

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) 3-Sarpang 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 BC3-Sarpang are as follows:

1. Maintenance of Range Office, Sarpang
2. Inventory invasive and control of invasive plant species
3. Maintenance of Shawali Forest Nursery

བཀོད་ཁྱབ་བཅུད་དོན།

འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀྱི་ཆེ་སློག་མ་དདུལ་འདི་མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེའི་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དབྱེ་ཁག་ ཁ་པ་ (Category B) རྒྱ་ལྷན་དེ་ཡོད་པ་ཡིན། དེ་ཡང་ལས་འགུལ་འདི་ལས་བརྟེན་ཏེ་སྤང་སྟོབ་ས་ཁོངས་ནང་སྤྱོད་མེད་མི་སེར་དང་ ཡང་ན་ སྤང་སྟོབ་ས་ཁོངས་ཀྱི་མཐའ་སྐོར་ཏེ་འཆོ་བ་སྤང་སྟོབ་ས་ཁོངས་ལ་བརྟེན་སྤྱོད་མེད་མི་སེར་ ཡང་ན་ གལ་ཅན་གྱི་མཐའ་སྐོར་གནས་སྤངས་ཀྱི་ས་ཁོངས་ཚུ་ལ་གཞིན་པ་འབྱུང་ནིའི་ཉེན་ཁ་ཡོད་པ་དང་ གལ་སྲིད་གཞིན་པ་འབྱུང་པ་ཅིན་ གཞིན་ཉེན་ཚུ་དམིགས་གསལ་ས་གནས་ནང་རྒྱུ་མ་ཅིག་འབྱུང་ནི་དང་ གཞིན་ཉེན་མར་པ་རྒྱུ་ནི་དང་ ཅ་མེད་ཡང་གཏང་ཚུགས་པ་ཡིན།

དེ་འབད་མ་ལས་ འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀྱི་ཆེ་སློག་མ་དདུལ་ཐོག་ལྷན་ རྒྱུ་སྟོར་འབད་ཡོད་པའི་ལས་འགུལ་དང་ལས་ལྷན་ མཐའ་འཁོར་གནས་སྤངས་དང་ མི་ཟེ་གཉིས་ལྷན་བརྟེན་གྱི་པན་པ་ཡོད་པ་བཟོ་བ་གི་མ་ཚད་ འབྲུག་རྒྱལ་ཡོངས་སློབ་ཀྱི་ཆེ་སློག་མ་དདུལ་གྱི་སྤྱི་བྱས་ལམ་སྟོན་དང་འབྲེལ་ཐབས་ལྷན་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་དགོཔ་ད་ མི་དམངས་གྲོས་བསྟུན་དང་ ཏུས་དང་ཏུས་ལུ་མི་དམངས་ལྷན་གསང་བ་བཤད་ནི་འདི་དགོཔ་ཡིན།

རང་བཞིན་གནས་སྤངས་དང་མི་ཟེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ སློབ་ཀྱི་དང་སློག་ཆགས་རྒྱུ་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་ལྷན་དང་འབྲེལ་ཏེ་ཡིན། གདམ་སེལ་འབད་ཡོད་པའི་ལས་ལྷན་གི་ནང་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེ་ལྷན་གཞིན་ཉེན་ཡོད་པའི་ལས་ལྷན་ཚུ་གི་དོན་ལྷན་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེ་འཛིན་སྐྱོང་འཆར་གཞི་བཟོ་དགོ། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ ལས་ལྷན་འགོ་མ་བཅུགས་པའི་ཉེ་མ་གཞི་བཅུགས་འབད་བའི་སྐབས་དང་མཚུགས་བསྟུན་པ་ལྷན་ མཐའ་འཁོར་གནས་སྤངས་འཛིན་སྐྱོང་དང་གཞིན་ཉེན་མར་པ་ལྷན་གྱི་ཐབས་ལམ་ཚུ་བཅུགས་དགོཔ་ཡིན།

དེ་འབད་མ་ལས་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ ལས་ལྷན་ མི་ཟེ་ ལཱ་འགན། བརྟེན་དང་སྟན་ལྷན་ དེ་ལས་ལྷན་ཏོག་ལམ་ལྷན་ཚུ་གི་སྐོར་ལས་འགུལ་བཤད་ཁ་གསལ་ཚུད་དགོཔ་ཡིན། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ལྷན་ 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་ལྷན་གལ་གཏོགས་འཆར་གཞི་དགོ། གལ་གཏོགས་འཆར་གཞི་འདི་ནང་ ཁེ་གུང་ཡོད་མི་དོན་འཛིན་འབད་ནི་དང་གལ་གཏོགས་འབད་ནིའི་ལམ་ལྷན་ དེ་ལས་གལ་གཏོགས་ཀྱི་ཏུས་ཚོད་དང་བཅའ་སྤྱི་གུ་ཚུད་དགོཔ་ཡིན། སློབ་ཀྱི་དང་སློག་ཆགས་རྒྱུ་ལམ་ཡིན་ཚད་ཚུ་གི་མཆར་གཞི་ལས་ལྷན་དང་འབྲེལ་ཏེ་ དུན་ཐོ་དང་སྟན་ལྷན་ བསྟར་ཞིབ། ཆེས་དབྱུང་འབད་ནི། དེ་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ལོ་བསྟར་བཞིན་ཏུ་ཏུས་མཐུན་བཟོ་དགོཔ་ཡིན།

སྟེ་ཐུན་བར་ལམ་གསུམ་པ་ སར་སྤང་ བའའ་སྟེ་ རགས་ཚལ་ ཡིག་ཚང་ གི་དོན་ལྷན་ལོ་ **༢༠༢༥** རྒྱུ་མཐའ་འཁོར་གནས་སྤངས་དང་མི་ཟེ་འཛིན་སྐྱོང་འཆར་གཞི་དགོཔ་ཡོད་པའི་ལས་ལྷན་ཚུ་ཡང་།

༡༥ སར་སྤང་ལྷན་ སློབ་འཛིན་ཡིག་ཚང་ ཉམས་བཅས་འབད་ནི།

༢༥ རྒྱ་དང་ ཤིང་ཐན་དན་ཚུ་ བརྟེན་ཞིབ་དང་ བཀག་འཛིན་འབད་ནི་དང་།

༣༥ ཤ་ཤ་ལའི་ རགས་ཚལ་གསོ་སྐྱོང་ཁང་ རྒྱུ་སྟོར་འབད་ནི།

Bhutan for Life Environmental and Social Management Plan for Biological Corridor 3 (Sarpang) for 2025

1. Introduction

1.1. Project Background

The Bhutan for Life (BFL) project aims to ensure a robust network of Protected Areas (PAs) and Biological Corridors (BCs) that secure human well-being, biodiversity conservation and increase climate resilience in Bhutan. The project shall sustain for 14-years, in this duration an immediate improvement to the management of Bhutan's protected areas for climate resilience and biodiversity gains are sought. Meanwhile the country would gradually ratchet 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 wellbeing of communities 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; and
- Strengthen organizational, institutional, and financial capacity for effective management of PAS. BFL includes five components that reflect these goals, divided into 16 milestones (or outputs) and over 80 detailed activities.

1.2. Scope of ESMP

The preparation of this Environmental and Social Management Plan (ESMP) was deemed necessary in order to manage the environmental and social impacts. The mitigation actions required to implement the project was 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 the 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.

1.3. 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 are as hereunder:

- 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 subprojects 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; and
- Ensuring that all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

1.4. Applicable law, policies, and regulation

This ESMP is developed in strict adherence and compliance to the guidelines set forth in BFL's ESMF.

Applicable RGoB laws and policies include the Constitution of the Kingdom of Bhutan, 2008; legislation on land and moveable property (Land Act of Bhutan 2007; Land Rules, 2007; The Moveable Cultural Property act of Bhutan, 2005); legislation and regulations on forests and protected areas (National Environment Protection Act, 2007; Forest and Nature Conservation Act of Bhutan, 1995; Forest and Nature Conservation Rules and Regulations of Bhutan, 2017; National Forest Policy, 2011); legislation on water and waste prevention (Water Act of Bhutan, 2011; Waste Prevention and Management Act, 2009); legislative requirements on environmental assessment (Environmental Assessment Act, 2000 and Regulations on the Environmental Clearance of Projects, 2001); and other relevant laws (The Local Government Act of Bhutan, 2009; Livestock Act of Bhutan, 2001; The Biodiversity Act of Bhutan, 2003; The Pesticides Act of Bhutan, 2000; The Penal Code of Bhutan, 2004; National Access and Benefit Sharing (ABS) Policy (Draft), 2014), and Local Government Act of Bhutan, 2009.

WWF's safeguards policies that are relevant to this project are as follows:

- Policy on Environment and Social Risk Management;
- Policy on Protection of Natural Habitats;
- Policy on Involuntary Resettlement; Policy on Indigenous Peoples;
- Standard on Pest Management;
- Policy on Accountability and Grievance System;
- Standard on Physical Cultural Resources;
- General standards on both occupational and community health and safety and energy efficiency.

In general, RGoB's laws, policies, and guidelines are in line with the WWF's environmental and social safeguards requirements. However, there are a few differences between the two systems. Regarding

environmental impacts, there are no direct contradictions between the RGoB laws and regulations and the WWF's SIPP, but the requirement of the latter is more extensive. All project activities should fully comply both with the RGoB's Regulations on the Environmental Clearance of Projects, and with the procedures and mitigation measures prescribed in this ESMF. In case the

WWF's SIPP requirements turn out to be extensive, strict, or detailed compared to RGoB legislation and policies, the former will apply to all project activities.

Regarding social impacts, the status of non-title holders and informal land use, and the commitment to participatory decision-making processes conclude the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP. First, according to the WWF's SIPP, all users of land and natural resources (including people that lack any formal legal ownership title or usage rights) are eligible to some form of assistance or compensation if the project adversely affects their livelihoods. The RGoB laws only recognize the eligibility of land owners or formal users to receive compensation in such cases. Second, the WWF's SIPP require extensive community consultations during the project in order to develop various safeguards documents. RGoB legislation does not include three requirements reflected in SIPP. For the purpose of the BFL project, the provisions of the WWF's SIPP shall prevail over the RGoB legislation in all cases of discrepancy.

2. Environmental and Socio-Economic Conditions

2.1. Geological and topographical conditions

Biological Corridor 3 (BC 3) encompasses a total area of 407.06 sq. km with an elevation range of 440 to 2300 masl. It serves as a connecting link between three protected areas in our country, namely Jigme Singye Wangchuck National Park (JSWNP), Royal Manas National Park (RMNP), and Phibsoo Sanctuary (PWS). Approximately 90% of BC-03 falls within the jurisdiction of Sarpang Forest Division, with the remaining portion falling under Tsirang Forest Division.

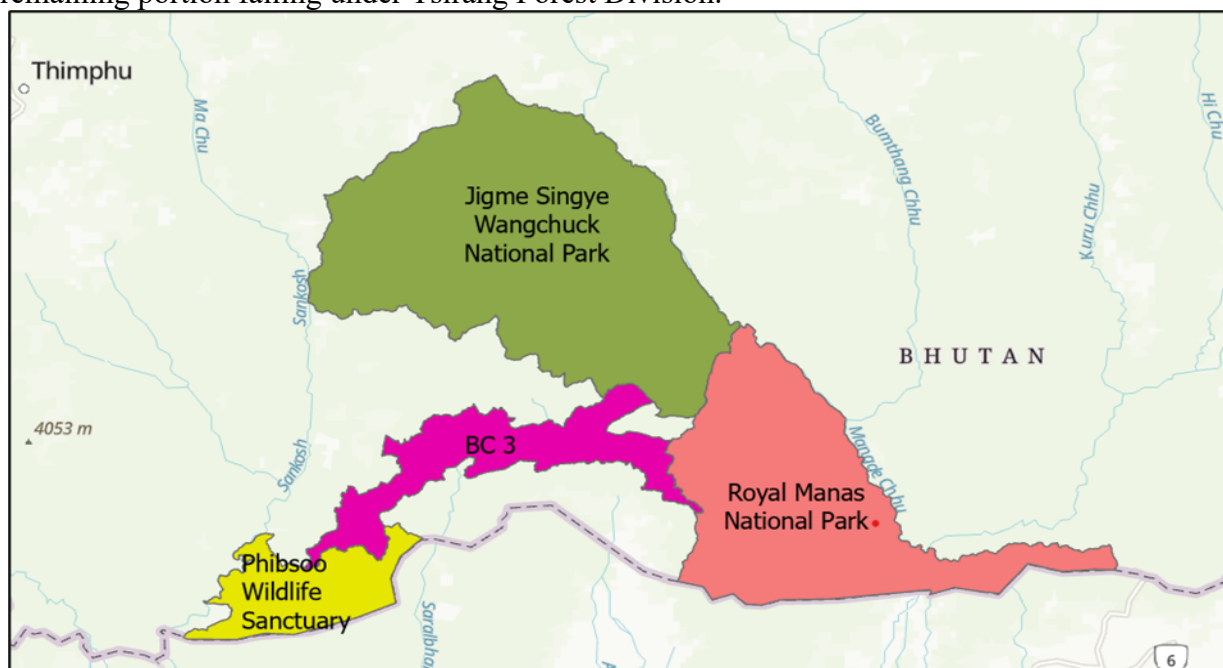


Figure 1: Map of biological corridor 03.

2.2. Climatic conditions

The BC-03 is adorned with tropical forest of abundant hardwood trees. It experiences hot rainy summer and cold winter seasons.

2.3. Hydrological conditions

BC-03 harbors numerous rivers and streams. Most water sources for the settlements are from BC-03 areas. The quality of water is excellent and one can find many species of fish.

2.4. Flora and fauna

A total of 180 bird species were observed in BC-03. Bird habitats were classified into four categories, with the majority of species recorded in warm broadleaved forests (64 species), followed by riverine (51 species), agriculture (35 species), and sub-tropical forests (30 species). In Biological Corridor 3 (BC-03), barking deer dominated with a count of 99, followed by wild pigs (80), and sambar deer and elephants (70 each). This suggests that barking deer, wild pigs, and sambar deer exhibit diverse habitat preferences across varying elevations and habitat types.

2.5. Socio-economic conditions

BC 3 spans two Dzongkhags, namely Sarpang and Tsirang, encompassing a total of nine Gewogs. Under Sarpang, the covered Gewogs include Senge, Chudzom, Gelephu, Samtenling, Dekiling, Shershong, and Gakidling. In Tsirang, the included Gewogs are Patshaling and Dunlagang (specifically Tsakaling Chiwog in Patshaling Gewog). The population dependent on BC-03 consists of 1664 households in Sarpang and 41 households in Tsirang.

The primary sources of income for the residents in these areas are derived from livestock and agricultural products.

3. Planned activities for January 2025-December 2026

3.1. Major Maintenance of Sarpang Range Office, BC3-Sarpang

- a. **Budget:** Nu. 1,000,000
- b. **Timeline:** January - December, 2025
- c. **Location:** Shompangkha, Sarpang

The Sarpang Range Office, located in Shompangkha Gewog, Sarpang, spans an area of approximately 20 decimals and requires essential maintenance to ensure its functionality and structural integrity. The planned maintenance work will focus on key areas, including roof and ceiling repair or replacement, to address any leaks or damages that may compromise the building's safety and durability.

Additionally, the electrical system will be inspected, with necessary repairs or replacements of outlets, switches, and wiring to enhance safety and efficiency. Whitewashing will be carried out to refresh the building's interior and exterior, improving its aesthetic appeal and preserving the structure.

The doors and windows will also undergo repairs or replacements as needed to improve security and insulation. Furthermore, any plumbing defects will be addressed, including leaks or damaged fixtures, ensuring proper water supply and drainage. Approximately, seven laborers will be recruited for carrying out this work.

This maintenance work aims to enhance the overall condition of the Sarpang Range Office, providing a

safe, functional, and well-maintained workspace for the staff. By undertaking these necessary repairs and upgrades, the office will be better equipped to serve its purpose efficiently while preserving the infrastructure for long-term sustainability.



Figure 1 Pictures showing dilapidated Sarpang Range Office.

Potential social and environmental impacts

Major Maintenance of Sarpang Range Office, BC3-Sarpang

Potential Social and Environmental Impacts of Major Maintenance of Sarpang Range Office, Sarpang are:

Social Impacts:

1. Temporary Disruptions (noise pollution) – Construction activities might cause noise pollution and temporary inconvenience to staff and visitors.

Environmental Impacts:

1. Waste Generation – Debris from roof, ceiling, electrical, and plumbing repairs may lead to waste accumulation, requiring proper disposal and recycling measures.
2. Water and Soil Contamination – Improper disposal of paints, chemicals, or construction materials may contaminate nearby soil and water sources. Proper waste management practices must be enforced.
3. Positive Environmental Impact – Upgraded electrical systems and plumbing can improve energy efficiency and water conservation, reducing the office's overall ecological footprint.

3.2. Inventory invasive and control of invasive plant species, BC3-Sarpang

- a. **Budget:** Nu. 800,000
- b. **Timeline:** Jan 2025 – June, 2026
- c. **Location:** Wherever there are invasive species with DFO, Sarpang

The Inventory and Control of Invasive Plants project, in collaboration with DFO, Sarpang, aims to systematically identify, document, and manage the spread of invasive plant species across affected areas. The project will be implemented from January 2025 to June 2026, with a total budget of Nu. 800,000. The inventory phase will involve extensive field surveys to locate and assess invasive plant populations, identifying species that threaten native biodiversity and ecosystem health. Data will be collected and mapped to understand their distribution and severity, guiding targeted control measures. The control phase will focus on strategic interventions, including manual removal of invasive species. Public awareness campaigns and capacity-building programs for local communities and forestry personnel will also be conducted to promote sustainable management and prevent re-infestation. The project will cover all areas where invasive species are present within the jurisdiction of DFO, Sarpang. Regular monitoring and assessment will ensure effective implementation and measure the success of control efforts.

By addressing the growing threat of invasive plants, this initiative aims to restore ecological balance, protect native flora and fauna, and support long-term environmental sustainability in the region. About 10 workers will be recruited to carry out this activity.

Potential Social and Environmental Impacts of Inventory and Control of Invasive Plant Species, Sarpang Social Impacts:

1. **Employment and Livelihood Opportunities** – The project will generate temporary jobs for local communities involved in field surveys, plant removal, and ecological restoration.
2. **Community Engagement and Awareness** – Public involvement in invasive species management can enhance environmental education and encourage long-term conservation efforts.
3. **Improved Agricultural Productivity** – Controlling invasive species will reduce competition with crops and native plants, benefiting farmers and local food security.
4. **Potential Conflict Over Resource Use** – Some invasive plants may be used for fodder, fuel, or traditional medicine, and their removal may impact livelihoods if alternative resources are not provided.

Environmental Impacts:

1. **Ecosystem Restoration** – Removing invasive species will help restore native biodiversity, improve soil health, and enhance the resilience of local ecosystems.
2. **Soil Erosion Risk** – Large-scale removal of invasive plants, especially those with extensive root systems, may lead to soil erosion and land degradation if not managed properly.
3. **Impact on Wildlife** – Some invasive species may provide temporary shelter or food for wildlife, and their removal might disrupt certain species unless replanting efforts are undertaken.
4. **Waste Generation** – The removal of invasive plants will generate organic waste, which should be managed properly through composting or controlled disposal.

3.3. Maintenance of Nursery at Shawali, Shompangkha Gewog

- a. **Budget:** Nu. 150,000
- b. **Timeline:** Jan 2025 – June, 2026
- c. **Location:** Shompangkha, Sarpang

The nursery at Shawali, Shompangkha Gewog, covering an area of 10 acres, requires essential maintenance to ensure the healthy growth of seedlings and efficient nursery operations. The maintenance work will focus on improving infrastructure, irrigation, soil quality, and plant protection measures.

One of the primary tasks will be the repair and strengthening of nursery beds and shade nets to provide adequate protection for young plants from harsh weather conditions. Irrigation systems, including water tanks, pipelines, and sprinklers, will be checked and repaired to ensure a consistent water supply. Soil health will be improved through proper fertilization, mulching, and weed control to enhance plant growth.

Additionally, fencing repairs will be carried out to prevent damage from livestock and wildlife, ensuring the safety of the nursery stock. Pest and disease management strategies will also be implemented to safeguard plants from infections. Essential facilities like storage sheds and working areas for nursery staff will be maintained for operational efficiency.



Regular monitoring and scheduled maintenance will ensure optimal plant growth and sustainability of the nursery, ultimately contributing to afforestation programs, biodiversity conservation, and the availability of high-quality seedlings for reforestation and plantation initiatives.

Potential Social and Environmental Impacts of Nursery Maintenance at Shawali, Shompangkha Gewog

Social Impacts:

1. Employment Opportunities – The maintenance work will create short-term job opportunities for local laborers involved in repairing infrastructure, irrigation systems, and fencing.
2. Support for Afforestation Programs – A well-maintained nursery will provide healthy seedlings for reforestation and greening initiatives, benefiting local communities in the long run.
3. Enhanced Agricultural and Forestry Practices – Farmers and forestry officials can access quality saplings, contributing to sustainable land use and agroforestry practices.
4. Community Engagement and Education – The nursery can serve as a learning hub for local communities, students, and conservation groups interested in tree planting and environmental stewardship.

Environmental Impacts:

1. Biodiversity Conservation – A well-maintained nursery will support native plant species, contributing to ecosystem restoration and habitat improvement.
2. Soil and Water Conservation – Improved irrigation systems and soil management practices will enhance water efficiency and prevent soil erosion.
3. Resource Consumption – The use of construction materials, fertilizers, and pesticides may have environmental impacts if not sourced and managed sustainably.
4. Waste Generation – Maintenance activities, including repairs and replacements, may generate solid waste, requiring proper disposal and recycling measures.

4. Mitigation Measures for Environmental and Social Impacts

To minimize the potential negative impacts of the Major Maintenance of Sarpang Range Office, Inventory and Control of Invasive Plants, and Maintenance of Nursery at Shawali, the following mitigation measures should be implemented:

4.1. Major Maintenance of Sarpang Range Office, Sarpang

Potential impact	Impact scale	Proposed mitigations measures	Responsibility party	Cost
Major Maintenance of Sarpang Range Office, Sarpang				Nu. 1,000,000
Temporary disruption	Minor (Short term)	Conduct noisy maintenance activities during working hours to reduce disruptions (7am to 7pm)	Contractor and BFL Focal	To be incorporated in the bidding document/ To be met from budget of the proposed activity
Waste Management	Minor (Short term)	Ensure proper disposal of construction debris and encourage recycling of reusable materials.	Contractor and BFL Focal	
Water and soil contamination	Minor (Short term)	Properly manage paints, solvents, and chemicals to prevent soil and water contamination.	Contractor and BFL Focal	
Inventory and Control of Invasive Plant Species, Sarpang				Nu. 800,000
Potential conflict over resources use	Minor (Short term)	Educate local communities on the negative effects of invasive species and involve them in control efforts	BFL Focal, DFO, Sarpang and communities.	To be incorporated in the bidding document/ To be met from budget of the proposed activity
Eco-Friendly Removal Methods	Minor (Short term)	Prioritize manual removal to reduce pollution.	BFL Focal, DFO, Sarpang and communities.	
Soil erosion risk	Minor (Short term)	Use controlled methods to avoid unnecessary damage to the surrounding environment.	BFL Focal, DFO, Sarpang and	

			communities.	
Impact on wildlife	Minor (Short term)	Restore cleared areas by planting native species to prevent habitat loss.	BFL Focal, DFO, Sarpang and communities.	
Waste generation	Minor (Short term)	Compost removed invasive plants when possible to minimize waste.	BFL Focal, DFO, Sarpang and communities.	
Maintenance of Nursery at Shawali, Shompangkha Gewog				Nu. 150,000
Waste generation	Minor (Short term)	Properly dispose of plastic pots, bags, and other nursery waste materials through recycling and responsible disposal.	BFL Focal, DFO, Sarpang and communities.	To be incorporated in the bidding document/ To be met from budget of the proposed activity
Minimize Noise and Dust	Minor (Short term)	Conduct maintenance activities in phases to reduce disruptions for nursery staff and nearby communities.	BFL Focal, DFO, Sarpang and communities.	

By implementing these mitigation measures, the environmental footprint of all three activities can be minimized, the social and environmental risks can be reduced to a minimum or avoided and social benefits maximized. Sustainable practices, community engagement, and responsible resource management will ensure that these projects contribute positively to biodiversity conservation, improved working conditions, and long-term sustainability.

5. ESMP Implementation arrangements

The implementation of project activities will be carried out by contractors, concern officials of site and the BFL focal person. The concern officials will be responsible for 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 BC-03 will sign with the Contractor(s) for implementation of the planned activities in BC-03 in 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 EHS plans, etc.). An OHS information session should be organized by the Contractor for all workers before start the project activities and before any specific tasks with high health risks.

The BFL focal needs to monitor the implementation of proposed measures by the Contractor 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-compliances should be reported to the ESS officer immediately, and the ESS officer will report it to the PCU(M&E Officer). Each non-compliance should be closed with appropriate measure/s and the evidence should be kept.

Disbursement of project funds to the BC-03 will be contingent upon their full compliance with the safeguard's requirements.

6. ESMP monitoring arrangements

The BFL focal 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. BC-03 is also fully responsible for the compliance of all external contractors and service providers working in the BC-3 with the safeguard's requirements outlined in the ESMP.

The monitoring of activities under this BC-03 will be carried out in the following manner:

Sl. No.	Activities	Monitoring team	Timeline		Location	Means of Verification
			Start	Complete		
1	Major Maintenance of Range Office, Sarpang	BFL Focal	October 2025	June 2026	Shompangkha, Sarpang	Field visits and reports
		ESS Focal	October 2025	June 2026		
		BFLFS	November	June 2026		

			2025			
2	Inventory and Control of Invasive Plant Species, Sarpang	BFL Focal	July 2025	June 2026	Within DFO, Sarpang jurisdiction	Field visits and reports
		ESS Focal	March 2025	June 2025		
		BFLFS	July 2025	July 2025		
3	Maintenance of Nursery at Shawali, Shompangkha Gewog	BFL Focal	October 2025	December 2025	Shawali	Field visits and reports
		ESS Focal	October 2025	December 2025		
		BFLFS	October 2025	December 2025		

Monitoring by ESS Focal officer at PCU:

- Monitoring through photographic/video evidence submitted by the IAs during the implementation as per the given dateline in the table above;
- Reports by ESS officer to BFL Fund Secretariat - Semi-annual report submitted to the BFL Fund Secretariat; and
- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final Annual Performance Reports).

7. Capacity Need and Budget

Activities under this ESMP will be implemented by the BFL focal person, supervising engineer, and a contractor.

SI	Activity	Amount (Nu.)	Budget for ESS mitigation
1	Major Maintenance of Sarpang Range Office, Sarpang	1,000,000	To meet from the activity cost
2	Inventory and Control of Invasive Plant Species, Sarpang	8,00,000	To meet from the activity cost
3	Maintenance of Nursery at Shawali, Shompangkha	1,50,000	To meet from the activity cost
		1,950,000	

8. Consultation and Disclosure Mechanisms

The full English version of this ESMP, as well as an executive summary in Bhutanese, shall be disclosed/uploaded on the websites of MoENR, BFL and WWF. The hard copies of the ESMP would be made available at the BC-03 Management Office (Divisional Forest office, Sarpang) and at the PCU Office.

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

9. Stakeholder engagement plan

Stakeholder Engagement Plans for Three Activities

Effective stakeholder engagement is essential for the successful implementation of the Major Maintenance of Sarpang Range Office, Inventory and Control of Invasive Plants, and Maintenance of Nursery at Shawali. Below are brief stakeholder engagement plans for each activity.

For the maintenance of Range office, Sarpang, organize discussions with office staff and contractors to ensure smooth execution of maintenance work. Public nearby should be informed about potential disruptions and safety measures. The inventory and control of invasive plant species can conduct workshops to educate and engage local farmers in invasive plant control. Work with environmental NGOs to develop sustainable control measures. Conducting awareness programs on the importance of nursery sustainability and encouraging local participation.

By actively engaging stakeholders through consultations, training, awareness programs, and regular feedback mechanisms, these activities will foster community participation, transparency, and long-term sustainability.

10. Grievance Redressal Mechanisms

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 BLF 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

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>.

11. Suggested 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) 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 Sl. No. 21 of Regulation on Occupational Health, Safety and Welfare 2012.

General Facility Design and Operation

Integrity of Workplace 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 climate, 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

- Workplace 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 workplace should be designed to prevent the start of fires through the implementation of fire codes applicable to industrial settings. Other essential measures include:

- The workplace shall be provided with adequate means of protection and escape in case of fire.
- The workplace 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.
- 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.
- Equipping facilities 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.

Lavatories and Showers

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

Potable Water Supply

- Adequate supplies of potable drinking water should be provided to workers at the work site.

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

- Workplaces should, to the degree feasible, receive natural light and be supplemented with sufficient artificial illumination to promote workers' safety and health, and enable safe equipment operation. Supplemental 'task lighting' may be required where specific visual acuity requirements should be met.
- Emergency lighting of adequate intensity should be installed upon failure of the principal artificial light source to ensure safe shut-down, evacuation, etc.

Safe Access

- Passageways 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 should, if feasible, be installed to protect against falling items.
- 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 cupboard shall be not more than 200m from any working place.
- First aid kits include all equipment outlined in Annex 1 to these Guidelines.
- Remote sites should have written emergency procedures in place for dealing with cases of trauma or serious illness up to the point at which patient care can be transferred to an appropriate medical facility.

Work Uniform

- The contractor shall provide a working uniform to each worker.
- All workers shall be required to attend the duty in proper uniform unless otherwise instructed by the Contractor.

Air Supply

- Sufficient fresh air should be supplied for indoor and confined workspaces. Factors to be considered in ventilation design include physical activity, substances in use, and process related emissions. Air distribution systems should be designed so as not to expose workers to draughts.
- Re-circulation of contaminated air is not acceptable. Heating, ventilation and air conditioning (HVAC) systems should be equipped, maintained and operated so as to prevent growth and spreading of disease agents (e.g. Legionella pneumophila) or breeding of vectors (e.g. mosquitoes and flies) of public health concern.

Information Provision on Occupational Health and Safety (OHS)

- 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.
- 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.

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 85 dB(A) for a duration of more than 8 hours per day without hearing protection. In addition, no unprotected ear should be exposed to a peak sound pressure level (instantaneous) of more than 140 dB(C).
- The use of hearing protection should be enforced actively when the equivalent sound level over 8 hours reaches 85 dB(A), the peak sound levels reach 140 dB(C), or the average maximum sound level reaches 110dB(A). Hearing protective devices provided should be capable of reducing sound levels at the ear to at least 85 dB(A).
- Although hearing protection is preferred for any period of noise exposure in excess of 85 dB(A), an equivalent level of protection can be obtained, but less easily managed, by limiting the duration of noise exposure. For every 3 dB(A) increase in sound levels, the 'allowed' exposure period or duration should be reduced by 50 percent.
- 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

Exposure to hand-arm vibration from equipment such as hand and power tools, or whole-body vibrations from surfaces on which the worker stands or sits, should be controlled through choice of equipment, installation of vibration dampening pads or devices, and limiting the duration of exposure.

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 rooms housing high voltage equipment ('electrical hazard') and where entry is controlled or prohibited
- Establishing "No Approach" zones around or under high voltage power lines
- Rubber tired construction or other vehicles that come into direct contact with, or arcing between, high voltage wires may need to be taken out of service for periods of 48 hours and have the tires replaced to prevent catastrophic tire and wheel assembly failure, potentially causing serious injury or death
- Conducting detailed identification and marking of all buried electrical wiring prior to any excavation work

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.
- Provisions should be made for persons who have to wear prescription glasses either through the use of over glasses or prescription hardened glasses.

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 workstation (a solid piece of light metal, canvas, or plywood designed to block welding light from others). Devices to extract and remove noxious fumes at the source may also be required.

Working Environment Temperature

Exposure to hot or cold working conditions in indoor or outdoor environments can result in temperature stress-related injury or death. The 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 the 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 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, and avoiding consumption of alcoholic beverages

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:

- Facility and workstation design with 5th to 95th percentile operational and maintenance workers in mind
- Use of mechanical assists to eliminate or reduce exertions required to lift materials, hold tools and work objects, and require multi-person lifts if weights exceed thresholds
- 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 guardrails 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 inertial 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 workers 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.

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

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 a reasonable distance from the worksite.
- Transport is provided to worksite safe and free.
- The living facilities are built using adequate materials, kept in good repair and kept clean and free from rubbish and other 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 or WHO standards.
- Tanks used for the storage of drinking water are constructed and covered to prevent water stored therein from becoming polluted or contaminated.
- The quality of the drinking water is regularly monitored.

5. Wastewater 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 rubbish collection are provided and emptied on a regular basis.
- Pest extermination, vector control and disinfection are undertaken throughout the living facilities at least once.

6. Rooms/dormitories facilities

- Rooms/dormitories are kept in good condition.
- Rooms/dormitories 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.
- Mobile partitions or curtains are provided.
- Adequate number of furniture such as table, chair, mirror, and lamps are provided for all workers.
- Separate sleeping areas are provided for men and women.

7. Bed arrangements and storage facilities

- A separate bed is provided for every worker.
- The practice of “hot-bedding” is prohibited.
- There is a minimum space of 1 meter between beds.
- The use of double deck bunks is minimized.
- If double deck bunks are in use, there is enough clear space between the lower and upper bunk of the bed.
- Workers are provided with comfortable mattresses. Workers may be expected to use their own pillows and bed linens.
- Workers wash bed linen frequently and apply adequate repellents and disinfectants (where conditions warrant).
- 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 facilities are conveniently located and easily accessible.
- Toilet facilities are environmentally friendly (e.g., pit toilet) and sewage is not disposed into the work site.

- Open defecation in the vicinity of project sites should be prohibited.
- An adequate number of hand wash basins and showers/bathroom facilities are provided.
- Shower facilities are provided with water heating facilities.

9. Cooking and laundry facilities

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

10. Leisure, social, and telecommunications facilities

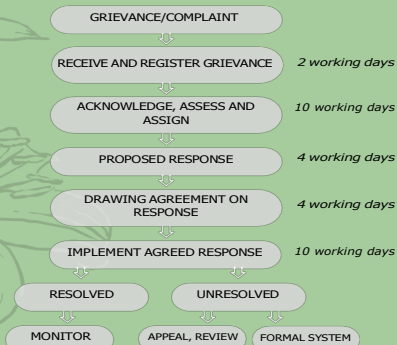
- Basic social collective spaces should be available to workers.
- Workers are provided with dedicated places for religious observance, as appropriate.
- The employer provides workers with local sim cards that can be used for communication on their personal cell phones.

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. (1/2 oz.) Sterilized cotton wool (6 packets)
6. (2oz.) Bottle containing a two per cent 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 (2 tubes)
14. Dettol (2 phial, about 2 ozs)
15. Bandages 4 inches wide
16. Bandages 2 inches wide
17. Triangular bandages (2)
18. Packets of safety pins (1)

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



GREEN CLIMATE FUND



THE GRIEVANCE REDRESSAL MECHANISM FOR BHUTAN FOR LIFE

BC2
DIVISIONAL FOREST OFFICE, WANGDUE PHODRANG

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.

BFL FOCAL

- Chhimi Dorji
- 17994373
- chhimidorji@moenr.gov.bt
- Tsirang Division Office, Damphu, Tsirang

MENDREL GANG RANGE OFFICE

- Gempa
- 17995648
- rubjibgempa@gmail.com
- Mendrelgang Range Office, Tsirang

DAMPHU RANGE OFFICE

- Shacha Dorji
- 17688295
- sachad@moenr.gov.bt
- Tsirang Range Office, Damphu, Tsirang

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
- 17491881
- bflprojectofficer@gmail.com
- BFL Project Coordination Unit, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Taba, Thimphu

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

Mendrelgang Gewog - 17653551

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
- 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.