any components.

Ensure absolute compliance with locally applicable regulations and actively monitor potential changes.

Ensure that substances and any chemical risks are managed in the supply chain and manufacturing processes. The following levers should be activated:

- Mobilise certifications that address an environmental aspect in procedures and their potential impact. The target audiences of the Sectors Brief should be addressed in priority, and other reference documents can be shared with Hermès.
- Implement a formal chemical management system: risk assessment, control measures (inventory, product storage & use, employee health & safety protection, waste management).
- Co-define with Hermès a manufacturing restricted substances list (**MRSL²⁰**), citing substances that are to be gradually eliminated, with a particular emphasis on increasingly concerning substances or those that will be subject to future restrictions: PFAs^a, endocrine disruptors, allergens, etc.
- Engage your own suppliers in a management system for chemicals and chemical risk.
- Promote the use of chemicals that meet the criteria of the European strategy for sustainable chemistry (substances that are 'Safe and Sustainable by Design').

Draw on the **ZDHC¹⁷** programme (the industry standard), particularly:

- The 'Supplier to Zero' training programme
- The 'Chemical Management System: Technical Industry Guide'
- The 'Manufacturing Restricted Substances List' (MRSL)
- The compliance verification tools for the MRSL list: ZDHC Gateway, ZDHC InCheck

Recommendations and roadmaps

Target 2025

Ban suppliers who do not comply with regulations related to the use of chemical substances.

Plan to gradually disengage from suppliers who have not drawn up a chemical substances management plan and shared it with Hermès.

Prohibitive points

^a: Per- and polyfluoroalkyl substances (PFAS) make up a huge category of over 4,000 synthetic chemicals (ANSES).

Appendix 1: protected area categories

Area category	Body	Definition	Examples
Category I – IV of IUCN protected areas	IUCN	I: Strict nature reserve and wilderness area II: National park III: Natural monument IV: Habitat or species management area	I: Area where human access is controlled IV: Beaches where protected turtles nest during the breeding season
Forest areas on the IUCN Red List of Ecosystems	IUCN	Areas where ecosystems are at risk (threatened plant and animal species)	Tropical, subarctic, subtropical or temperate forests providing shelter to threatened species
Ramsar Convention Wetlands	The Ramsar Convention	Natural and artificial habitats classed as wetlands	Rivers, mangroves, reefs, bodies of water, marshlands
UNESCO World Heritage Sites	UNESCO	Sites classed as natural heritage (natural monuments, geological and physiographical formations) and cultural heritage (monuments, groups of buildings and sites)	Yellowstone National Park Galápagos Islands coral reef
UNESCO Biosphere Reserves	UNESCO	'SD education sites': areas where people and nature are integrated harmoniously (+700 biosphere reserves)	Camargue or Mont Ventoux in France, Dalai Lake or Nanji Islands in China
KBAs (Key Biodiversity Areas)	IBAT Alliance	Sites that make a significant contribution to perpetuating biodiversity in terrestrial and aquatic ecosystems	The forests and highlands of Kauai in Hawaii: 9 endangered species, including 5 found nowhere else on Earth
IBAs (Important Bird Areas)	IBAT Alliance	Protected habitats sheltering endangered bird species	Monte Generoso in Switzerland: nesting of many bird species
ZEAs (Zero Extinction Areas)	IBAT Alliance	Last refuge sites for critically endangered or threatened species	Presqu'île de l'Edough in Algeria: home to the Edough ribbed newt
Natura 2000 sites	Natura 2000	Natural or semi-natural sites in the EU with exceptional flora and fauna	Fontainebleau forest or Rambouillet forest in France

Appendix 2: Acronyms and definitions

ACRONYMS *(in order of appearance):*

- ¹ **OECD**: Organisation for Economic Cooperation and Development
- ² **STAR (IBAT)**: Species Threat Abatement and Restoration Metric (Integrated Biodiversity Assessment Tool)
- ³ **SBTN**: Science Based Targets Network
- ⁴ **FSC**: Forest Stewardship Council
- ⁵ **PEFC**: Programme for the Endorsement of Forest Certification
- ⁶ **IFOAM**: International Federation of Organic Agriculture Movements
- ⁷ **LWG**: Leather Working Group
- ⁸ **GOTS**: Global Organic Textile Standard
- ⁹ **AFI**: Accountability Framework Initiative
- ¹⁰ **CITES**: Convention on International Trade in Endangered Species of Wild Fauna and Flora
- ¹¹ **IUCN**: The International Union for Conservation of Nature
- ¹² **SDG**: United Nations' Sustainable Development Goals
- ¹³ **LEED**: Leadership in Energy and Environmental Design
- ¹⁴ **BREEAM**: Building Research Establishment Environmental Assessment Method
- ¹⁵ **HQE**: High Quality Environmental standard
- ¹⁶ **BEPOS**: Energy-plus building
- ¹⁷ **ZDHC**: Zero Discharge of Hazardous Chemicals
- ¹⁸ **REACH**: Registration, Evaluation, Authorisation and Restriction of Chemicals
- ¹⁹ **SVHC**: Substance of very high concern
- ²⁰ **MRSL**: Manufacturing Restricted Substances List
- ²¹ **EPR**: Extended Producer Responsibility
- ²² **CHS**: Clothing textiles, Household linen and Shoes
- ²³ **WEEE**: Waste Electrical and Electronic Equipment

DEFINITIONS

* **Deforestation** (*Accountability Framework Initiative*): loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a tree plantation; or iii) severe or sustained degradation.

** **Conversion** (*Accountability Framework Initiative*): Change of a natural ecosystem to another land use or profound change in the natural ecosystem's species composition, structure or function.