

## **Executive Summary**

BFL has been categorized as a Category B project, as the potential adverse environmental and social impacts on population within the Protected Areas or those living around who depend on the PA for their livelihoods or environmentally important areas are site-specific, reversible and can be readily mitigated.

Therefore, to ensure that all BFL funded projects and programs are environmentally and socially sustainable as well as in line with BFL's policies and guidelines, an Environmental and Social Management Plan (ESMP) involving stakeholder participation and timely public disclosure is required.

An Environmental and Social Management Plan (ESMP) for Biological Corridor (BC) 7-Mongar describes mitigation measures/good practices at activity level which are required as per the screening protocol. All the screened activities which has potential risks to environment and social management have to prepare ESMP which include environment management and mitigation plans during pre-activity, activity implementation and closing phases. Hence, it contains description of the detailed actions including communities, roles, communication and reporting and monitoring processes required as part of the implementation. In order to ensure that the issues of all stakeholders are taken into account, it includes a stakeholder engagement plan. The plan includes identification of stakeholders, method of engagement, timing and logistics. It is a requirement for all parks and biological corridors to keep record, reporting, review, auditing and update ESMP yearly as per the planned activities.

The activities that required ESMPs for the year 2025 under BC 7 are:

1. Construction of Forest Range Office, Gyelphzhing
2. Construction of Forest Check Post, Kurizampa
3. Maintenance of water hole at Dunglapang
4. Maintenance of grass land at Murmur

བཀོད་ཁྲབ་བརྒྱུད་དོན།

འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀའི་ཚེ་སློག་མ་དངུལ་འདི་མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཕྱེ་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དབྱེ་ཁག་ ། ལ་པ་  
(Category B) རང་ལུ་ཚུད་དེ་ཡོད་པ་ཡིན། དེ་ཡང་ལས་འགུལ་འདི་ལས་བརྟེན་ཏེ་སྤྱད་སློབ་ས་ཁོངས་ནང་སྤོང་མིའི་མི་སེར་དང་ ཡང་ན་ སྤྱང་  
སློབ་ས་ཁོངས་ཀྱི་མཐའ་སྐོར་ཏེ་འཚོ་བ་སྤྱད་སློབ་ས་ཁོངས་ལུ་བརྟེན་སྤོང་མིའི་མི་སེར་ ཡང་ན་ གལ་ཅན་གྱི་མཐའ་སྐོར་གནས་སྤངས་ཀྱི་ས་ཁོངས་ཚུ་ལུ་  
གཞོན་པ་འབྱུང་ནིའི་ཉེན་ཁ་ཡོད་པ་ད་ གལ་སྲིད་གཞོན་པ་འབྱུང་པ་ཅེན་ གཞོན་ཉེན་ཚུ་དམིགས་གསལ་ས་གནས་ནང་རྒྱུང་ཅིག་འབྱུང་ནི་དང་ གཞོན་  
ཉེན་མར་ལབ་རྒྱབ་ནི་དང་ཚུ་མེད་ཡང་གཏང་ཚུགས་པ་ཡིན།

དེ་འབད་མ་ལས་ འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀའི་ཚེ་སློག་མ་དངུལ་ཚོགས་ལུ་ རྒྱབ་སྐྱོར་འབད་ཡོད་པའི་ལས་འགུལ་དང་ལས་ལྷན་ཚུ་ མཐའ་འཁོར་གནས་  
སྤངས་དང་ མི་ཕྱེ་གཉེས་ལུ་ཡུན་བརྟན་གྱི་ཕན་པ་ཡོད་པ་བཟོ་བ་གི་མ་ཚད་ འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀའི་ཚེ་སློག་མ་དངུལ་གྱི་སྲིད་བྱས་ལམ་སྟོན་དང་  
འབྲེལ་ཐབས་ལུ་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཕྱེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་དགོས་ད་ མི་དམངས་གྲོས་བསྟུན་དང་ དུས་དང་དུས་སུ་མི་དམངས་ལུ་  
གསང་བ་བཤད་ནི་འདི་དགོས་ཡིན།

རང་བཞིན་གནས་སྤངས་དང་མི་ཕྱེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ སློབ་ཀ་དང་སློག་ཆགས་རྒྱན་ལམ་ཚུ་ནང་ལས་ལྷན་ཚུ་འབད་བའི་སྐབས་ ཐབས་ལམ་  
དང་བཟང་སྤྱོད་ཚུ་གསལ་སྟོན་འབད་མ་ཡིན་པ་ད་ འདི་ཡང་ལས་ལྷན་གདམ་སེལ་ལམ་ལུགས་དང་འབྲེལ་ཏེ་ཡིན། གདམ་སེལ་འབད་ཡོད་པའི་ལས་ལྷན་གི་  
ནང་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཕྱེ་གཞོན་ཉེན་ཡོད་པའི་ལས་ལྷན་ཚུ་གི་དོན་ལུ་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཕྱེ་འཛིན་སྐྱོང་འཆར་  
གཞི་བཟོ་དགོ། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ ལས་ལྷན་འགོ་མ་བཅུགས་པའི་ཏེ་མ་གཞི་བཅུགས་འབད་བའི་སྐབས་དང་མཚུགས་བསྟུན་ད་ལུ་ མཐའ་འཁོར་  
གནས་སྤངས་འཛིན་སྐྱོང་དང་གཞོན་ཉེན་མར་ལབ་ཀྱི་ཐབས་ལམ་ཚུ་བཅུགས་དགོས་ཡིན།

དེ་འབད་མ་ལས་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ ལས་ལྷན་ མི་ཕྱེ་ ལུ་འགན། བརྟེན་དང་སྟན་ལུ། དེ་ལས་ལྷན་ཏོག་ལམ་ལུགས་ཚུ་གི་སྐོར་ལས་འགྲེལ་བཤད་  
ཁ་གསལ་ཚུད་དགོས་ཡིན། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ལུ་ གལ་གཏོགས་འབད་དགོ་པའི་ཁེ་གུང་ཡོད་མི་ཚུ་གི་ཉོག་བཤད་ཚུ་ཚུད་དགོ་པའི་ཁར་ ཁེ་  
གུང་ཡོད་པའི་མི་ཚུ་གི་དོན་ལུ་གལ་གཏོགས་འཆར་གཞི་དགོ། གལ་གཏོགས་འཆར་གཞི་འདི་ནང་ ཁེ་གུང་ཡོད་མི་དོས་འཛིན་འབད་ནི་དང་གལ་གཏོགས་  
འབད་ནིའི་ལམ་ལུགས་ དེ་ལས་གལ་གཏོགས་ཀྱི་དུས་ཚོད་དང་བཅའ་སྲིག་ཚུ་ཚུད་དགོས་ཡིན། སློབ་ཀ་དང་སློག་ཆགས་རྒྱན་ལམ་ལུགས་ཚུ་གི་མཆར་  
གཞི་ལས་ལྷན་དང་འབྲེལ་ཏེ་ དུན་མོ་དང་སྟན་ལུ། བསྐྱར་ཞིབ། ཚེས་དབྱུང་འབད་ནི། དེ་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཕྱེ་འཛིན་སྐྱོང་འཆར་གཞི་  
འདི་ལོ་བསྟར་བཞིན་དུ་དུས་མཐུན་བཟོ་དགོས་ཡིན།

- ༡༽ རྒྱལ་པོ་ཞིང་ རགས་ཚལ་སློབ་འཛིན་ ཡིག་ཚང་བཟོ་བསྐྱར་འབད་ནི།
- ༢༽ ཀུ་རེ་ཟམ་པ་ལུ་ རགས་ཚལ་ཞིབ་དབྱེན་སྐོར་བཟོ་བསྐྱར་འབད་ནི།
- ༣༽ དུང་ལ་སྤང་མཚོ་ འཛིན་སྐྱོང་འབད་ནི་དང་།
- ༤༽ སྤར་སྤར་ལུ་ ལྷ་ཐང་ འཛིན་སྐྱོང་འབད་ནི།

# **Bhutan for Life**

## **Environmental and Social Management Plan for Biological Corridor 7 (2025)**

### **1. Introduction**

#### **(A) Project Background**

The Bhutan for Life (BFL) project aims to ensure a robust network of protected areas and biological corridors that secures human well-being, biodiversity conservation and increase climate resilience in Bhutan. The project provides a 14-year financial bridge that allows for immediate improvement in the management of Bhutan's protected areas for climate resilience, and the prompt delivery of mitigation, adaptation and biodiversity gains, while the country gradually ratchets up its own financing resources.

BFL seeks to achieve the following objectives:

- Help Bhutan remain carbon neutral by increasing forest and vegetative cover within the Protected Area System;
- Enhance the socio-economic well being of communities in and in the vicinity of the Pas through climate-informed natural resources management;
- Maintain stable, thriving and diverse populations of key species contributing toward national and global biodiversity goals;
- Strengthen organizational, institutional, and financial capacity for effective management of PAs. BFL includes five components that reflect these goals, divided into 16 milestones (outputs) and over 80 detailed activities.

#### **(B) Scope of ESMP**

The preparation of this Environmental and Social Management Plan (ESMP) was required in order to manage the environmental and social impacts through and specific mitigation actions required to implement the project in accordance with the requirements of WWF's Social Safeguards Integrated Policies and Procedures (SIPP), the project's Environmental and Social Management Framework (ESMF), and applicable national legislation and regulations.

The ESMP provides an overview of the environmental and social baseline conditions on the routes of the proposed second segment of the project summarizes the potential impacts associated with the proposed activities and sets out the management measures required to mitigate any potential negative impacts.

This ESMP will be implemented by BFL focal person in each park authority (PA) and biological corridor (BC), and by the contractor to be commissioned by each PA\BC for the project.

### (C) Purpose of ESMP

This Site-Specific ESMP is a project-specific source document detailing the environmental and social protection requirements to mitigate and minimize the adverse impacts. The ESMP's primary purpose is to ensure that the environmental requirements and social commitments associated with the project are carried forward into implementation and operational phases of the project and are effectively managed. The specific objectives of this ESMP area here under:

- Minimizing any adverse environmental, social and health impacts resulting from the project activities;
- Conducting all project activities in accordance with the relevant RGoB Laws and WWF's safeguard operational policies and guidelines;
- Preventing environmental degradation as a result of either individual sub projects or their cumulative effects;
- Enhancing the positive environmental and social outcomes of project activities;
- Ensuring that the proposed mitigation measures are feasible and cost-efficient;
- Providing an Action Plan to ensure that the project impact mitigation measures are properly implemented and monitored;
- Ensuring that all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

## 2. Environmental and Socio-Economic Condition

### (a) Boundary description

The BC 7 consists of two isolated strands; a strand from the former northern corridor and another from the former BC-7. The BC-7 links with three protected areas; Wangchuck Centennial National Park (WCNP) in the northwest, Bumdeling Wildlife Sanctuary (BWS) in the northeast and Phrumsengla National Park (PNP) in the southwest(Fig. 2).The corridor shares boundary with Tsakaling and Tsamang Gewogs under Mongar (28.86 km<sup>2</sup>) and Menbi, Gangzur, Khoma, Minje, Metsho and Tsenkhar Gewogs unders Lhuentse Dzongkhag (390.8 km<sup>2</sup>).

It also overlaps with significant important Bird Areas (IBA) of Korila (31.63 sq.km) and Minje Wetland (0.4sq.km) both of which are declared by Birdlife International.



Figure 1: Boundary of BC-07 showing the jurisdictions of Gewogs falling under it. The BC boundary connects with Bumdelling Wildlife Sanctuary in the east, Wangchuck Centennial National Park in the northwest and Phrumsengla National Park in the southwest.

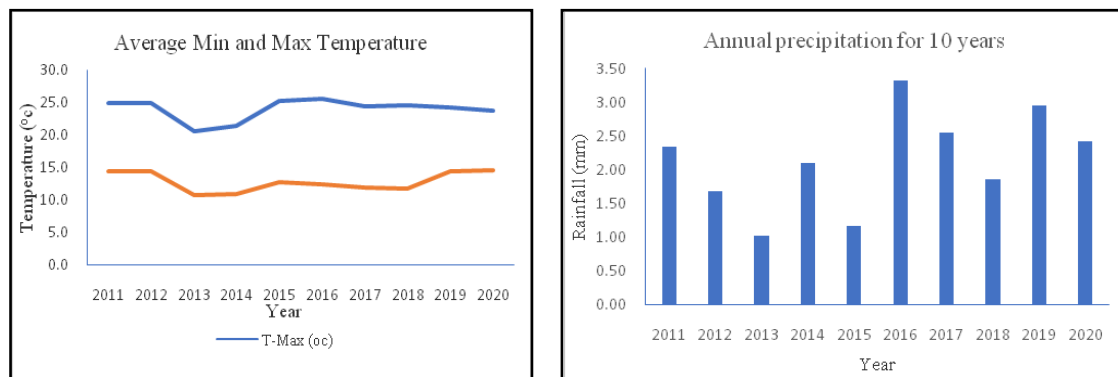
### ***(b) Water bodies***

BC-7 has numerous streams and tributaries draining into Kurichhu. The Kurichhu is one of the sub-basin tributaries of Manas watershed in the country. The 15.26 km of Kurichhu that is assessed as degraded catchment runs through BC-7 forming an indispensable migratory route for avi-fauna and other lesser known aquatic diversity. Kurichhu is joined by 43.48km of streams and another 1,296.68 km of rivulets and tributaries. The globally threatened Pallas's fish eagle, river lapwing and black-necked crane feeds and roosts along this river stretch. The vulnerable species of otters are also recorded feeding along Kurichhu making it one of the significant wetland habitats.

Due to the presence of several wetlands and seasonal ponds in the upper ridges of forest, it forms an important habitat for wildlife populations and important catchment areas for the downstream communities.

### ***(c) Water bodies***

Weather data from the past 10 years (2011-2020) showed that the highest average maximum temperature of 25.4 °C (2016) and lowest average minimum temperature of 10.7° C (2013) was recorded in the BC area (Fig. 2A). The highest average precipitation recorded was 3.32 mm in 2016 and lowest of 1.01 mm in 2013 (Fig. 2B). Meteorological data has been derived from station records of Sumpa under Lhuntse Dzongkhag from the National Center for Hydrology and Meteorology (NCHM), Thimphu.



*Figure 2: The average min and max temperature in BC area (2A) and annual precipitation in BC area for last 10 years (2B)*

### ***(d) Vegetation and forest types***

There are four major forest types in BC-7 categorically broadleaf forest, chirpine forest, fir forest and mixed conifer forest. About 70% of BC area falls under broadleaf forest and followed by mixed conifer forest (16%) (Fig. 3). Among different forest types, chirpine (5%) and fir (3%) forest has least coverage in the BC area. The other land cover type includes shrub (3%) and meadows (1%). Landslide (0.05%) and built up (0.05%) areas have least coverage in the BC area.

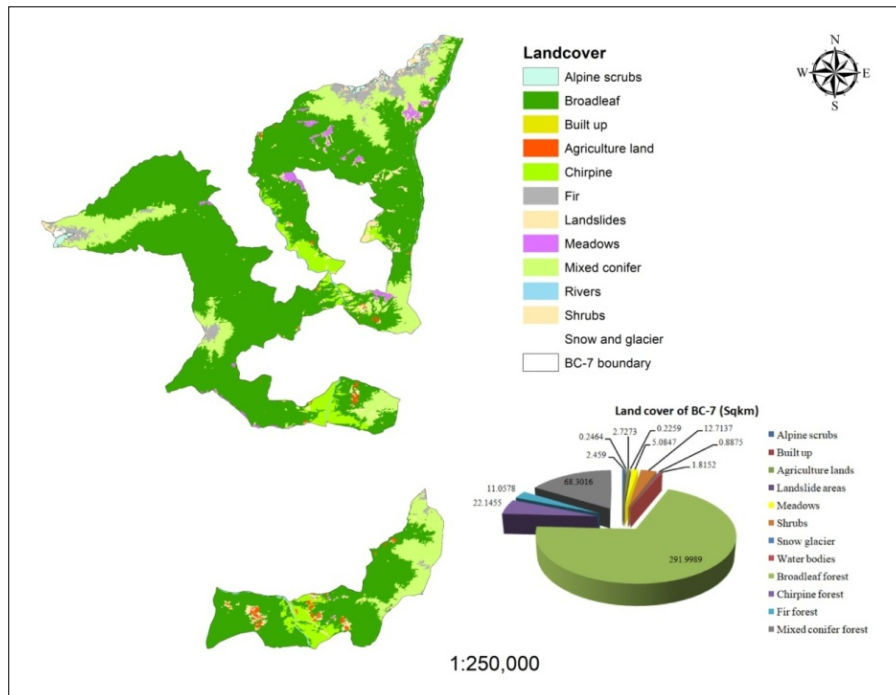


Figure 3: Land cover land use map of BC-7. The pie chart shows area (Sq.km) of BC area falling under each land cover category

### (e) Floral diversity

The floristic compositions in BC-7 consists of 307 plant species belonging to 103 families from which 104 tree species (Annexure I), 47shrub species (Annexure II), 144 herb species including one endemic species (*Corallo discuscooperi*)(Annexure III), five climber species (*Clematis* spp, *Hedera nepalensis*, *Tetrastigma serrulatum*, *Smilax* spp and *Piper* spp), three bamboo species(*Bambusease* spp, *Yushania microphylla* and *Yushanias* spp), three terrestrial orchid species(*Calanthe* spp, *Calanthe sylvatica* and *Galeola lindleyana*) and one cane species (*Plectocomia himalayana*) were recorded. Floral species composition of BC-07 includes five live forms such as conifer trees, deciduous trees, evergreen trees, evergreen shrubs, and deciduous shrubs. The overall life-form composition appeared to be considerable proportion of deciduous trees with 32.04 %, followed by coniferous trees (28.13 %), evergreen trees (23.8 %), evergreen shrub (12.9 %) and deciduous shrubs (3.01 %) from 5 Gewogs (Fig. 4). Khoma and Tsenkhar Gewogs are predominantly composed of coniferous trees and Minjey, Gangzur and Menbi with deciduous trees. The evergreen shrubs are found predominant in Menbi Gewog. The deciduous shrubs were barely recorded in all five Gewogs.

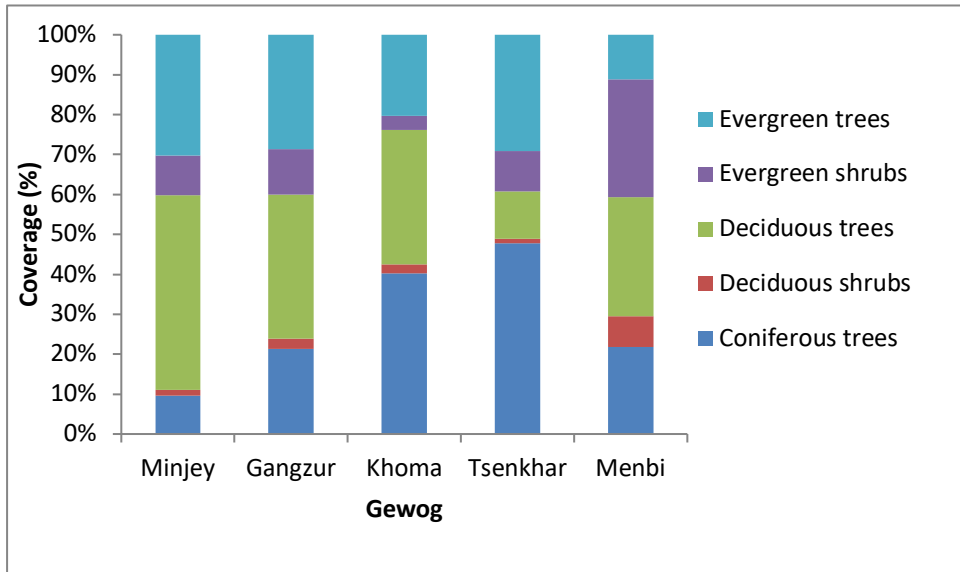


Figure 4: Floral species composition (live forms) under each Gewog in BC area

#### (f) Mammal diversity

Much as the floristic diversity, the faunal diversity of BC-07 is astounding with species from both the Palearctic and Indo-Malayan bio-geographic realms (Wangchuk et al. 2004). So far, the Divisional Forest Management office has uncovered the presence of only vertebrates, and is yet to dive into the world of invertebrates. Recent camera trap studies and field surveys have revealed the presence of 28 species of mammals belonging to 11 families and 4 orders (Annexure VI). Of these, 3 are endangered, 8 are Vulnerable, 5 are Near Threatened and 12 are Least Concerned as per the International Union for Conservation of Nature's (IUCN) Red List of Threatened Species (IUCN 2014). The majority of animal signs were recorded from cool-broadleaf forest (55.59 %) followed by chirpine (12.94 %) and warm-broadleaf forest (7.94 %).

#### (g) Avifauna diversity

As of now 276 species of birds have been documented in BC-7; 160 bird species were recorded during the recent survey carried out in the months of June, July, November and December and, 116 other species were recorded through incidental sightings (Annexure IV). Of these, 1 is endangered (pallas's fish eagle), 3 are vulnerable ( black-necked crane, wood snipe, and rufous-necked hornbill), and 6 are near threatened (himalayan vulture, satyr tragopan, great hornbill, ward's trogon, river lapwing and yellow-rumped honey-guide) as per the International Union for Conservation of Nature's (IUCN) Red List of Threatened Species (IUCN 2014). The bird survey was carried out along the transect of 251.32 km which was laid within different habitats of the entire corridor.

Birds were recorded within three different habitats inside the BC: wetland (WL) (farmland and settlements, alpine meadow, rivers and streams), conifer forest (dry temperate conifer forest, moist temperate conifer forest and sub-alpine conifer forest) and broadleaf forest (BLF) (cool broadleaved forest and warm broadleaved forest). Based on the *Chao1 estimator*, species estimation in various habitats of WL, BLF and CF are sEST=104, sEST=175 and sEST= 101 respectively. However, species observed in various habitats in

WL, BLF and CF are sOBS=172, sOBS=101 and sOBS=98 respectively indicating more species encounter with more effort. The Shannon Wiener Index ( $H'$ ) shows greater species diversity in BF ( $H'=1.9$ ) in comparison to CF ( $H'=1.7$ ) and WL ( $H'=1.3$ ).

**(h) Social information**

The BC-07 expands over two administrative boundaries covering an area of 390.8 km<sup>2</sup> under Lhuentse and 28.86 km<sup>2</sup> under Mongar Dzongkhag. A total of 193 households reside within the BC area (Table 1). Around 727 households that reside around the BC area also use BC for natural resources particularly timber, firewood and non-wood forest products. The recent socio-economic survey involved 67% of the households comprising 46 % male and 54 % female for the interview.

*Table 1: List of household residing inside BC-07*

<b>Gewog</b>	<b>Chiwog</b>	<b>Village</b>	<b>No.of HH</b>
Tsenkhar	Artobadap-Gundrang	Drakar	6
		Pokornang	1
		Yangla	9
		Sisinyisa	3
	Autsho-Chharbi	Gangmachen	1
		Drakmar Ney	1
		Pela Drakphu	9
		Rashangbee	2
		Kilam	1
	Dekiling-Tshochen	Dekiling	4
		Phawantoe	3
		Tadogang	2
Tsakaling	Takhambi	Goomdrang	6
Minjey	Bragong Jalang	Bragong	10
		Chengling	11
		Amdrang	2
Menbi	Kamder-Murmo	Sumpa	3
		Zarthang	1
		Karney	1
	Manjabe-Daangling	Rawabee	4
Gangzur	Jang- Ngar	Fatala	6
	Nimshong-Tongling	Yodra Goenpa	1
	Shawa-Zhamling	Charabi	2
Khoma	Rolmateng-Tsango	Khomagang	8
		Denchung	6
	Pangkhar	Khomadung	2
	Drakteng-Baptong	Kemtsong	13
	Gangla-Khelma	Buyum	1
Tsamang	Ganglapong	Ganglapong	66
		Khooling	8
<b>Total</b>			<b>193</b>

### 3. Planned activities in Year 2025-2026

The planned activities for BC7 are the following:

#### ***Activity 1. Construction of Gyalpoizhing Range Office, Mongar***

- ***Budget Proposed:*** Nu. 10.054 million
- ***Timeline:*** July 2025 - June 2026
- ***Location:*** Gyalpoizhing Town, Mongar Gewog

The Gyalpoizhing Range Office was established in early 1990s and constructed a two-storey Bhutanese traditional structure. It is one of the oldest houses in Gyalpoizhing township with a slate roof and dilapidated conditions, which poses threat to the lives of staff and public obtaining the services. Currently, the Gyalpoizhing Range office covers an area of 734.99 square kilometers and oversees forestry-related public services covering 5 gewogs (Gongdue, Jurmey, Silambi, Drepung, and Kengkhar). The office also caters the service to the National significant projects like Gyalpoizhing Gyalsung Project, Office of the Gyaltsab, Scientific Thinning, Kurichu Hydro Project, Gyalpoizhing Town and timber reallocation from other gewogs under Mongar Dzongkhag. Additionally, the office is also responsible for Key Biodiversity Assessment (KBA) for Pallas Fish Eagle and (*Paphiopedilum fairrieanum*) Lady Slipper.

Since its establishment, no major maintenances were carried out for the office. As the years passed by, the cracks on the walls have become bigger creating more space between the wall and wooden parts of the building. The wooden flooring, windows and door started to rot creating more risks for the staff and the visitors due to which, the first floor of the office is not being used to prevent any mishaps. Therefore, new office for Gyalpoizhing Range is being proposed and it will be constructed within the 0.383 acres of land in Gyalpoizhing town under the ownership of Gyalpoizhing Range Office, Mongar, alternate sites or additional acquisition of the private land or Government land is not required. The terrain of the land is flat but needed little excavation for foundation base of the structure. It is well connected with road from both front and back side. We have Bhutan Telecom office on the left side, Early Childhood Care Development (ECCD) learning center in the right, Royal Bhutan Police colony above the road.

The work will be executed by the winning contractor who will be selected through the open tender system. A total of 30 laborers and workers from outside the project area (national and international labor from India), will be engaged by the contractor for a period of 11 months, starting July 2025. The budget estimate covers the laborers camp and basic facilities. The camp will be constructed near the office, providing workers with easy access to the office's toilets, water supply and lighting facilities. Since the construction site is located within the Gyalpoizhing municipal area, waste management will be carried out in accordance with municipal regulations. Waste generated from the site will be properly segregated into different categories, such as biodegradable, non-biodegradable, and recyclable materials. Once sorted, the waste will be stored in designated collection points until the municipal waste collection truck arrives for disposal. The construction materials like timber, gravels, sand and boulders will be procured from the Natural Resources

Development Corporation Limited (NRDCL) which is located 5 km away from the construction site. Other construction materials will be brought from the Gyalpoizhing and Mongar town.

The construction of new office will reduce the risk and will provide better working space for foresters to cater their services effectively to the people of 5 gewogs of Mongar Dzongkhag.

### 3.1.1 Potential environmental impacts

Some of the potential negative impacts are:

- Generation of waste as a result construction works.
- Air quality/pollution
- Risk of erosion

### 3.1.2. Potential social impacts

Some of the potential negative impacts are:

- Workers' health and safety
- Noise pollution
- Conflict between temporary workers and local communities
- Disturbance to the school, offices, shops and residences



*Figure*

*5: Current status of the Gyalpoizhing Range Office*

## ***Activity 2. Construction of Kurizampa Check Post***

- ***Budget Proposed:*** Nu. 1.5 million
- ***Timeline:*** July 2025-June 2026
- ***Location:*** Kurizampa, Chali Gewog, Mongar Dzongkhag

The Kurizampa check post is located strategically in the tri-junction of Nganglam-Bumthang-Trashigang highway. As per the information shared by some of the senior's citizens of Gyalpoizhing town and nearby shops, the check post was constructed in the year 1974-1975 to curb illegal transaction of the forest resources. This check post has served as an important check gate in controlling the illegal transportation of forest product. The original concrete structure which was constructed attached with the Gyalpoizhing-Nganglam Highway was dismantled during the road widening from Kurizampa to Gyalpoizhing. Subsequently, a temporary shed was constructed using plywood/shuttering board below the road towards the Bumthang highway. However, this temporary structure was also dismantled owing to the safety and inconveniences caused for the service providers. Therefore, there is dire need for permanent structure to function as check post to curb the illegal activities occurring in the area.

The proposed forestry check post will be constructed at the tri-junction of the Nganglam-Bumthang-Trashigang Highway, a strategically significant location for monitoring and regulating forestry activities. The selected site was kept barren since the dismantling of the previous check post. The plot is registered under the ownership of Kurizampa Check Post. The construction of the check post will be tendered out through the Electronic Government Procurement (e-GP) system and the winning contractor will execute the construction. A total of 10 laborers, including both local community workers and those from outside the project area (national and international labor, likely from India), will be engaged for a duration of 11 months, starting in July 2025. The labor camp will be constructed near the construction site, providing workers with easy access to the water supply and lighting facilities but the separate temporary toilet will be constructed. Since the construction site is located within the Gyalpoizhing municipal area, waste management will be carried out in accordance with municipal regulations. Waste generated from the site will be properly segregated into different categories, such as biodegradable, non-biodegradable, and recyclable materials. Once sorted, the waste will be stored in designated collection points until the municipal waste collection truck arrives for disposal. The construction materials like timber, gravels, sand and boulders will be procured from the Natural Resources Development Corporation Limited (NRDCL) which is located 5 km away from the construction site. Other construction materials will be brought from the Gyalpoizhing and Mongar town.

### 3.2.1 Potential environmental impacts

Some of the potential negative impacts are:

- Generation of waste as a result construction works.
- Air quality/pollution
- Risk of erosion

### 3.2.2. Potential social impacts

Some of the potential negative impacts are:

- Workers' health and safety
- Noise pollution
- Conflict between temporary workers and local communities
- Disturbance to the school, offices, shops and residences



Figure 6: Dismantling of the check post made of plywood.

### ***Activity 3: Maintenance/Improvement of Dungleypang water hole***

- *Budget Proposed: Nu. 0.10 million*
- *Timeline: July 2025-June 2026*
- *Location: Dungleypang, Menbi Gewog, Lhuentse Dzongkhag*

The waterhole is located in a small gorge surrounded by a dense canopy of mature trees above Murmur village of Menbi Gewog, Lhuentse Dzongkhag. The nearest village called a Zarthang Geonpa is located about 4.5 kms away from the water hole. The nearby farmers mostly depend on the agricultural farming and rearing of livestock. The water hole is not only a source of drinking for wild animals, the seepage from waterholes provides a sustained water source for downstream communities as a source or reservoir of drinking water for the lower communities, including Murmur, Sumpa, and Phatala. However, the waterhole is gradually diminishing due to its location, which is prone to sediment deposition from the upper ridges. The water hole doesn't have its incoming source other than the monsoon rain.

Dead branches often fall into the water, and the edges of the waterhole have become eroded and lack sufficient stepping areas for wildlife due to repeated trampling by visiting animals. Nearby, deteriorating grassland supports diverse wildlife by providing feeding grounds and access to the waterhole, which serves as a crucial water source, creating a convenient habitat for wildlife in BC 7. The Dungleypang waterhole is vital for wildlife, especially during the dry winter when natural water sources deplete. It sustains diverse species, ensuring survival and ecological

balance. Acting as gathering points, waterholes foster biodiversity, attract migratory animals, and reduce resource conflicts.

Maintaining waterholes and enhancing the surrounding grasslands are expected to benefit wildlife by restoring crucial habitats. This activity will be executed by 10 laborers from the local community and 5 forestry officials from the Range Office will provide technical and administrative support to them. Further, the BFL focal will provide overall guidance for the execution of the work for the duration of 12 months starting from July 2025. Since the work will be of short duration, they will stay overnight in pitched tents and use water from a source located approximately about 500 meters away from the waterhole. The plastic and bottle waste generated will be collected and properly disposed of at home. Following activities will be carried out as part of the improvement work:

- Clearing of debris caused by fallen branches from overcrowded, mature trees at the site.
- Installing artificial resting snags for birds would further enhance their feeding and preening opportunities.
- Removal of accumulated sediment periodically to maintain its functionality.
- Increased surveillance through regular patrolling to ensure the safety of the area as the waterhole serves as a critical resource for wildlife during the dry season, it also attracts poachers.

### 3.3.1 Potential environmental impacts

Some of the potential negative impacts are:

- Generation of waste as a result cleaning/clearing works or removal of accumulated sediments
- Increased poaching

### 3.3.2. Potential social impacts

Some of the potential negative impacts are:

- Workers' health and safety



*Figure 7: Location and current status of Dunglepang water hole*

#### **Activity 4: Grassland Management above Murmur**

- **Budget Proposed:** Nu. 0.50 million
- **Timeline:** July 2025-June 2026
- **Location:** Dungleypang, Menbi Gewog, Lhuentse Dzongkhag

The natural grassland, located at an elevation of 2,300 meters on a gentle slope, is surrounded by cool broad-leaved forests above Murmur village, near Zarthang Goenpa in Menbi Gewog, Lhuentse Dzongkhag. This grassland located near the Dungleypang waterhole, once used as grazing land, is now increasingly being overrun by the invasive growth of *Cotoneaster species*, ferns and other plants which has created dense thickets that obstruct wildlife movement. This overgrowth not only restricts access for wildlife but also suppresses the growth of palatable grass species, which are essential for herbivores. Consequently, wildlife is being forced to move toward the edges of agricultural lands in search of food, leading to potential human-wildlife conflicts and further ecological imbalance. Addressing this issue through sustainable grassland management practices includes the following activities for the restoration of native vegetation in maintaining the ecological integrity of the area.

The primary activity in grassland management will focus on removing the abundant growth of *Cotoneaster species*, ferns and other invasive plants, which obstructs wildlife movement to the waterhole. As a part of the activity, controlled burning will be initiated mitigating the risk of fire spreading into nearby broadleaf forests by clearing 15 m fire line.

This task will be executed by the 20 community labors from nearby village and 5 forestry staffs of Lhuentse Range using grass cutters, knife and power chain if needed. The work will be monitored by the BFL focal and Range Officer, Lhuentse. Since the work will be of short duration, they will stay overnight in pitched tents and use water from a source located approximately about 500 meters away from the waterhole. The plastic and bottle waste generated will be collected and properly disposed back at home.

##### 3.4.1 Potential environmental impacts

Some of the potential negative impacts are:

- Risk of forest fire during the prescribed burning.
- Risk of introducing invasive grasses and non-palatable grass.
- Increase in poaching.

##### 3.4.2. Potential social impacts

Some of the potential negative impacts are:

- Risk of fire burns during the prescribed burning.
- Physical Injury of the workers due to the use of power chain and grass cutters.



Figure 8: Location of the grassland dominated by the invasive plants.

#### 4.Mitigation Measures for Environmental and Social Impacts

Potential impact	Impact scale	Proposed mitigation measures	Responsible Party	Costs( million)
<i>Activity1:Construction of Gyalpoizhing Range Office</i>				<b>Nu. 10.084m</b>
<b>Waste:</b> Generation of waste as a result of construction activities	Short term (Minor)	<ul style="list-style-type: none"> <li>• <b>Pre-construction:</b> Requirements for appropriate waste management should be briefed to the contractors/workers.</li> <li>• <b>During construction:</b> <ul style="list-style-type: none"> <li>○ Ensure that camps are located away from existing streams, rivers, or water sources that no discharge from camps is made into nearby water bodies;</li> <li>○ Proper containers/waste bins should be provided at the project site;</li> <li>○ Dumping of waste on the sides of the road, on private land, or in other non-designated places should be prohibited;</li> <li>○ Dumping waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived;</li> <li>○ Collection, transportation and final disposal of all waste should be under taken regularly;</li> <li>○ All construction materials should be covered during the transportation to avoid waste dispersion;</li> <li>○ The options for reuse/recycling of the generated waste should be taking into considerate on (eg. Excavated soil, etc)</li> </ul> </li> </ul>	CFO, BFL Focal, Gyalpoizhing Range Officer & Contractor	

		<ul style="list-style-type: none"> <li>○ Burning of construction waste should be prohibited.</li> <li>• <b>After construction:</b> <ul style="list-style-type: none"> <li>○ All waste shall be removed from the project site.</li> </ul> </li> </ul>		
<b>Air quality:</b> dust as a result of construction works and possible emissions from transportation vehicles	Short term (Minor)	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>• Requirements to limit emissions should be included in the bidding documents, as a precondition for the contractor's selection;</li> </ul> <p><b>During Construction:</b></p> <ul style="list-style-type: none"> <li>• Construction materials should be stored in appropriate and covered places to minimize dust;</li> <li>• Construction site and materials handling sites should be water-sprayed on dry and windy days;</li> <li>• Vehicle loads likely to emit dust need to be covered;</li> <li>• Workers should wear protective masks if dust appears;</li> <li>• Vehicle speed should be restricted within the construction site;</li> <li>• Regular maintenance of the vehicles and construction machinery should be performed in order to reduce any leakages of motor oils, emissions and dispersion of pollution;</li> </ul>	CFO, BFL Focal, Gyalpoizhing Range Officer & Contractor	
<b>Risk of Soil erosion, landslides and flooding</b>	Short term (Minor)	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>• Sites which are prone to soil erosion or landslides shall be avoided, to the extent possible</li> </ul> <p><b>During construction:</b></p> <ul style="list-style-type: none"> <li>• The area of ground clearance should be minimized;</li> <li>• Maintain trail surface and alignment with vegetation and where possible install slope protection;</li> <li>• Retention structures shall be constructed, to the extent possible using environmentally friendly materials. If not possible, a concrete wall could be considered;</li> </ul>	CFO, BFL focal, Gyalpoizhing Range Officer & contractor	

<p><b>Workers' health and safety</b></p>	<p>Short term (Minor)</p>	<ul style="list-style-type: none"> <li>• Comply with the workers' health and safety guidelines (Issue of the Safety gears and equipments as per the nature of work provided and used by the workers);</li> <li>• Access to health facilities for the workers pre and during construction activities need to be available and ensure first aid kit is available at construction site all the time;</li> <li>• Ensure that no under-age workers, or children are engaged;</li> <li>• Ensure decent work conditions, including an appropriate salary, working hours, accommodation and other essential amenities as per the Operational Health and Safety Guidelines are available for workers;</li> <li>• Ensure that workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment;</li> <li>• Implement a grievance redressal mechanism for workers;</li> </ul>	<p>CFO, BFL Focal, Gyalpoizhing Range Officer &amp; Contractor</p>	
<p><b>Noise disturbance:</b> Possible noise disturbance as a result of outdoor equipment usage and transportation vehicles driving around the construction site</p>	<p>Short term (Minor)</p>	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>• Requirements to limit noise pollution should be included in the bidding documents, as a precondition for the contractor's selection;</li> </ul> <p><b>During the construction:</b></p> <ul style="list-style-type: none"> <li>• The construction work should not be permitted during the nights, the operations on site shall be restricted to the hours 7am-7pm;</li> <li>• Vehicles that are excessively noisy shall not be operated until corrective measures have been taken;</li> <li>• Earplugs and protecting devices shall be provided to workers on site if necessary</li> <li>• Minimize noise disturbance to school by providing screening nets/CGI sheets along the road;</li> </ul>	<p>CFO, BFL Focal, Gyalpoizhing Range Officer &amp; Contractor</p>	

<b>Conflict between temporary workers and local communities</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>• Workers shall be widely briefed about the local culture and traditions, as well as the legal consequences of harassment and intimidation, especially with regards to sexual harassment and gender-based violence;</li> <li>• Local communities shall be made aware of the engagement of temporary workers in project sites;</li> <li>• Strict monitoring shall be carried out to ensure conflicts are minimized;</li> </ul>	CFO, BFL Focal, Gyalpoizhing Range Officer 1 & Contractor	
<b>Disturbance to the school, offices, shops and residences</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>• Provide green net/ CGI Sheet fence as screening to the school;</li> <li>• Contractor has to deploy man power to control traffic if need be;</li> <li>• Spray water daily (morning and afternoon) to prevent dust pollution;</li> <li>• Avoid use of noisy machineries during the class hours;</li> </ul>	CFO, BFL Focal, Gyalpoizhing Range Officer & Contractor	

<b>Activity2:Construction of Kurizampa Check Post</b>			<b>Nu. 1.5m</b>
<b>Waste:</b> Generation of waste as a result of construction activities	Short term (Minor)	<ul style="list-style-type: none"> <li>• <b>Pre-construction:</b> Requirements for appropriate waste management should be briefed to the contractors/workers.</li> <li>• <b>During construction:</b> <ul style="list-style-type: none"> <li>○ Ensure that camps are located away from existing streams, rivers, or water sources that no discharge from camps is made into nearby water bodies;</li> <li>○ Proper containers/waste bins should be provided at the project site;</li> <li>○ Dumping of waste on the sides of the road, on private land, or in other non-designated places should be prohibited;</li> <li>○ Dumping waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived;</li> <li>○ Collection, transportation and final disposal of all waste should be undertaken regularly;</li> <li>○ All construction materials should be covered during the transportation to avoid waste dispersion;</li> <li>○ The options for reuse/recycling of the generated waste should be taking into consideration (eg. Excavated soil, etc); <ul style="list-style-type: none"> <li>○ Burning of construction waste should be prohibited.</li> </ul> </li> </ul> </li> <li>• <b>After construction:</b> <ul style="list-style-type: none"> <li>○ All waste shall be removed from the project site.</li> </ul> </li> </ul>	CFO, BFL Focal, Gyalpoizhing Range Officer & Contractor

<p><b>Air quality:</b> dust as a result of construction works and possible emissions from transportation vehicles</p>	<p>Short term (Minor)</p>	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>Requirements to limit emissions should be included in the bidding documents, as a precondition for the contractor's selection;</li> </ul> <p><b>During Construction:</b></p> <ul style="list-style-type: none"> <li>Construction materials should be stored in appropriate and covered places to minimize dust;</li> <li>Construction site and materials handling sites should be water-sprayed on dry and windy days;</li> <li>Vehicle loads likely to emit dust need to be covered;</li> <li>Workers should wear protective masks if dust appears;</li> <li>Vehicle speed should be restricted within the construction site;</li> <li>Regular maintenance of the vehicles and construction machinery should be performed in order to reduce any leakages of motor oils, emissions and dispersion of pollution;</li> </ul>	<p>CFO, BFL Focal, Gyalpoizhing Range Officer &amp; Contractor</p>	
<p><b>Risk of Soil erosion, landslides and flooding</b></p>	<p>Short term (Minor)</p>	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>Sites which are prone to soil erosion or landslides shall be avoided, to the extent possible</li> </ul> <p><b>During construction:</b></p> <ul style="list-style-type: none"> <li>The area of ground clearance should be minimized;</li> <li>Maintain trail surface and alignment with vegetation and where possible install slope protection;</li> <li>Retention structures shall be constructed, to the extent possible using environmentally friendly materials. If not possible, a concrete wall could be considered;</li> </ul>	<p>CFO, BFL focal, Gyalpoizhing Range Officer &amp; contractor</p>	

<p><b>Workers' health and safety</b></p>	<p>Short term (Minor)</p>	<ul style="list-style-type: none"> <li>• Comply with the workers' health and safety guidelines (Issue of the Safety gears and equipment as per the nature of work provided and used by the workers);</li> <li>• Access to health facilities for the workers pre and during construction activities need to be available and ensure first aid kit is available at construction site all the time;</li> <li>• Ensure that no under-age workers, or children are engaged;</li> <li>• Ensure decent work conditions, including an appropriate salary, working hours, accommodation and other essential amenities as per the Operational Health and Safety Guidelines are available for workers;</li> </ul> <p>Ensure that workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment;</p> <ul style="list-style-type: none"> <li>• Implement a grievance redressal mechanism for workers;</li> </ul>	<p>CFO, BFL Focal, Gyalpoizhing Range Officer &amp; Contractor</p>	
<p><b>Noise disturbance:</b> Possible noise disturbance as a result of outdoor equipment usage and transportation vehicles driving around the construction site</p>	<p>Short term (Minor)</p>	<p><b>Pre-construction:</b></p> <ul style="list-style-type: none"> <li>• Requirements to limit noise pollution should be included in the bidding documents, as a precondition for the contractor's selection;</li> </ul> <p><b>During the construction:</b></p> <ul style="list-style-type: none"> <li>• The construction work should not be permitted during the nights, the operations on site shall be restricted to the hours 7am—7pm;</li> <li>• Vehicles that are excessively noisy shall not be operated until corrective measures have been taken;</li> <li>• Earplugs and protecting devices shall be provided to workers on site if necessary</li> <li>• Minimize noise disturbance to school by providing screening nets/CGI sheets along the road;</li> </ul>	<p>CFO, BFL Focal, Gyalpoizhing Range Officer &amp; Contractor</p>	

<b>Conflict between temporary workers and local communities</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Workers shall be widely briefed about the local culture and traditions, as well as the legal consequences of harassment and intimidation, especially with regards to sexual harassment and gender-based violence;</li> <li>Local communities shall be made aware of the engagement of temporary workers in project sites;</li> <li>Strict monitoring shall be carried out to ensure conflicts are minimized;</li> </ul>	CFO, BFL Focal, Gyalpoizing Range Officer & Contractor	
<b>Disturbance to the school, offices, shops and residences</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Provide green net/ CGI Sheet fence as screening to the school;</li> <li>Contractor has to deploy man power to control traffic if need be;</li> <li>Spray water daily (morning and afternoon) to prevent dust pollution;</li> <li>Avoid use of noisy machineries during the class hours;</li> </ul>	CFO, BFL Focal, Gyalpoizing Range Officer & Contractor	
<b>Activity3: Maintenance/Improvement of Dungleypang water hole</b>				<b>Nu.0.10m</b>
<b>Generation of waste as a result of improvement works</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Dumping of waste shall be prohibited on fragile slopes, forests;</li> <li>Burning of construction waste should be prohibited;</li> </ul>	CFO, BFL Focal & Range Officer, Lhuentse	
<b>Increase poaching</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Increased surveillance through regular patrolling;</li> </ul>	CFO, Lhuentse Range Office, NCS and FMIS	
<b>Workers' health and safety</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Comply with the workers' health and safety guidelines;</li> <li>Access to health facilities for the workers pre and during construction activities need to be available and ensure first aid kit is available at construction site all the time;</li> <li>An environment-friendly toilet (e.g., pit toilet) and washing facilities</li> </ul>	CFO, BFL Focal & Range Officer, Lhuentse	

		<p>should be made available, built with locally available materials;</p> <ul style="list-style-type: none"> <li>• Ensure that no underage workers, or children are engaged;</li> <li>• Ensure decent work conditions, including an appropriate salary, working hours, accommodation and other essential amenities as per the Operational Health and Safety Guidelines are available for workers;</li> <li>• Ensure that workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment;</li> </ul>		
<b>Activity 4: Grassland Management above Murmur</b>				<b>Nu.0.50m</b>
<b>Risk of forest fire during the prescribed burning</b>	Short term (Minor)	<p>If fire is required as controlled measure, controlled/ prescribed burning (fire lines, fuel load reduction, backfiring etc.) will be carried out;</p> <p><b>Precondition:</b></p> <ul style="list-style-type: none"> <li>• Time of prescribed burning should be informed to site in charge.</li> <li>• Clearing of 15 m fire line.</li> </ul> <p><b>During Improvement:</b></p> <ul style="list-style-type: none"> <li>• Avoid unnecessary grassland fires</li> <li>• Prescribed burning to be done in morning.</li> </ul>	CFO, Lhuentse Range Officer, BFL Focal	
<b>Risk of introducing invasive grasses</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>• Invasive species if grown at the site shall be uprooted and burned properly (without seed proliferation).</li> <li>• Regular weeding and control measures need to be carried out</li> </ul>	CFO, Lhuentse Range Officer, BFL Focal	

<b>Increase poaching</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Increased surveillance through regular patrolling</li> </ul>	CFO, Lhuentse Range Office, NCS and FMIS	
<b>Risk of fire burns during the prescribed burning</b>	Short term (Minor)	<ul style="list-style-type: none"> <li>Comply with the workers' health and safety guidelines and comply with measures identified under Sl. no. 4. <b>(Personal safety equipment for workers)</b> <ul style="list-style-type: none"> <li>All workers are equipped with the following personal safety equipment: helmet, gloves, ordinary boots and reflective vest.</li> <li>Workers that are exposed to dust should also be provided with eye protection glasses and face mask. Workers that are exposed to noise should be provided with ear plugs. Workers that need to work in the dark should be provided with hand and cap lamps.</li> <li>Workers are instructed regarding safety equipment as follows: <ul style="list-style-type: none"> <li>Always wear complete set of protective wear.</li> <li>Do not wear loose clothing, such as overhang shirt, jackets, mufflers etc.</li> <li>Tuck shirt and jacket well.</li> <li>Secure helmet with belt under the chin.</li> <li>Tuck the bottom sleeves of trouser inside safety boot.</li> </ul> </li> </ul> </li> </ul>	CFO, Lhuentse Range Officer, BFL Focal	

## 5. ESMP Implementation Arrangements

The implementation of project activities will be carried out by the BFL focal person in BC7, Mongar Division. The focal will be responsible for a compliance with all procedures outlined in this ESMP, as well as compliance with any requirements to obtain clearances, permits, approvals, or consent documents from relevant authorities and stakeholders.

This ESMP should be part of the contract that the PA will sign with the Contractor(s) for implementation of the planned activities in BC7 for the year 2025. The Contractor is obligated to perform all proposed preventive or mitigation environmental and social measures in this plan and to keep the evidence of any documents related to applying these measures (e.g., letter asking the municipality for disposal of inert waste, records on OHS information session performed for all workers before start of activities, all developed OHS plans, etc.). An OHS information session should be organized by the contractor for all workers prior to the start of the project activities and prior any specific tasks with high health risks.

The BC7 Supervising Engineer needs to monitor the implementation of proposed measures by the Contractor and Contractor's sub contractors with visual checking, reviewing the records of evidence that the measures have been applied and ask the contractor to apply the measures as soon as possible. Non-compliances should be recorded and the report on any non-compliance should be reported to the PCU (M&E Officer & ESS expert). Each non-compliance should be closed with appropriate measure/s and the evidence should be kept.

Disbursement of project funds to the PA will be contingent upon their full compliance with the safeguard's requirements.

## 6. ESMP Monitoring Arrangements

The BFL focal person in Mongar Division will closely monitor the implementation of all planned activities and the required mitigation measures, and ensure that they fully comply with this ESMP and with the terms and conditions included in the environment clearances issued by RGoB's national authorities.

Protocol for monitoring of activities under this ESMP will be carried out as follow;

SI#	Activities	Monitoring team	Timeline		Location	Means of Verification
			Start	Complete		
1	Construction of Gyalpoizhing Range Office	Field Focal, Site Engineer and Gyalpoizhing RO	July 2025	June 2026	Gyalpoizhing Town, Mongar	Field visit & Report
		ESS focal	November 2025	Dec 2025		

2	Construction of Kurizampa Check post	Field Focal, Site Engineer and Gyalpoizhing RO	July 2025	June 2026	Kurizampa, Chali Gewog	Field visit & report
		ESS Focal	November 2025	Dec 2025		
3	Improvement of Dunglepang Waterhole	Field focal and Lhuentse RO	October 2025	June 2026	Dunglepang, Menbi gewog, Lhuentse	Field visit & Report
		ESS Focal	November 2025	Dec 2025		
4	Grassland Management above Murmur	Field focal and Lhuentse RO	October 2025	June 2026	Dunglepang, Menbi gewog, Lhuentse	Field visit & Report
		ESS Focal	November 2025	Dec 2025		

S/I#	Activities	Monitoring team	Frequency of Monitoring	Means of verification
1	Construction of Gyalpoizhing Range Office	Field focal	Monthly	Reports
		ESS focal	Every after 3 months	Field visit and report
2	Construction of Kurizampa Check post	Field focal	Monthly	Reports
		ESS focal	Every after 3 months	Field visit and report
3	Improvement of Dunglepang Waterhole	Field focal	Monthly	Reports
		ESS focal	Every after 3 months	Field visit and report
4	Grassland Management above Murmur	Field focal	Monthly	Reports
		ESS focal	Every after 3 months	Field visit and report

## 7. Capacity Need and Budget

Activities under this ESMP will be implemented by the BFL focal person, supervising engineer, and a contractor that will employ workers as mentioned in the contract agreement. The budget for each activity is as follows:

Sl. No.	Activity	Amount(Nu)	Budget for ESS mitigation(Nu)
1	Construction of Gyalpoizhing Range Office	10,084,000/-	Will be met from the activity Cost
2	Construction of Kurizampa Check Post	1,500,000/-	Will be met from the activity Cost

3	Improvement of Dunglepang water hole	100,000/-	Will be met from the activity Cost
4	Grassland management above Murmur	500,000/-	Will be met from the activity Cost

## 8. Consultation and Disclosure Mechanisms

This ESMP has been prepared in consultation with the staff of Divisional Head Office, Range Officer and Units In-charges. The ESMP will be disclosed to the local residence during the implementation and their concerns, if any will be addressed.

The complete English version of the ESMP, along with a Dzongkha version executive summary, will be made publicly available on the websites of the Ministry of Environment and Natural Resources (MoENR) and WWF-US GCF AE website, Bhutan for Life Program, Mongar Forest Division and Dzongkhag Administration of Lhuentse and Mongar. Additionally, hard copies of the ESMP will be accessible at the Division head office and field offices.

## 9. Stakeholder Engagement Plan

For the construction of Gyalpoizhing Range Office and Kurizampa Check Post, we will seek administrative approval and technical approval from Dzongkhag Administration. For the improvement of Dunglepang water hole and grassland management above Murmur, we will seek no objection letter from Menbi Gewog administration and technical sanction from the Department of Forests and Park Services.

The local community residing near the planned BFL activities in BC-7 will be actively engaged throughout the implementation process. The consultation meeting will be organized if necessary during the activity's implementation, and these consultations may be combined with discussions for other BFL or non-BFL activities if feasible.

The report on the involvement of the stakeholders and communities (along with a list of participants, disaggregated by gender and age) will be submitted to ESS focal at PCU. The ESS officer will submit the consultation reports to the PCU (M&E officer) one week after their receipt. The PCU (M&E officer) will report to the Secretariat on a semi-annual basis.

## **10. Grievance Redressal Mechanisms**

This ESMP and its mitigation measures are required to be disclosed to communities for 30 days prior to the start of implementation of activities.

In addition, the BFL focal point is responsible for making local communities aware of the grievance mechanisms: the BFL-specific grievance mechanism, WWF's Grievance Mechanism, and the GCF Independent Review Mechanism.

### ***BFL-specific Grievance Mechanism***

A grievance redressal mechanism (GRM) is in place to address any grievances arising from the implementation of BFL activities, on resources, non-performances of project obligation including safeguards, violation of law and/or corruption, project governance and implementation, fair access and benefit sharing, stakeholder engagement, labor-related issues and incidents, gender related issues and others.

If the stakeholders have any grievances related to the BFL project they can report their grievances via letter, phone call or verbally to nearby gewog or forest offices. The report can also be sent to the BFL PCU office or WWF office. The specific brochure for the GRM is attached in the annexure for any grievance related to implementation of the project activities.

### ***WWF Grievance Mechanism***

A grievance can be filed with the Project Complaints Officer (PCO), a WWF staff member fully independent from the Project Team, who is responsible for the WWF Grievance Mechanism and who can be reached at:

Email: [SafeguardsComplaint@wwfus.org](mailto:SafeguardsComplaint@wwfus.org)

Mailing address:

Project Complaints Officer

Safeguards Complaints,

World Wildlife Fund

1250 24th Street NW

Washington, DC 20037

Stakeholders may also submit a complaint online through an independent third-party platform at <https://secure.ethicspoint.com/domain/media/en/gui/59041/index.html>.

### ***GCF Independent Review Mechanism***

The Independent Review Mechanism (IRM) provides recourse to those affected or who may be affected by GCF projects. Complainants can find information on filing a complaint and proceed to file a complaint on the GCF IRM website: <https://irm.greenclimate.fund/case-register/file-complaint>.

## ***Annexure I-BFL: OCCUPATIONAL HEALTH AND SAFETY STANDARDS***

Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers. Implementing entities should hire contractors that have the technical capability to manage the occupational health and safety issues of their workers, extending the application of the hazard management activities through formal procurement agreements.

This section provides guidance and examples of reasonable precautions to implement in managing principal risks to occupational health and safety. It is based on the IFC's Environmental, Health, and Safety Guidelines (April 30, 2007)<sup>1</sup> and the Occupational Health and Safety Guidelines of Bhutan's Construction Development Corporation Ltd., which relies on the national Regulation on Occupational Health, Safety and Welfare 2012, Regulation on Working Conditions 2012 and Labour Act 2007, and in compliance to SI.No.21 of Regulation on Occupational Health, Safety and Welfare 2012.

### **1. General Facility Design and Operation**

#### ***Integrity of Work place Structures***

Permanent and recurrent places of work should be designed and equipped to protect occupational health and safety:

- Surfaces, structures and installations should be easy to clean and maintain, and not allow for accumulation of hazardous compounds.
- Buildings should be structurally safe, provide appropriate protection against the climatic conditions, and have acceptable light and noise conditions.
- Fire resistant, noise-absorbing materials should, to the extent feasible, be used for cladding on ceilings and walls.
- Floors should be level, even, and non-skid.
- Heavy oscillating, rotating or alternating equipment should be located in dedicated buildings or structurally isolated sections.

#### ***Severe Weather and Facility Shutdown***

- Work place structures should be designed and constructed to withstand the expected elements for the region and have an area designated for safe refuge (e.g., in case of earthquake).

#### ***Workspace and Exit***

- The space provided for each worker, and in total, should be adequate for safe execution of all activities, including transport and interim storage of materials and products.

#### ***Fire Precautions***

The work place should be designed to prevent the start of fires. Other essential measures include:

- The work place shall be provided with adequate means of protection and escape in case of fire.
- The work place shall be provided with adequate number of relevant fire extinguishers.
- Workers shall wear shoes without iron or steel nails or any other exposed ferrous

materials which is likely to cause sparks by friction.

- Smoking, lightening, or carrying of matches, lighters or smoking materials shall be prohibited within and around the construction sites.
- All other precautions, as are reasonably practicable, shall be taken to prevent initiation of ignition from all other possible sources such as open flames, frictional sparks, overheated surfaces of machinery or plant, chemical or physical, chemical reaction and radiant heat.
- At every workplace adequate provision of water supply for firefighting shall be provided and maintained.
- Facilities shall be equipped with firefighting equipment (e.g., fire extinguishing bottle). The equipment should be maintained in good working order and be readily accessible. It should be adequate for the dimensions and use of the premises, equipment installed, physical and chemical properties of substances present, and the maximum number of people present.
- Manual firefighting equipment shall be easily accessible and simple to use.
- Fire extinguishers and emergency alarm systems that are both audible and visible should be in place.
  
- Fire exits should be identified and marked in Dzongkha and English- all workers should be made aware of the fire exits.

#### ***Lavatories and Showers***

- Adequate lavatory facilities (toilets and washing areas) should be provided for the number of people expected to work in the facility (one for at least one for every 20 workers). Toilet facilities should also be provided with adequate supplies of water and soap and also be connected to sewerage system.

#### ***Potable Water Supply***

- Adequate supplies of clean drinking water should be provided to workers at the worksite.

#### ***Clean Eating Area***

- Where there is potential for exposure to substances poisonous by ingestion, suitable arrangements are to be made for provision of clean eating areas where workers are not exposed to the hazardous or noxious substances.

#### ***Lighting***

- Work place should receive adequate natural light and if required supplemented with artificial illumination to promote worker's safety and enable safe equipment operation.
- Emergency lighting of adequate intensity should be provided in case of failure of the power line.

#### ***Safe Access***

- Passage ways for pedestrians and vehicles within and outside buildings should be segregated and provide for easy, safe, and appropriate access.
- Equipment and installations requiring servicing, inspection, and/or cleaning should

have unobstructed, unrestricted, and ready access.

- Covers need to be provided where ever necessary, if there is risk of falling of over head object.
- Measures to prevent unauthorized access to dangerous areas should be in place.

### ***First Aid***

- The employer should ensure that qualified first-aid can be provided at all times. A sufficient number of first aid boxes or cupboards shall be provided and maintained so as to be readily available during all working hours, provided that the distance of the nearest first aid box or a cupboard shall be not morethan200m from any working place.
- First aid kits include all equipment outlined in Annex I to these Guidelines.
- Each first aid box or a cupboard shall be distinctly marked "FIRST AID"

### ***Air Supply***

- Work place should have adequate ventilation for fresh air

## **2. Information Provision on Occupational Health and Safety (OHS)**

2. The Contractor is responsible to hold an information session to familiarize all workers with the OHS procedures specified in these guidelines, in order to ensure they are apprised of the basic site rules of work at/on the site and of personal protection and preventing injury to fellow workers.
3. The information session should consist of basic hazard awareness, site-specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate. Any site-specific hazard or color coding in use should be thoroughly reviewed as part of orientation training.

## **3. Physical Hazards**

Physical hazards represent potential for accident or injury or illness due to repetitive exposure to mechanical action or work activity.

### ***Rotating and Moving Equipment***

Injury or death can occur from being trapped, entangled, or struck by machinery parts due to unexpected starting of equipment or unobvious movement during operations. Recommended protective measures include:

- Designing machines to eliminate trap hazards and ensuring that extremities are kept out of harm's way under normal operating conditions. Examples of proper design considerations include two-hand operated machines to prevent amputations or the availability of emergency stops dedicated to the machine and placed in strategic locations.

- Where a machine or equipment has an exposed moving part or exposed pinch point that may endanger the safety of any worker, the machine or equipment should be equipped with, and protected by, a guard or other device that prevents access to the moving part or pinch point. Guards should be designed and installed in conformance with appropriate machine safety standards.

### **Noise**

- No worker should be exposed to a noise level greater than 90 dB (A) for a duration of more than 8 hours per day without wearing earplugs/earmuffs.
- Exposures to impulsive or impact noise shall not exceed 140dB (A).
- For every 3 dB (A) increase in sound levels from the permissible limit of noise, the ‘allowed’ exposure period or duration should be reduced by 50 percent.
- Where it is not practicable to reduce the noise, the employer must limit the duration of time persons employed or working in the workplace are exposed to the noise so that such persons are not exposed to excessive noise.
- Prior to the issuance of hearing protective devices as the final control mechanism, use of acoustic insulating materials, isolation of the noise source, and other engineering controls should be investigated and implemented, where feasible.
- Periodic medical hearing checks should be performed on workers exposed to high noise levels.

### **Vibration**

In any workplace where persons are at work in any process or operation which involves exposure to vibration which may constitute a risk to their health, it shall be the duty of the employer to provide, so far as is reasonably practicable, effective means to reduce the vibration.

### **Electrical**

Exposed or faulty electrical devices, such as circuit breakers, panels, cables, cords and hand tools, can pose a serious risk to workers. Overhead wires can be struck by metal devices, such as poles or ladders, and by vehicles with metal booms. Vehicles or grounded metal objects brought into close proximity with overhead wires can result in arcing between the wires and the object, without actual contact. Recommended actions include:

- Marking all energized electrical devices and lines with warning signs
- Locking out (de-charging and leaving open with a controlled locking device) and tagging-out (warning sign placed on the lock) devices during service or maintenance
- Checking all electrical cords, cables, and hand power tools for frayed or exposed cords and following manufacturer recommendations for maximum permitted operating voltage of the portable hand tools
- Double insulating/grounding all electrical equipment used in environments that are, or may become, wet; using equipment with ground fault interrupter (GFI) protected circuits
- Protecting power cords and extension cords against damage from traffic by shielding or suspending above traffic areas
- Appropriate labeling of service room using high voltage equipment (‘electrical hazard’)

and where entry is controlled or prohibited

- Establishing “No Approach” zones around or under high voltage power lines
- Conducting detailed identification and marking of all buried electrical wiring prior to any excavation work
- Every person who is working on an electric supply line or apparatus or both shall be provided with tools and devices such as gloves, rubber shoes, and safety belts, ladders, earthing devices, helmets, line testers, hand lines whichever is relevant for protecting him/her from mechanical and electrical injury.

### ***Eye Hazards***

Solid particles from a wide variety of industrial operations, and/or a liquid chemical spray may strike a worker in the eye causing an eye injury or permanent blindness. Recommended measures include:

- Use of machine guards or splash shields and/or face and eye protection devices, such as safety glasses with side shields, goggles, and/or a full-face shield. Frequent checks of these types of equipment prior to use to ensure mechanical integrity is also good practice.
- Where machine or work fragments could present a hazard to transient workers or passers-by, extra area guarding or proximity restricting systems should be implemented, or PPE required for transients and visitors.

### ***Welding / Hot Work***

Welding creates an extremely bright and intense light that may seriously injure a worker’s eyesight. In extreme cases, blindness may result. Additionally, welding may produce noxious fumes to which prolonged exposure can cause serious chronic diseases. Recommended measures include:

- Provision of proper eye protection such as welder goggles and/or a full-face eye shield for all personnel involved in, or assisting, welding operations. Additional methods may include the use of welding barrier screens around the specific work station.

### ***Working Environment Temperature***

Exposure to hot or cold working conditions in indoor or outdoor environments can result temperature stress-related injury or death. Use of personal protective equipment (PPE) to protect against other occupational hazards can accentuate and aggravate heat-related illnesses. Extreme temperatures in permanent work environments should be avoided through implementation of engineering controls and ventilation. Where this is not possible, such as during short-term outdoor work, temperature related stress management procedures should be implemented which include:

- Monitoring weather forecasts for outdoor work to provide advance warning of extreme weather and scheduling work accordingly.
- Providing temporary shelters to protect against the elements during working activities or for use as rest areas.

- Use of protective clothing
- Providing easy access to adequate hydration such as drinking water or electrolyte drinks.

### ***Ergonomics, Repetitive Motion, Manual Handling***

Injuries due to ergonomic factors, such as repetitive motion, overexertion, and manual handling, take prolonged and repeated exposures to develop, and typically require periods of weeks to months for recovery. These OHS problems should be minimized or eliminated to maintain a productive workplace. Controls may include:

- Use of mechanical assists to eliminate or reduce exertions required to lift materials, hold tools and work objects, and requiring multi-person lifts if weights exceed thresholds (adult man- 50kg, adult female-25kg)
- Selecting and designing tools that reduce force requirements and holding times, and improve postures
- Incorporating rest and stretch breaks into work processes, and conducting job rotation
- Implementing quality control and maintenance programs that reduce unnecessary forces and exertions

### ***Working at Heights***

Fall prevention and protection measures should be implemented whenever a worker is exposed to the hazard of falling more than two meters; into operating machinery; into water or other liquid; into hazardous substances; or through an opening in a work surface. Fall prevention / protection measures may also be warranted on a case-specific basis when there are risks of falling from lesser heights. Fall prevention may include:

- Installation of guard rails with mid-rails and toe boards at the edge of any fall hazard area
- Proper use of ladders and scaffolds by trained workers
- Use of fall prevention devices, including safety belt and lanyard travel limiting devices to prevent access to fall hazard area, or fall protection devices such as full body harnesses used in conjunction with shock absorbing lanyards or self-retracting fall arrest devices attached to fixed anchor point or horizontal life-lines
- Appropriate training in use, serviceability, and integrity of the necessary PPE
- Inclusion of rescue and/or recovery plans, and equipment to respond to worker after an arrested fall

### ***Illumination***

Work area light intensity should be adequate for the general purpose of the location and type of activity, and should be supplemented with dedicated work station illumination, as needed. Controls should include:

- Use of energy efficient light sources with minimum heat emission
- Undertaking measures to eliminate glare/reflections and flickering of lights
- Taking precautions to minimize and control optical radiation including direct sunlight.
- Exposure to high intensity UV and IR radiation and high intensity visible light should also be controlled
- Controlling laser hazards in accordance with equipment specifications, certifications, and recognized safety standards. The lowest feasible class Laser should be applied to

minimize risks.

#### **4. Personal safety equipment for workers**

All workers are equipped with the following personal safety equipment: helmet, gloves, ordinary boots and reflective vest.

Workers that are exposed to dust should also be provided with eye protection glasses and face mask. Workers that are exposed to noise should be provided with ear plugs. Workers that need to work in the dark should be provided with hand and cap lamps.

Workers are instructed regarding safety equipment as follows:

- Always wear complete set of protective wear.
- Do not wear loose clothing, such as overhang shirt, jackets, mufflers etc.
- Tuck shirt and jacket well.
- Secure helmet with belt under the chin.
- Tuck the bottom sleeves of trouser inside safety boot.
- Dress with reflector

#### **5. Standards for workers' accommodation**

##### ***1. General living facilities***

- The location of the facilities is designed to avoid flooding or other natural hazards
- The living facilities are located within areas on able distance from the worksite.
- Transport is provided to work sites and free if the accommodation is reasonably far from the worksite.
- The living facilities are built using adequate materials, kept in good repair and kept clean and free from waste and refuse.

##### ***2. Drainage***

- The site is adequately drained.

##### ***3. Heating, air conditioning, ventilation and light***

- Living facilities are provided with adequate heating, ventilation, and light systems including emergency lighting.

##### ***4. Water***

- Workers have easy access to a supply of clean/potable water in adequate quantities.
- The quality of the water complies with national/local requirements and is regularly monitored.
- Tanks used for the storage of drinking water are constructed and covered to prevent water stored there in from becoming polluted or contaminated.
- The quality of the drinking water

##### ***5. Waste water and solid waste***

- Wastewater, sewage, food and any other waste materials are adequately discharged in

compliance with national and/or international standards and without causing any significant impacts on camp residents, the environment or surrounding communities.

- Specific containers for waste collection are provided and emptied on a regular basis.

#### ***6. Rooms/dormitories facilities***

- Rooms/dormitories are kept in good condition. They are aired and cleaned at regular intervals.
- Rooms/dormitories are built with easily cleanable flooring material.
- Rooms/dormitories and sanitary facilities are located in the same buildings.
- Residents are provided with enough space.
- The number of workers sharing the same room/dormitory is minimized.
- Doors and windows are lockable and provided with mosquito screens when necessary.
- Separate sleeping areas are provided for men and women.
- A separate bed is provided for every worker and use of double deck bunks is minimized.
- Workers are provided with comfortable mattresses. Workers may be expected to use their own pillows and bed linens.
- Adequate facilities for the storage of personal belongings are provided.
- Separate storages for work clothes and PPE and depending on condition, drying/airing areas are provided.

#### ***8. Sanitary and toilet facilities***

- Sanitary and toilet facilities are constructed from materials that are easily cleanable.
- Sanitary and toilet facilities are cleaned frequently and kept in working condition.
- Toilets, showers/bathrooms and other sanitary facilities are designed to provide workers with adequate privacy including ceiling to floor partitions and lockable doors.
- Separate sanitary and toilet facilities are provided for men and women.
- Toilet and shower facilities are conveniently located and easily accessible.
- Toilet facilities are environmentally friendly (e.g,pit toilet) and sewage is not disposed into the worksite.
- Open defecation in the vicinity of project sites should be prohibited.
- An adequate number of hand wash basins and showers/bathrooms facilities are provided.

#### ***9. Cooking and laundry facilities***

Cooking and laundry facilities should be available for workers at the work site or in close vicinity to it. These facilities should be kept in clean and sanitary conditions.

#### **Annex1.Contents of first aid box or cup-boards**

The first aid boxes or cup-boards shall be distinctively marked with white cross on a green background and shall contain the following equipment:

1. Small sterilized dressings (12)
2. Medium size sterilized dressings (6)

3. Large size sterilized dressings (6)
4. Large size sterilized burn dressings (6)
5. (1/2oz.) Sterilized cotton wool (6 packets)
6. (2oz.) Bottle containing a two percent alcoholic solution of iodine (1)
7. (2oz.) Bottle containing Betadine (antiseptic solution) having the dose and mode of administration indicated on the label (1)
8. Roll of adhesive plaster(1)
9. A snake bite lancet(1)
10. Torch light(1)
11. Pair of scissors(1)
12. Tablets Aspirin(5gms)2 dozen
13. Burn Ointment (2tubes)
14. Dettol (2 phial,about2 ozs)
15. Bandages 4 inches wide
16. Bandages 2 inches wide
17. Triangular bandages(2)
18. Packets of safety pins(1)
19. A supply of suitable splint

## Annexure II- BFL specific GRM Brochure

### LOGICAL STEPS FOR GRIEVANCE RESOLUTION PROCESS

Each grievance will be registered with the following information:

- Name of the complainant
- Date of the grievance
- Nature of the grievance and location
- Number of persons involved
- Tracking no.
- Potential solutions

**Modes of communication:**

### WHAT HAPPENS TO YOUR COMPLAINT?

The complaint will be investigated by responsible authorities following the logical steps for grievance resolution process within 12 working days. If further investigation is required, the complainant will be informed accordingly and a final response will be provided after an additional period of 8 working days.

If you did not prefer to remain anonymous, you will be notified regarding the complaint resolution once the investigation is completed.

**VISIT US:**

Bhutan For Life, Project Coordination Unit, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Royal Government of Bhutan

### THE GRIEVANCE REDRESSAL MECHANISM FOR BHUTAN FOR LIFE

**BC7**  
**DIVISIONAL FOREST OFFICE, MONGAR**

The goal of the BFL GRM is to channel grievances into an acceptable, institutionalized mechanism for timely resolving conflict that may arise from implementation of BFL project activities.

The GRM seeks to address any grievances related to the implementation of BFL activities such as:

- Loss of community resources
- Non-performance of project obligations including safeguards
- Violations of law and/or corruption
- Project governance and implementation
- Fair access and benefit sharing
- Stakeholder engagement
- Budget allocation
- Labour related issues and incidents
- Gender related issues

### HOW TO FILE YOUR COMPLAINT

To file your complaint, please contact any of the designated individuals provided below. You may maintain anonymity if you prefer.

**HEAD OFFICE**

- 👤 Karma Tempa
- ☎ 17603552
- ✉ ktempa@moenr.gov.bt
- 📍 CFO, Mongar Forest Division, Mongar

**LHUNTSE RANGE OFFICE**

- 👤 Rinchen Dorji
- ☎ 17776805
- ✉ rdorji2019@gmail.com
- 📍 Lhuntse Range Office, Lhuentse

YOU MAY ALSO CONTACT THE BFL PROJECT COORDINATION UNIT (PCU) OR FUND SECRETARIAT (FS) AT:

**BFL FUND SECRETARIAT (FS)**

- 👤 Kuenzang Tobgay
- ☎ 17750414
- ✉ kuenzangtobgay@bfl.org.bt
- 📍 Bhutan For Life Fund Secretariat, Royal Textile Academy, Thimphu

**BFL PROJECT COORDINATION UNIT (PCU)**

- 👤 Ugyen Dechen
- ☎ 117491881
- ✉ ugyendechen@gmail.com
- 📍 BFL Project Coordination Unit, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Taba, Thimphu

**GYALPOIZHING RANGE OFFICE**

- 👤 DB Gurung
- ☎ 17511810
- ✉ dbgurung@moenr.gov.bt
- 📍 Range Office, Gyalpoizhing

**AUTSHO BEAT OFFICE**

- 👤 Thukten
- ☎ 17623695
- ✉ tenzinthuktentc74@gmail.com
- 📍 Autsho Beat Office, Lhuentse

**TANGMACHU BEAT OFFICE**

- 👤 Tenzin Wangpo
- ☎ 17388021
- ✉ tenzinwangpo606@gmail.com
- 📍 Tangmachu Beat Office, Lhuentse

**IF YOU ARE NOT COMFORTABLE FILING YOUR COMPLAINTS AT PROTECTED AREA OFFICES, YOU MAY ALSO FILE YOUR COMPLAINTS AT THE NEAREST FOLLOWING GEWOG OFFICES:**

1. Gongdue Gewog – 17383492
2. Membee Gewog – 17691910
3. Tsengkhar Gewog – 17607101

**IF THE NATIONAL PROCESS OF GRM IS UNABLE TO RESOLVE THE GRIEVANCE, COMPLAINTS MAY ALSO BE FILED WITH WORLD WILDLIFE FUND (WWF).**

Write to the WWF GCF Accredited entity at:  
SafeguardsComplaint@wwfus.org  
Project Complaints Officer, Safeguards Complaints, World Wildlife Fund 1250 24th Street NW Washington, DC 20037

**COMPLAINTS MAY ALSO BE FILED WITH GCF INDEPENDENT REDRESS MECHANISM (IRM) OPTION. COMPLAINT CAN BE FILED BY:**

- Sending it by mail or email at [irm@gcfund.org](mailto:irm@gcfund.org)
- Sending a voice or video recording
- Filling out the online complaints form available at: <https://gcf.isight.com/external/case/new/group=Complaint>

A complaint for IRM should generally include:

- Name, address and contact information
- A description of the programme (caused adverse impacts to the complainant)
- A description of how the complainants have been/maybe adversely impacted by the project/programme
- Whether confidentiality is being requested and the reasons for it.

**COMPLAINTS MAY ALSO BE FILED WITH THE WWF THIRD PARTY GRIEVANCE REPORTING MECHANISM BY USING ETHICS POINT WEBSITE AT:**

<https://secure.ethicspoint.com/domain/media/en/gui/59041/index.html>

This mechanism can receive reports online or by phone in multiple languages.

**IF YOU ARE UNSATISFIED WITH THE COMPLAINT RESOLUTION PROCESS, YOU CAN APPEAL TO:**  
GRM Appeal Committee, Bhutan For Life Project, DoFPS, Thimphu, Bhutan.

Annexure III-No objection letter from Menbi Gewog Administration



ལྷོ་ལྷོ་སྤོང་གྲོང་ཁྱེད་འོག་གི་སྤྱི་བདེ་སྤྱོད་ལྷན་ཁག་  
Maenbi Gewog Administration  
ལྷོ་ལྷོ་སྤོང་གྲོང་ཁྱེད་འོག་གི་སྤྱི་བདེ་སྤྱོད་ལྷན་ཁག་



Letter No.Chha-5-(1)2024-2025/231

Date:14/01/2025

To The Range Officer,  
Lhuentse Range Office,  
Lhuentse District, Bhutan

Subject: No Objection for Water Hole Development and Habitat Management at Dunglenpang Lake

Dear Sir/Madam,

Meanbi Gewog Administration, hereby convey my No Objection for the proposed Water Hole Development and Habitat Management Project at Dunglenpang Lake, as outlined in the project plan submitted by your office.

We understand that all necessary environmental and safety protocols will be followed throughout the development process. and we trust that the project will be conducted with minimal disruption to the surrounding area and its inhabitants.

Sincerely,

Ngawang Dhendup  
ལྷོ་ལྷོ་སྤོང་གྲོང་ཁྱེད་འོག་གི་སྤྱི་བདེ་སྤྱོད་ལྷན་ཁག་གི་ལྷན་ཁག་གི་ལྷན་ཁག་

Cc.

Office copy