

འབྲུག་ཆེ་སློག་མ་དངུལ།

Bhutan for Life

མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེའི་འཛིན་སྐྱོང་འཆར་གཞི།

Environmental and Social Management Plan for

དབང་ཕྱུག་བརྒྱ་ལོའོར་རྒྱལ་ཡོངས་གླིང་གཡིག་ཆེང ༢༠༢༦།

Wangchuck Centennial National Park for 2026

པོད་ཁྱབ་བརྒྱུད་དོན།

འབྲུག་ཆེ་སློག་མ་དངུལ་འདི་མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེའི་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དབྱེ་ཁག་	ཁ་པ་	(Category B)
ནང་ལུ་རྒྱུད་དེ་ཡོད་པ་ཡིན།	དེ་ཡང་ལས་འགུལ་འདི་ལས་བརྟེན་ཏེ་སྤྲེལ་སྤྲོད་སྤངས་ནང་སྤྲོད་མེད་མི་མེད་དང་	ཡང་ན་
སྤྲེལ་སྤྲོད་སྤངས་ཀྱི་མཐའ་སྐྱོར་ཏེ་འཛོལ་སྤྲེལ་སྤྲོད་སྤངས་ལུ་བརྟེན་སྤྲོད་མེད་མི་མེད་		ཡང་ན་
གཤམ་ཅན་གྱི་མཐའ་སྐྱོར་གནས་སྤངས་ཀྱི་སྤངས་ཆུ་ལུ་གཞོན་པ་འབྱུང་ནིའི་ཉེན་ཁ་ཡོད་པ་དང་		གཤམ་སྤྲོད་གཞོན་པ་འབྱུང་པ་ཅིན་
གཞོན་ཉེན་ཆུང་མིགས་གསལ་ས་གནས་ནང་རྒྱུ་ཆེན་ཉེན་ཁ་ཡོད་པ་ལྟར་ཉེན་ཁ་ཆུང་མེད་ཡང་གཏང་ཆུགས་པ་ཡིན།		
དེ་འབད་མ་ལས་	འབྲུག་ཆེ་སློག་(BFL) མ་དངུལ་ཐོག་ལུ་	རྒྱལ་སྤྲོད་འབད་ཡོད་པའི་ལས་འགུལ་དང་ལས་སྒྲུ་ཆུ་
མི་སྡེ་གཉིས་ལུ་ཡུན་བརྟན་གྱི་ཡན་པ་ཡོད་པ་བཟོ་བ་གི་མ་ཆད་		འབྲུག་ཆེ་སློག་མ་དངུལ་གྱི་སྤྲོད་བྱས་ལམ་སྟོན་དང་འབྲེལ་ཐབས་ལུ་
མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་དགོང་དང་		མི་དམངས་གྲོས་བསྟུན་དང་
དུས་དང་དུས་སུ་མི་དམངས་ལུ་གསལ་བ་བཤད་ནི་འདི་དགོང་ཡིན།		
དབང་ཕྱུག་བརྒྱ་ལོའོར་རྒྱལ་ཡོངས་གླིང་གཡིག་ཆེང་རང་བཞིན་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་གླིང་ཀ་དང་སློག་ཆགས་རྒྱུན་ལམ་ཆུང་ནང་ལས་		
སྒྲུ་ཆུང་འབད་བའི་སྐབས་	ཐབས་ལམ་དང་བཟུང་སྤྲོད་ཆུ་གསལ་སྟོན་འབད་མ་ཡིན་པ་དང་	འདི་ཡང་ལས་སྒྲུའི་གདམ་སེལ་ལམ་ལུ་གསལ་དང་འབྲེལ་ཏེ་ཡིན།
གདམ་སེལ་འབད་ཡོད་པའི་ལས་སྒྲུ་གི་ནང་ལས་		མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེ་ལུ་གཞོན་ཉེན་ཁ་ཡོད་པའི་ལས་སྒྲུ་ཆུ་གི་དོན་ལུ་
མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་བཟོ་དགོ།		འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་
ལས་སྒྲུ་འགོ་མ་བཟུགས་པའི་ཏེ་མ་གཞི་བཟུགས་འབད་བའི་སྐབས་དང་མཇུག་བསྟུན་པ་ལུ་		
མཐའ་ལོའོར་གནས་སྤངས་འཛིན་སྐྱོང་དང་གཞོན་ཉེན་ཁ་མེད་ཀྱི་ཐབས་ལམ་ཆུང་བཟུགས་དགོང་ཡིན།		
དེ་འབད་མ་ལས་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་	ལས་སྒྲུ།	མི་སྡེ།
		ལཱ་འགན།
		བདེ་སྤྲོད་དང་སྟོན་ལུ།
དེ་ལས་ལྟ་རྟོག་ལམ་ལུ་གསལ་ཆུ་གི་སྐོར་ལས་འབྲེལ་བཤད་ཁ་གསལ་ཆུང་དགོང་ཡིན།		འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ལུ་
གཤམ་གཏོགས་འབད་དགོ་པའི་ཁེ་གུང་ཡོད་མི་ཆུ་གི་ཉེན་ཁ་འབད་ཆུ་ཆུང་དགོ་པའི་ཁར་		ཁེ་གུང་ཡོད་པའི་མི་ཆུ་གི་དོན་ལུ་གཤམ་གཏོགས་འཆར་གཞི་དགོ།
གཤམ་གཏོགས་འཆར་གཞི་འདི་ནང་		ཁེ་གུང་ཡོད་མི་དོས་འཛིན་འབད་ནི་དང་གཤམ་གཏོགས་འབད་ནིའི་ལམ་ལུ་གསལ་
དེ་ལས་གཤམ་གཏོགས་ཀྱི་དུས་ཚོད་དང་བཅའ་སྤྱི་གུ་ཆུང་དགོང་ཡིན།		གླིང་ཀ་དང་སློག་ཆགས་རྒྱུན་ལམ་ཡིན་ཆེང་ཆུ་གི་མཆར་གཞི་ལས་སྒྲུ་དང་འབྲེལ་ཏེ་
བཟོ་ཐོང་དང་སྟོན་ལུ།	བསྐྱར་ཞིབ།	ཕྱིས་དཔྱད་འབད་ནི།
		དེ་ལས་
མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ལོ་བསྐྱར་བཞིན་དུ་དུས་མཐུན་བཟོ་དགོང་ཡིན།		
དབང་ཕྱུག་བརྒྱ་ལོའོར་རྒྱལ་ཡོངས་གླིང་གཡིག་ཆེང་དོན་ལུ་སྤྱི་ལོ་		༢༠༢༦
ནང་མཐའ་ལོའོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་དགོང་ཡོད་པའི་ལས་སྒྲུ་ཆུ་ཡང་།		

༡) ཉམ་འཇུལ་འབད་མི་སྡེ་ཆུང་ཆུང་ལས་ལྟེ་ ལཱ་པའི་ནི་ལཱ་ཐང་ལེགས་བཅོས།

Executive Summary

BFL has been categorized as a Category B project, as the potential adverse environmental and social impacts on the 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 Wangchuck Centennial National Park describes mitigation measures/good practices at the activity level, which are required as per the screening protocol. All the screened activities that have potential risks to the environment and social management have to prepare an ESMP, which includes environmental management and mitigation plans during pre-activity, activity implementation, and closing phases. Hence, it contains a 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 records, report, review, audit, and update the ESMP yearly as per the planned activities.

The activities that required ESMPs for the year 2026 under Wangchuck Centennial National Park are as follows:

1. Improvement of alpine Meadows by clearing invading shrubs

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, conserves biodiversity, and increases 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 efficient delivery of mitigation, adaptation, and biodiversity gains, while the country gradually reaches the stage of managing its 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 (or outputs) and over 80 detailed activities.

(B) Scope of ESMP

The preparation of this Environmental and Social Management Plan (ESMP) is required to manage the environmental and social impacts through 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 possible negative consequences.

This ESMP will be implemented by the 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 the 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 under 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;
- Ensuring all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

(D) Applicable law, policies, and regulations

This ESMP is developed with strict adherence to and compliance with the guidelines outlined 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, 2023; Forest and Nature Conservation Rules and Regulations of Bhutan, 2023; 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 and Cultural Resources
- General standards on 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. With regard to environmental impacts, there are no direct contradictions between the RGoB laws and regulations and the WWF's SIPP, but the requirements of the latter are more extensive. All project activities should fully comply with both the RGoB's Regulations on the Environmental Clearance of Projects and the procedures and mitigation measures prescribed in this ESMF. In case the WWF's SIPP requirements are more extensive, strict, or detailed than the RGoB legislation and policies, the former will apply to all project activities. Concerning social impacts, the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP refer to the status of non-title holders and informal land use, and the commitment to participatory decision-making processes. First, according to the WWF's SIPP, all users of land and natural resources (including people who lack any formal legal ownership title or usage rights) are eligible for some form of assistance or compensation if the project adversely affects their livelihoods. The RGoB laws only recognize the eligibility of landowners or formal users to receive compensation in such cases. Second, the WWF's SIPP requires extensive community consultations as part of the development of various safeguards documents and during project activities. RGoB legislation does not include similar requirements. For the purposes 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:

Located in the northern central region of the country, spread over 4914 sq. km, WCNP is the largest protected area of the country. It covers the northern frontiers and the central part of the country. There are nine *gewogs* of five different *Dzongkhags* (Gasa, Wangdue Phodrang, Trongsa, Bumthang, and Lhuentse), which fall wholly or partly under the park's jurisdiction. It has around 860 households with more than 7300 residents inside the park. The figure below shows the location of Wangchuck Centennial National Park in the national context.

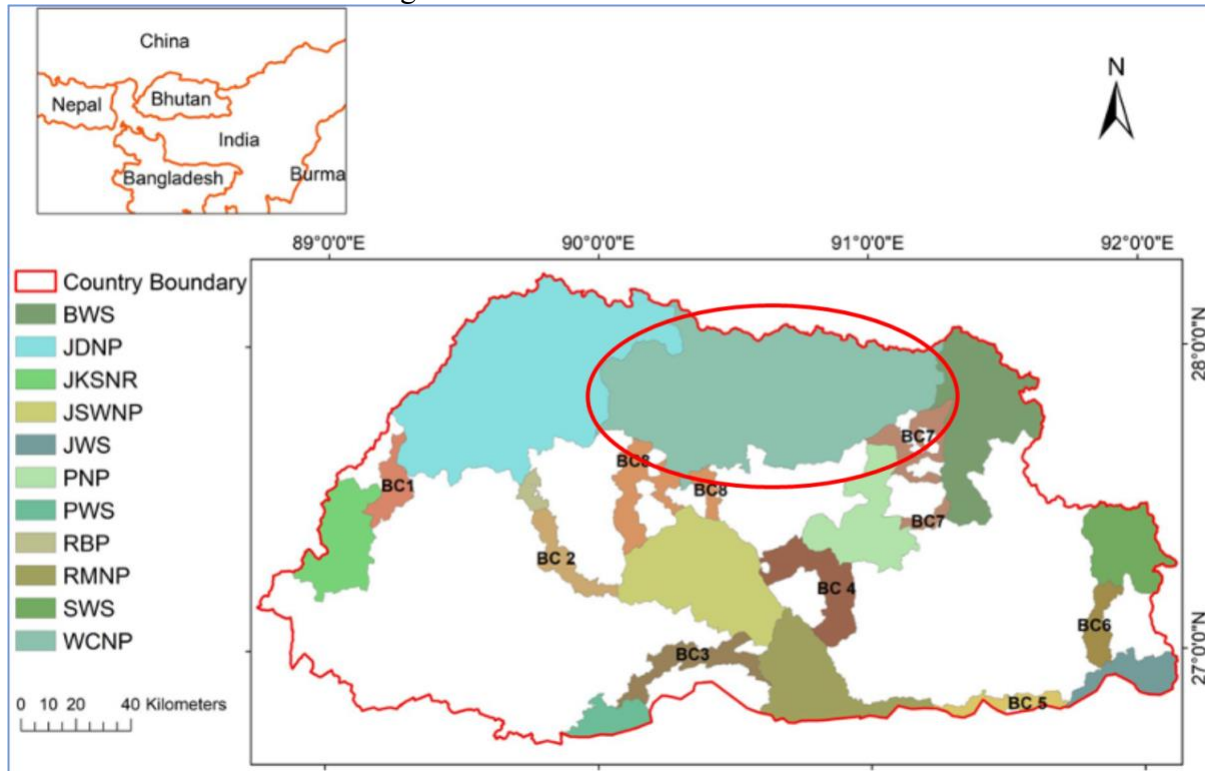


Figure 1. Map of protected areas showing WCNP location

The majority of the Park residents depend on farming for their livelihoods, and there are some communities (communities in highland areas) whose livelihood is solely dependent on *Cordyceps* and livestock rearing. With low-lying valleys to the snowcapped peaks, the altitude of the park ranges from 1350 to over 7500 meters above sea level. The Park has rich biodiversity, and it is home to 693 species of vascular plants, 43 mammal species, 250 bird species, and 246 species of butterflies. The fauna list includes some of the iconic species, such as Tiger (*Panthera tigris tigris*), snow leopard (*P. uncia*), Tibetan wolf (*Canis lupus*), Bhutan takin (*Budorcas taxicolor whitei*), Himalayan black bear (*Ursus thibetanus*), Himalayan musk deer (*Moschus chrysogaster*), and red panda (*Ailurus fulgens*), as captured in Figure 2.



Figure 2: Some of the endangered and vulnerable mammals of the park

The park also has a few trekking routes, hot springs, and cultural and religious sites frequented by local people and international tourists. A hot spring popularly known as Dhur Tshachhu is located 3400 meters above sea level in the Fir (*Abies densa*) forest on the bank of Mangdichhu. The hot spring is believed to have been blessed by Guru Rinpoche and contains mineral properties that help to heal or cure diseases. Many people within the country visit the hot spring, and tourists trekking via the Snowmen trekking route also spend a few days at the hot spring. There is considerable seasonal and local variation in climatic conditions in the park, largely attributable to the latitudinal and altitudinal range and the mountainous terrain. At more than 27° N of the equator, the park is north of the Tropic of Cancer and thus in the temperate realm. It is therefore influenced by seasonal changes. The complex mountainous terrain also contributes to local variation in weather, such as warmer and moister conditions in the southern river valleys and colder, drier conditions in the high elevations. Thus, the variation in altitude and rainfall also creates extreme variability in climate. The southwest monsoon rains from June to September contribute most of the annual rainfall in the park. The park is the source of several streams and rivers that are very crucial for downstream areas and the Hydropower projects.

3. Planned activities in Year 8 to 9 (2026 - 2027)

Among the activities proposed by the park management for years eight and nine that require an Environmental and Social Management Plan are the following:

Activity 10.5.2: Improvement of Alpine Meadows by clearing invading shrubs

- **Budget:** Nu. 650,000
- **Timeline:** August 2026 to December 2026
- **Location:** Dhurdruk (27.762418/90.577940), Tendrok (27.917609/90.607333), Khangdrok (27.817669/90.750029), Chokhor, Bumthang

The country's largest national park spans over five districts, covering a total area of 4,914 square kilometers. The park management is mandated to deliver forestry services to communities living within the park, while also implementing conservation interventions that support both community livelihoods and wildlife.

Within these five districts, the park extends across eight gewogs (sub-districts) situated in the northern central region of the country. Among these, Chokhor and Sephu gewogs have the highest concentration of yak-herding households, whose grazing activities are centered on alpine meadows.

Chokhor Gewog has a total of 660 households, of which 43 are engaged in yak herding and rely on alpine meadows as their primary grazing grounds. Three designated grazing areas, Dhurdrok, Tendrok, and Khangdrok, are located within Chokhor Gewog's jurisdiction, all falling inside the park boundary. These households practice seasonal migration, moving to lower elevations during winter and ascending to higher altitudes in summer.

The primary sources of livelihood for these communities are yak herding, the collection of non-wood forest products (NWFPs), and the harvesting of Cordyceps (*Ophiocordyceps sinensis*). Cordyceps collection constitutes the principal source of household income, while the sale of yak-derived livestock products serves as the second most significant income source.

Over the years, grazing areas in alpine regions have been shrinking due to the invasion of shrubs and unpalatable grass species, resulting in reduced grazing land for both livestock and wildlife. Beyond supporting livestock, alpine meadows serve as critical habitats for herbivores that are key prey species for snow leopards, tigers, and other predators. The improvement of alpine meadows therefore aims to enhance pasture quality by controlling the growth of unpalatable species and expanding grazing areas through the clearance of encroaching shrubs. During this project period, the park will improve 20 hectares of alpine meadows under Chokhor Gewog. Photos in the figure below depict the current status of the alpine meadows where shrubs encroaching on grazing areas are prominently visible.



Figure 3: Photos showing the current status of alpine meadows

The work will be executed through community contracting involving herding communities with technical guidance and supervision by forestry staff. Working hours will be restricted to morning 8.00 AM to 6.00 PM in the evening. The supervising staff shall ensure adequate time for meals and hydration for workers in the field and brief workers on safety measures on a daily basis. The cut materials will be collected and piled in certain locations to ensure the growth of grass in the cleared areas. The proposed activity seeks to enhance the livelihoods of herding communities by improving pasture management, strengthening wildlife conservation, promoting the sustainable use of natural resources, and boosting livestock productivity.

Potential environmental and social impact

The proposed activity involves the cutting and removal of shrubs that are encroaching on meadows and obstructing livestock grazing and grass growth. The activity will not entail significant removal of ground vegetation or tree felling and therefore is not expected to pose any adverse environmental impacts.

Throughout implementation, herding communities will continue to have unhindered access to grazing lands and other natural resources. Upon completion, the activity is expected to expand available grazing areas and enhance pasture quality for both domestic animals and wildlife. Ultimately, the improved pasture conditions are anticipated to boost livestock productivity, contributing to the improved livelihoods of local communities.

However, the following are some of the possible impacts foreseen during the implementation of the proposed activity:

- Health hazard to workers (workers' safety), minor injuries to legs and arms
- Soil erosion on steep slopes
- Felling of trees found in the meadows
- Temporary loss of habitats for shrub-dependent birds and insects

4. Mitigation Measures for Environmental and Social Impacts

The following ESS and GESI mitigation measures are as per the approved ESS forms shared in the link ([Links for List of Approved ESS forms for Year 8 BFL implementation](#))

Potential impact	Impact scale	Proposed mitigation measures	Responsible Party	Costs (million)
Activity 1: Improvement of alpine meadows by clearing invading shrubs				Nu. 0.650
Worker's health and safety	Short-term minor	- Chainsaw operation will be strictly restricted to personnel who are fully trained and registered with the Forestry Office. - Ensure use of personal protective equipment during work execution. - Distribute Safety helmets and hand gloves to minimize injuries - Labour for the activity will be hired as day workers from the herding communities - Ensure that no underage workers or children are engaged. - First Aid kits, along with basic medicines, will be arranged and made available at the work site	BFL focal and Chokhor Park Range Officer	The cost of these mitigation measures will be covered from the approved fund for the activity
Felling of trees	Short-term	Trees will be retained, and debranching (if required) will be executed under the supervision of forestry personnel.	Chokhor Park Range Officer	
Temporary loss of habitats for birds	Short-term	- Inspect the area before clearing to identify any birds nests, burrows, or wildlife shelters to avoid disturbing them. - Around 20 percent of shrubs will be retained at certain locations to reduce the loss of habitats - Chokhor Range Officer will monitor the improvement work to ensure the retention of shrubs	Chokhor Park Range Officer	
Risk of soil erosion	Medium term	- Clearing of shrubs on steep slopes will be avoided - Clearing of shrubs will be executed towards the end of autumn to reduce erosion	Chokhor Park Range Officer	

5. ESMP Implementation Arrangements

The Park management will implement the project in collaboration with the concerned implementing partners. The Park management 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 will be a guiding document for the implementation of the planned activities in WCNP in the year 2026–2027. **The park management and the workers are 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., all required clearances and records on OHS information sessions performed for all workers before the start of activities). **The park management should organize an OHS information session for all workers before the start of the project activities and before any specific tasks with high health risks.**

The concerned sections and the Range Office will monitor the implementation of proposed measures during the implementation activity at the site with visual checking and maintain the records of evidence. Non-compliances will be recorded, and the report on any non-compliances will be reported to the ESS & GESI officer immediately, and the ESS officer will report it to the PCU (M&E officer). Each non-compliance with the guidelines will be resolved with appropriate measures, and the evidence should be maintained.

Disbursement of project funds will be contingent upon their full compliance with the safeguards' requirements.

6. ESMP Monitoring Arrangements

The Chokhor Range Office will execute the activity and monitor regularly to ensure compliance with the approved ESMP. The nature conservation section and BFL focal person will conduct monitoring from the start to towards the completion of work at the site. The terms and conditions included in the environment clearances issued by RGoB's national authorities wherever and whenever required must be strictly followed. WCNP is also fully responsible for the compliance of all external contractors and service providers working in the WCNP with the safeguards requirements outlined in the OHS.

The protocol for monitoring activities under this ESMP will be carried out as follows:

SI #	Activities	Monitoring team	Timeline		Location	Means of Verification
			Start	Complete		
1	Improvement of alpine meadows by clearing the invading shrubs	Field Office: Range Officer	September 2026	December 2026	Dhurdrok, Tendrok, and Khangdrok	Field Visits and Reports
		WCNP: CFO, BFL & GRM focal, Section Head	November 2026	December 2026		
		PCU: ESSS&GESI, M&E	Will do virtual monitoring with WCNP staff, conducts monitoring			

Monitoring by ESS officer at PCU:

- Monitoring through photographic/video evidence submitted by the IAs during the implementation as per the given deadline in the table above.
- Reports by ESS officers to the BFL Fund Secretariat – Annual report submitted to the BFL Fund Secretariat in January 2027.
- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final APRs)

7. Capacity Need and Budget

Activities under this ESMP will be implemented by the BFL focal person, supervising engineer/staff, and a contractor that will employ workers as mentioned in the contract agreement.

- *The budget for each of the activities is: (last section)*

Sl #	Activity	Amount (Nu.)	Budget for ESS mitigation
1	Improvement of alpine meadows by clearing invading shrubs	650,000	00
	Total Nu.	650,000	00

The proposed activities are of a very small scale and do not involve huge construction and use of heavy machinery and equipment; there are no adverse social and environmental impacts that require major mitigation measures. Therefore, a separate fund for mitigation measures is not proposed.

8. Consultation and Disclosure Mechanisms

The proposed activity during this financial year is the priority of the park management and the local communities. Consultation and disclosure of the ESMP with yak-herding communities of Chokhor Gewog will be conducted. Further, the park management will share copies of the approved ESMP with the Chokhor Gewog administration for information and support and the Chokhor Range Officer for implementation of the activity. The full English version of this ESMP, as well as an executive summary in Bhutanese, shall be disclosed/uploaded on the websites of MoENR, DoPFS, WWF, and BFL. The hard copies of the ESMP will be made available at the PA Management Office and at the PCU Office.

9. Stakeholder Engagement Plan

The park management will implement the proposed activity by engaging relevant stakeholders throughout the process. The Chokhor Gewog Administration will be consulted for the disclosure of the approved ESMP and to seek any necessary support during implementation. The Chokhor Park Range will serve as the primary implementer at the site, with overall guidance provided by the park management. Technical and administrative support will be sought from DoPFS and PCU as needed. Local communities will also be actively involved during on-site implementation.

The ESS Focal will submit consultation reports to the PCU (M&E officer) within one week of receipt. The PCU (M&E Officer) will subsequently 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 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>

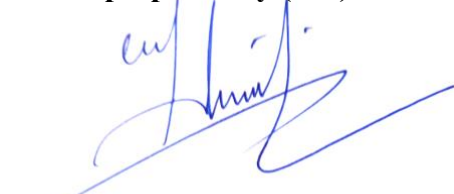
11. Certification of Mitigation Measures and Approvals for ESMPs

This section serves to clarify that the Environmental and Social Management Plan (ESMP) and its associated mitigation measures are fully compliant with the BFL Environmental and Social Management Framework (ESMF) and have undergone the intensive review and approval process.

All the mitigation measures, environmental and social management prescriptions, and good practices outlined in this ESMP are based on the following approved documentation:

1. **Screening and Scoping Tools (SST):** The identification of potential impacts and subsequent mitigation measures are derived from the approved SST submitted to the PCU by IAs and approved by ESS & GESI experts in a WWF-US AE team.
2. **Site-specific template and endorsement from implementing agencies (IAs):** all mitigation actions are formulated as per the approved SST, ensuring they are mitigation prescriptions that are site-specific and relevant to the planned activities and are further endorsed from IAs for implementation.
3. This ESMP is hereby certified for implementation. All parties involved in the execution of the project activities are obligated to perform all proposed preventive and mitigation measures as detailed in the plan, and compliance with these measures is the prerequisite for the disbursement of project funds.

ESMP prepared by (IAs)



Name: Nado

Title: Principal Forestry Officer

Date: 5/5/2026

ESMP Reviewed by (PCU):

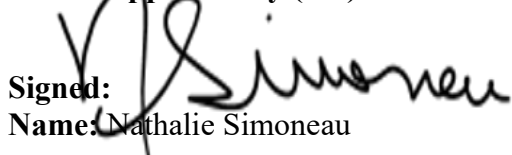


Name: Ugyen Dechen

Title: Project Officer

Date: 29th June 2026

ESMP Approved by (AE)



Signed:

Name: Nathalie Simoneau

Title: Senior Director – Gender, Social Inclusion & Safeguards

Date: June 29, 2026

Annexures 1

BFL: 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)¹ 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.

1. 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 an 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 a 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.

2. 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.

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 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 overglasses 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 work station (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. 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, 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 requiring 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.

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

5. Standards for workers' accommodation²

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 it with 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 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.

- 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)
19. A supply of suitable splint

Annexure II: BFL-specific GRM pamphlet

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

WANGCHUCK CENTENNIAL NATIONAL PARK

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 OFFICER

- Karma Wangdi
- 17984363
- karmawangdi1@moenr.gov.bt
- WCNP Office, Nasiphel, Bumthang

CHOKHOR PARK RANGE OFFICER

- Yeshey Nedup
- 17484838
- yeshey nedup2005@gmail.com
- Chokhor Range, Thangbi, Bumthang

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

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.