

United Kingdom Woodland Assurance Standard

Fourth edition (PRE-APPROVAL DRAFT REQUIREMENTS
ONLY)

- This document shows only the requirements of the Pre-approval Draft.
- For introductory sections, example verifiers, guidance, the glossary of terms, the appendix, and tracked changes to the Consultation Draft, please see the full version of the Pre-approval Draft.

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1.	Legal compliance and UKWAS conformance
1.1	Compliance and conformance
1.1.1	There shall be compliance with the law. There shall be no substantiated outstanding claims of non-compliance related to woodland management.
1.1.2	There shall be conformance to the spirit of any relevant codes of practice or good practice guidelines.
1.1.3	The identity of the owner/forestry leaseholder and their legal ownership or tenure shall be proven.
1.1.4	a) Mechanisms shall be employed to identify, prevent and resolve disputes over tenure claims and use rights through appropriate consultation with interested parties. b) The owner/manager shall seek to resolve disputes out of court and in a timely manner.
1.1.5	a) The owner/forestry leaseholder, shall: <ul style="list-style-type: none"> • Commit to conformance to this certification standard, and • Have declared an intention to protect and maintain the woodland management unit and its ecological integrity in the long term. b) A statement of these commitments shall be made publicly available upon request.
1.2	Protection from illegal activities
1.2.1	a) The owner/manager shall take all reasonable measures to prevent or stop illegal or unauthorised uses of the woodland that could jeopardise fulfilment of the objectives of management. b) Where appropriate, measures shall include engagement with the police and statutory bodies to identify, report, control and discourage illegal or unauthorised activities.
1.3	Genetically modified organisms
1.3.1	Genetically modified organisms (GMOs) shall not be used.

2.	Management planning
2.1	Long term policy and objectives
2.1.1	<p>a) The owner/manager shall have a long term policy and management objectives which are environmentally sound, socially beneficial and economically viable.</p> <p>b) Summaries of the policy and objectives shall be proactively communicated to workers consistent with their roles and responsibilities.</p>
2.1.2	Woodland management planning shall take fully into account the long-term economic, environmental and social impacts of proposed operations.
2.2	Documentation
2.2.1	<p>All areas in the WMU shall be covered by management planning documentation which shall be retained for at least five years and shall incorporate:</p> <p>a) A long-term policy for the woodland.</p> <p>b) Assessment of relevant components of the woodland resource, including environmental values.</p> <p>c) Identification of special characteristics and sensitivities of the woodland and appropriate treatments.</p> <p>d) Specific measures to maintain or enhance those areas identified under sections 4.1-4.5 and 4.8, considering areas where either the extent of these areas or their sensitivity to operations may be unknown.</p> <p>e) Identification of community and social needs and sensitivities.</p> <p>f) Set and prioritise objectives, with targets.</p> <p>g) Rationale for management prescriptions.</p> <p>h) Outline planned felling and regeneration over the next 20 years.</p> <p>i) Where applicable annual allowable harvest of non-timber woodland products (NTWPs).</p> <p>j) Rationale for the operational techniques to be used.</p> <p>k) Plans for implementation, first five years in detail.</p> <p>l) Appropriate maps.</p> <p>m) Plans to monitor, at least those elements identified under section 2.14.2 against the objectives.</p>
2.2.2	<p>While respecting the confidentiality of information, the owner/manager shall, upon request, make publicly available either:</p> <ul style="list-style-type: none"> • Management planning documentation, or • A summary of the management planning documentation.
2.2.3	<p>The management planning documentation shall be reviewed periodically (at least every ten years), taking into account:</p> <ul style="list-style-type: none"> • Monitoring results, • Results of certification audits, • Results of stakeholder engagement, • New research and technical information, and • Changed environmental, social, or economic circumstances.
2.3	Consultation and co-operation
2.3.1	a) Local people, relevant organisations and interested parties shall be identified and made aware that:

	<ul style="list-style-type: none"> • New or revised management planning documentation, as specified under section 2.2.1, is being produced • High impact operations are planned • The woodland is being evaluated for certification. <p>b) The owner/manager shall ensure that there is full co-operation with the relevant forestry authority's consultation processes.</p> <p>c) The owner/manager shall consult appropriately with local people and relevant organisations and provide opportunities for their engagement in planning and monitoring processes.</p> <p>d) The owner/manager shall respond to issues raised or requests for ongoing dialogue and engagement and shall demonstrate how the results of the consultation including community and social impacts have been taken into account in management planning and operations.</p> <p>e) At least 30 days shall be allowed for people to respond to notices, letters or meetings before certification.</p>
2.3.2	<p>a) Where appropriate, contact shall be made with the owners of adjoining woodlands to try to ensure that restructuring of one woodland complements and does not unreasonably compromise the management of adjoining ones.</p> <p>b) Management of invasive plants and of wild mammals shall be undertaken in co-ordination with neighbours where possible and practicable (see also section 2.11.1 in relation to deer).</p> <p>c) Where appropriate and possible, the owner/manager shall consider opportunities for cooperating with neighbours in landscape scale conservation initiatives.</p>
2.4	Productive potential of the WMU
2.4.1	Woodland management shall not diminish the long-term productive capacity of the site.
2.4.2	<p>a) Timber harvesting and restocking plans shall not jeopardise the long-term productive potential of the WMU and are consistent with management objectives.</p> <p>b) Selective harvesting shall not be to the long-term detriment of the quality and value of stands.</p>
2.4.3	Authorised harvesting of non-timber woodland products and use of ecosystem services shall not permanently exceed, or diminish, the long-term productive potential of the WMU.
2.4.4	Protected, rare and endangered plant and animal species shall not be exploited for commercial purposes.
2.5	Assessment of environmental impacts
2.5.1	a) The impacts of new planting and other woodland plans on environmental values shall be assessed before operations are implemented, in a manner appropriate to the scale of the operations and the sensitivity of the site.

	<p>b) The results of the environmental assessments shall be incorporated into planning and implementation in order to avoid, minimise or repair adverse environmental impacts of management activities.</p>
2.5.2	<p>The impacts of woodland plans shall be considered at a landscape level, taking due account of the interaction with adjoining land and other nearby habitats.</p>
2.5.3	<p>a) The owner/manager shall assess the potential negative impacts of natural hazards on the WMU, including drought, floods, wind, fire, invasive plant and animal species, and other pests and diseases.</p> <p>b) Planting and restructuring plans shall be designed to mitigate the risk of damage from natural hazards.</p>
2.6	<p>Woodland creation</p>
2.6.1	<p>New woodlands shall be located and designed in ways that will:</p> <ul style="list-style-type: none"> • Deliver economic goods and ecosystem services, • Maintain or enhance the visual, cultural and ecological value and character of the wider landscape, and • Ensure the creation of a diverse woodland over time.
2.7	<p>Woodland restructuring</p>
2.7.1	<p>Even-aged woodlands shall be gradually restructured to achieve an appropriate mosaic of species, sizes, ages, spatial scales, and regeneration cycles. This structural diversity shall be maintained.</p>
2.8	<p>Tree species selection</p>
2.8.1	<p>a) The range of species selected for new woodlands, and natural or artificial regeneration shall be suited to the site and shall take into consideration:</p> <ul style="list-style-type: none"> • Management objectives • Long-term forest resilience • Scale of the WMU • Requirements for conservation and enhancement of biodiversity and restoration of habitats in section 4 • Landscape character. <p>b) Natural or artificial regeneration shall restore stand composition in a timely manner to pre-harvesting or more natural conditions.</p> <p>c) Native species shall be preferred to non-native. If non-native species are used it shall be shown that they will clearly outperform native species in meeting the owner's objectives or in achieving long-term forest resilience.</p>
2.8.2	<p>a) Non-native species shall only be introduced to the WMU when evidence or experience shows that any invasive impacts can be controlled effectively.</p> <p>b) All new introductions shall be carefully monitored, and effective mitigation measures shall be implemented to control their spread outside the area in which they are established.</p>

2.9	Silvicultural systems
2.9.1	<p>a) Appropriate silvicultural systems shall be adopted which are suited to species, sites, wind risk, tree health risks and management objectives and which stipulate soundly-based planting, establishment, thinning, felling and regeneration plans.</p> <p>b) Where species, sites, wind risk, tree health risk and management objectives allow, a range of silvicultural approaches including lower impact silvicultural systems shall be adopted with the aim of diversifying ages, species and stand structures.</p>
2.9.2	<p>a) In semi-natural woodland lower impact silvicultural systems shall be adopted. All felling shall be in accordance with the specific guidance for that type of woodland in the relevant Forestry Commission Practice Guide.</p> <p>b) In semi-natural woodlands over 10 ha, no more than 10% shall be felled in any five-year period unless justified in terms of biodiversity enhancement or lower impact.</p>
2.10	Conservation
2.10.1	<p>a) Management planning shall identify a minimum of 15% of the WMU managed with conservation and enhancement of biodiversity as a major objective.</p> <p>b) This shall include conservation areas and features identified in the following sections:</p> <ul style="list-style-type: none"> • Statutory designated sites (section 4.1) • Ancient semi-natural woodland (section 4.2) • Plantations on ancient woodland sites (section 4.3) • Other valuable semi-natural habitats (section 4.4) • Areas and features of critical importance for watershed management or erosion control (section 4.5) • Natural Reserves (section 4.6.1) • Long-term retentions and/or areas managed under lower impact silvicultural systems (LISS) (section 4.6.2).
2.11	Protection
2.11.1	Management of wild deer shall be based on a written strategy that identifies the management objectives, and aims to regulate the impact of deer.
2.11.2	There shall be an emergency response plan appropriate to the level of risk.
2.12	Conversion
2.12.1	<p>a) Woodland identified in sections 4.1-4.3 shall not be converted to plantation or non-forested land.</p> <p>b) Areas converted from ancient and other semi-natural woodlands after 1994 shall not normally qualify for certification.</p>
2.12.2	Woodland areas shall be converted to areas used solely for Christmas tree production only where conversion is consistent with other requirements of this certification standard, including the need to leave open space, and in accordance with any approved management plan from the relevant Forestry Authority, or when clearance is

	required for non-forestry reasons such as a wayleave agreement. Christmas trees shall be grown using traditional, non-intensive techniques.
2.12.3	<p>a) Conversion to non-forested land shall take place only in certain limited circumstances as set out in this requirement.</p> <p>b) The new land use shall be more valuable than any type of practicably achievable woodland cover in terms of its biodiversity, landscape or historic environment benefits, and all of the following conditions shall be met:</p> <ul style="list-style-type: none"> • The woodland is not identified as of high conservation value in sections 4.1-4.3 and 4.5, nor identified as contributing to the cultural and historical values in section 4.8. • There is no evidence of unresolved substantial dispute. • The conversion and subsequent site management protect and substantially enhance at least one of the following: <ul style="list-style-type: none"> ○ The status and condition of priority species and habitats ○ Important landscape features and character ○ Important historic environment features and character ○ Important carbon stores. • The subsequent management of the converted area shall be integrated with the rest of the WMU.
2.13	Implementation, amendment and revision of the plan
2.13.1	The implementation of the work programme shall be in close agreement with the details included in the management planning documentation. Any deviation from prescription or planned rate of progress shall be justified, overall objectives shall still be achieved and the ecological integrity of the woodland maintained.
2.14	Monitoring
2.14.1	<p>a) The owner/manager shall devise and implement a monitoring programme appropriate to the scale and intensity of management.</p> <p>b) The monitoring programme shall:</p> <ul style="list-style-type: none"> • Be part of the management planning documentation • Be consistent and replicable over time to allow comparison of results and assessment of change • Be kept in a form that ensures that results are of use over the long term. <p>c) The owner/manager shall where applicable monitor and record:</p> <ul style="list-style-type: none"> • The achievement of objectives and verifiable targets • Implementation of woodland operations • Harvesting yields • Social impacts • Environmental impacts • Changes in environmental condition • Usage of pesticides, biological control agents and fertilisers and any adverse impacts • Environmentally appropriate disposal of waste materials. <p>d) Monitoring targets shall fully consider any special features of the WMU.</p>

2.14.2	The owner/manager shall take monitoring findings into account, particularly during revision of the management planning documentation.
2.14.3	Monitoring findings, or summaries thereof, shall be made publicly available upon request.

3.	Woodland operations
3.1	General
3.1.1	Woodland operations shall conform to forestry best practice guidance.
3.1.2	<p>The planning of woodland operations shall include:</p> <ul style="list-style-type: none"> • Obtaining any relevant permission and giving any formal notification required. • Assessing and taking into account on and off-site impacts. • Taking measures to protect water resources and soils, and prevent disturbance of and damage to protected, rare and threatened species, habitats, ecosystems and landscape values, including adapting standard prescriptions where required. Any disturbance or damage which does occur shall be mitigated and/or repaired. • Measures to maintain and, where appropriate, enhance the value of identified services and resources such as watersheds and fisheries.
3.1.3	Operational plans shall be clearly communicated to all workers so that they understand and implement safety precautions, environmental protection plans, biosecurity protocols, emergency procedures, and prescriptions for the management of features of high conservation value.
3.1.4	<p>Operations shall cease or relocate immediately where:</p> <ul style="list-style-type: none"> • They damage sites or features of conservation value or of special cultural and historical significance identified in sections 4.1-4.5 and 4.8. Operations in the vicinity shall recommence only when action has been taken to repair damage and prevent any further damage, including establishing buffer areas where appropriate. • They reveal previously unknown sites or features which may be of conservation value or of special cultural and historical significance. Operations in the vicinity shall recommence only when the sites or features have been investigated and appropriate management agreed, where relevant in discussion with statutory bodies and/or local people.
3.2	Harvest operations
3.2.1	<p>a) Timber and non-timber woodland products (NTWPs) shall be harvested efficiently and with minimum loss or damage to environmental values.</p> <p>b) Timber harvesting shall particularly seek to avoid:</p> <ul style="list-style-type: none"> • Damage to soil and water courses during felling, extraction and burning • Damage to standing trees during felling, extraction and burning • Timber degrade.
3.2.2	Harvesting and sales documentation shall enable all timber and non-timber woodland products (NTWPs) that are to be sold as certified to be traced back to the woodland of origin.
3.2.3	Whole tree harvesting or stump removal shall be practised only where there is demonstrable management benefit, and where a full consideration of impacts shows that there are not likely to be any significant negative effects.

3.2.4	Lop and top shall be burnt only where there is demonstrable management benefit, and where a full consideration of impacts shows that there are not likely to be any significant negative effects.
3.3	Forest roads and associated infrastructure
3.3.1	All necessary consents shall be obtained for construction, extension and upgrades of: <ul style="list-style-type: none"> • Forest roads • Mineral extraction sites • Other infrastructure.
3.3.2	Roads and timber extraction tracks and associated drainage shall be designed, created, used and maintained in a manner that minimises their environmental impact.
3.4	Pesticides, biological control agents and fertilisers
3.4.1	The owner/manager shall: <ul style="list-style-type: none"> • Avoid the use of pesticides and fertilisers where practicable, • Minimise their use of pesticides, biological control agents and fertilisers, and • Avoid, mitigate and/or repair damage to environmental values from pesticide and biological control agent use.
3.4.2	<p>a) The owner/manager shall prepare and implement an effective integrated pest management strategy that:</p> <ul style="list-style-type: none"> • Is appropriate to the scale of the woodland and the intensity of management, • Adopts management systems that shall promote the development and application of non-chemical methods of pest and crop management by placing primary reliance on prevention and, where this is not practicable, biological control methods, • Takes account of the importance of safeguarding the value of sites and features with special biodiversity attributes when considering methods of control, and • Demonstrates knowledge of the latest published advice and its appropriate application. <p>b) The strategy shall specify aims for the minimisation or elimination of pesticide usage, taking into account considerations of cost (economic, social and environmental), and the cyclical nature of woodland management operations.</p> <p>c) Where pesticides and biological control agents are to be used the strategy shall justify their use demonstrating that there is no practicable alternative, in terms of economic, social and environmental costs.</p> <p>d) The strategy shall include a description of all known use over the previous five years, or the duration of the current woodland ownership if that is less than five years.</p>
3.4.3	Where pesticides and biological control agents are to be used: <ul style="list-style-type: none"> • The owner/manager and workers shall be aware of and implement legal requirements and non-legislative guidance for use of pesticides and biological control agents in forestry. • The owner/manager shall be able to demonstrate that they are conforming to best practice.

	<ul style="list-style-type: none"> The owner/manager shall keep records of pesticide usage and biological control agents as required by current legislation.
3.4.4	<p>a) Pesticides and biological control agents shall only be used if:</p> <ul style="list-style-type: none"> They are approved for forest use by the UK regulatory authorities, They are not banned by international agreement, and Their use is permitted by the certificate holder's certification scheme. <p>b) Pesticides categorised as Type 1A and 1B by the World Health Organization or any other pesticides whose use is restricted by the certificate holder's certification scheme shall not be used unless:</p> <ul style="list-style-type: none"> No effective and practicable alternatives are available, Their use is sanctioned using a mechanism endorsed by the certificate holder's certification scheme, and Any such mechanism provides for their use to be justified and on the condition that usage shall be discontinued once effective and practicable alternatives are available.
3.4.5	<p>a) Fertilisers (inorganic and organic) shall only be used where they are necessary to secure establishment or to correct subsequent nutrient deficiencies.</p> <p>b) Where fertilisers are to be used the owner/manager and workers shall be aware of and shall be implementing legal requirements and best practice guidance for their use in forestry. No fertilisers shall be applied in or around rare plant communities.</p> <p>c) In addition, bio-solids shall only be used following an assessment of environmental impacts in accordance with section 2.5.</p> <p>d) The owner/manager shall keep a record of fertiliser usage, including types, rates, frequencies and sites of application.</p>
3.5	Fencing
3.5.1	Where appropriate, wildlife management and control shall be used in preference to fencing.
3.5.2	Where fences are used, alignment shall be designed to minimise impacts on access (particularly public rights of way), landscape, wildlife and historic environment sites.
3.6	Waste
3.6.1	Waste disposal shall be in accordance with current waste management legislation and regulations.
3.6.2	The owner/manager shall prepare and implement a prioritised plan to manage and progressively remove redundant materials.
3.7	Pollution
3.7.1	The owner/manager shall adopt management practices that minimise diffuse pollution arising from woodland operations.
3.7.2	Plans and equipment shall be in place to deal with accidental spillages.

4.	Natural, historical and cultural environment
4.1	Statutory designated sites and protected species
4.1.1	<p>a) Areas and features of high conservation value having particular significance for biodiversity, including sites important for protected, rare and endangered but mobile species, shall be identified by reference to statutory designations at national or regional level and/or through assessment on the ground.</p> <p>b) The identified areas, species and features of high conservation value shall be maintained and, where possible, enhanced, adopting a precautionary approach.</p> <p>c) There shall be ongoing communication and/or consultation with statutory bodies, local authorities, wildlife trusts and other relevant organisations.</p> <p>d) Statutory designated sites shall be managed in accordance with plans agreed with nature conservation agencies, and shall be marked on maps.</p>
4.2	Conservation of ancient semi-natural woodlands (ASNW)
4.2.1	<p>a) Ancient semi-natural woodland shall be identified by reference to published maps and/or by assessment on the ground.</p> <p>b) The high conservation value of ancient semi-natural woodlands shall be maintained and, where possible, enhanced, adopting a precautionary approach.</p> <p>c) Adverse ecological impacts of non-native species shall be identified and inform management.</p>
4.3	Plantations on ancient woodland sites (PAWS)
4.3.1	<p>a) The owner/manager shall maintain and enhance features and areas of high conservation value within plantations on ancient woodland sites.</p> <p>b) The owner/manager shall: <ul style="list-style-type: none"> • Identify and evaluate remnant features, • Identify and evaluate threats, • Adopting a precautionary approach, prioritise actions based on the level of threat and the value of remnants, and • Implement targeted actions. </p>
4.4	Protection of conservation values in other woodlands and semi-natural habitats
4.4.1	<p>a) Areas, species and features of conservation value in other woodlands shall be identified.</p> <p>b) The identified areas, species and features of conservation value shall be maintained and where possible enhanced.</p> <p>c) Adverse ecological impacts shall be identified and inform management.</p>
4.4.2	a) Valuable semi-natural habitats that have been colonised, planted, or incorporated into the WMU, but which have retained their ecological characteristics (or have a high

	<p>potential to be restored), shall be identified and enhanced, restored or treated in a manner that does not lead to further loss of biodiversity or cultural value.</p> <p>b) Adverse ecological impacts shall be identified and inform management.</p>
4.5	Watershed management and erosion control
4.5.1	<p>a) Areas and features of critical importance for watershed management or erosion control shall be identified in consultation with relevant statutory bodies.</p> <p>b) Where critically important areas or features are identified, their management shall be agreed with the relevant statutory bodies, adopting a precautionary approach.</p>
4.6	Maintenance of biodiversity and ecological functions
4.6.1	Natural reserves shall constitute a minimum of 1% of the WMU.
4.6.2	Long-term retentions and/or areas managed under lower impact silvicultural systems (LISS) shall constitute a minimum of 1% of the WMU. Where this is impracticable, an additional minimum 1% of natural reserve shall be identified.
4.6.3	<p>The owner/manager shall plan and take action to maintain continuity of veteran tree habitat by:</p> <ul style="list-style-type: none"> • Keeping existing veteran trees, and • Managing or establishing suitable trees to eventually take the place of existing veterans.
4.6.4	<p>a) The owner/manager shall plan and take action to accumulate a diversity of both standing and fallen deadwood over time in all wooded parts of the WMU, including felled areas.</p> <p>b) The owner/manager shall identify areas where deadwood is likely to be of greatest nature conservation benefit, and shall plan and take action to accumulate large dimension standing and fallen deadwood and deadwood in living trees in those areas.</p>
4.7	Maintenance of local native seed sources
4.7.1	<p>a) In woodlands identified in sections 4.1-4.4, where appropriate and possible, owners/managers shall use natural regeneration or planting stock from parental material growing in the local native seed zone (native species).</p> <p>b) In ancient and other semi-natural woodland, where natural regeneration is insufficient, planting stock from 'source-identified' stands in the local native seed zone shall be used wherever it is available. If timber quality is an objective of the planting, the use of stock deriving from selected stands within the local native seed zone shall be considered appropriate.</p>
4.8	Cultural and historical features/sites
4.8.1	<p>Through engagement with the relevant statutory historic environment agencies, local people and other interested parties, and using other relevant sources of information, the owner/manager shall:</p> <ul style="list-style-type: none"> • Identify sites and features of special cultural and historical significance, • Assess their condition, and

	<ul style="list-style-type: none">• Devise and implement measures to maintain and/or enhance them, adopting a precautionary approach.
4.9	Game and fisheries management
4.9.1	Game rearing and release, shooting and fishing shall be carried out in accordance with the spirit of codes of practice produced by relevant organisations.

5.	People, communities and workers
5.1	Woodland access and recreation including traditional and permissive use rights
5.1.1	<p>a) Existing permissive or traditional uses of the woodland shall be sustained except when such uses can be shown to threaten the integrity of the woodland or the achievement of the objectives of management.</p> <p>b) A precautionary approach shall be adopted in relation to water supplies.</p>
5.1.2	<p>a) There shall be provision for some public access subject only to limited exemptions.</p> <p>b) Where there is a special demand for further public access for the purpose of environmental education, the owner/manager shall make reasonable efforts to meet this demand.</p>
5.2	Minimising adverse impacts
5.2.1	The owner/manager shall mitigate the risks to public health and safety and other negative impacts of woodland operations on local people.
5.2.2	The owner/manager shall respond constructively to complaints, seek to resolve grievances through engagement with complainants in the first instance, and follow established legal process should this become necessary.
5.3	Rural economy
5.3.1	<p>The owner/manager shall promote the integration of woodlands into the local economy by:</p> <ul style="list-style-type: none"> • Making the best use of the woodland's potential products and services consistent with other objectives. • Providing local people with equitable opportunities for employment and to supply goods and services.
5.4	Health and safety
5.4.1	<p>There shall be:</p> <ul style="list-style-type: none"> • Compliance with health and safety legislation. • Conformance with associated codes of practice. • Conformance with FISA guidance. • Contingency plans for any accidents. • Appropriate competency.
5.5	Training and continuing development
5.5.1	All workers shall have appropriate qualifications, training and/or experience to carry out their roles in conformance to the requirements of this standard, unless working under proper supervision if they are currently undergoing training.
5.5.2	The owner/manager of large enterprises shall promote training, and encourage and support new recruits to the industry.
5.6	Workers' rights
5.6.1	<p>Workers' rights shall be respected, including:</p> <ul style="list-style-type: none"> • Workers shall not be deterred from joining a trade union or employee association.

	<ul style="list-style-type: none">Workers shall be permitted to negotiate terms and conditions collectively with their employers should they so wish.There shall be compliance with equality legislation.
5.7	Insurance
5.7.1	The owner/manager and workers shall be covered by adequate public liability and employer's liability insurance.

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