

འབྲུག་ཆེ་སློག་མ་དདུལ་
 Bhutan for Life
 མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེའི་འཛིན་སྐྱོང་འཆར་གཞི།
 Environmental and Social Management Plan for
 སྤྱི་ལུན་བར་ལམ་གསུམ་ ༡ གསར་སྤང་མངགས་ཐེ་ཡིག་ཚང་། ༢༠༢༦
 Biological Corridor 03 (Sarpang) for 2026

གོ་དོན་ཐུབ་བཅུད་དོན།

འབྲུག་ཆེ་སློག་མ་དདུལ་འདི་མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེའི་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དབྱེ་ཁག་ ལ་པ་ (Category B) ནང་ལུ་རྒྱུད་དེ་ཡོད་པ་ཡིན།
 དེ་ཡང་ལས་འགུལ་འདི་ལས་བརྟམ་ཏེ་སྤང་སྐྱབས་འོངས་ནང་སྤྱོད་མི་དེ་མི་སེར་དང་ཡང་ན་སྤང་སྐྱབས་འོངས་ཀྱི་མཐའ་སྐྱོར་ཏེ་འཛོལ་སྤང་སྐྱབས་འོངས་ལུ་བརྟམ་སྤྱོད་མི་དེ་མི་སེར་
 ཡང་ན་གཤམ་ཅན་གྱི་མཐའ་སྐྱོར་གནས་སྤངས་ཀྱི་ས་ཁོངས་ཚུ་ལུ་གཞོན་པ་འབྱུང་ནི་དེ་ཉེན་ཁའོད་པ་ད་གཤམ་སྤྱོད་གཞོན་པ་འབྱུང་པ་ཅིན་གཞོན་ཉེན་ཚུ་དམིགས་གསལ་ས་གནས་ནང་རྒྱ
 ངས་ཅིག་འབྱུང་ནི་དང་ གཞོན་ཉེན་མར་ཕབ་རྒྱབ་ནི་དང་རྩ་མེད་ཡང་གཏང་ཚུགས་པ་ཡིན།

དེ་འབད་མ་ལས་ འབྲུག་ཆེ་སློག་མ་དདུལ་ཐོག་ལུ་ རྒྱབ་སྐྱོར་འབད་ཡོད་པའི་ལས་འགུལ་དང་ལས་སྒྲུ་ཚུ་ མཐའ་འཁོར་གནས་སྤངས་དང་
 མི་སྡེ་གཉིས་ལུ་ལུ་རྒྱ་བརྟན་གྱི་ཕན་པ་ཡོད་པ་བཟོ་བགྱི་མ་ཚད་འབྲུག་ཆེ་སློག་མ་དདུལ་གྱི་སྤྱི་ཐུས་ལམ་སྟོན་དང་འཁྲིལ་ཐབས་ལུ་མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འ
 ཆར་གཞི་འདི་དགོ་པ་ད་ མི་དམངས་ཕྱོགས་བསྐྱུན་དང་ ཏུས་དང་ཏུས་སུ་མི་དམངས་ལུ་གསང་བ་བཤད་ནི་འདི་དགོ་པ་ཡིན།

སྤྱི་ལུན་བར་ལམ་གསུམ་པ་ གསར་སྤང་མངགས་ཐེ་ཡིག་ཚང་གི་ རང་བཞིན་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་
 སྤྱིང་ཀ་དང་སློག་ཆགས་རྒྱུན་ལམ་ཚུ་ནང་ལས་སྒྲུ་ཚུ་འབད་བའི་སྐབས་ཐབས་ལམ་དང་བཟང་སྤྱོད་ཚུ་གསལ་སྟོན་འབད་མ་ཡིན་མེད་པའི་ཡང་ལས་སྒྲུ་འགྲེལ་མེད་པའི་ལས་ལུ་གསལ་དང་
 འཁྲིལ་ཏེ་ཡིན། གདམ་སེལ་འབད་ཡོད་པའི་ལས་སྒྲུ་གི་ནང་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེ་ལུ་གཞོན་ཉེན་ཡོད་པའི་ལས་སྒྲུ་ཚུ་གི་དོན་ལུ་
 མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་བཟོ་དགོ། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་

ལས་སྒྲུ་འགོ་མ་བཅུགས་པའི་ཏེ་མ་གཞི་བཅུགས་འབད་བའི་སྐབས་དང་མཚུག་བསྐྱུལ་ད་ལུ་
 མཐའ་འཁོར་གནས་སྤངས་འཛིན་སྐྱོང་དང་གཞོན་ཉེན་མར་ཕབ་ཀྱི་ཐབས་ལམ་ཚུ་བཅུགས་དགོ་པ་ཡིན། དེ་འབད་མ་ལས་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ ལས་སྒྲུ་ མི་སྡེ།
 ལཱ་འགན། བན་སྤྱོད་དང་སྟན་ལཱ། དེ་ལས་ལྗོངས་ལམ་ལུ་གསལ་ཚུ་གི་སྐོར་ལས་འགྲེལ་བཤད་ཁ་གསལ་ཚུ་དགོ་པ་ཡིན། འཛིན་སྐྱོང་འཆར་གཞི་འདི་ནང་ལུ་
 གཤམ་གཏོགས་འབད་དགོ་པའི་ཁེ་གཏང་ཡོད་མི་ཚུ་གི་ཉེན་ཁའོད་ཚུ་དུ་དགོ་པའི་ལར་ ཁེ་གཏང་ཡོད་པའི་མི་ཚུ་གི་དོན་ལུ་གཤམ་གཏོགས་འཆར་གཞི་དགོ།
 གཤམ་གཏོགས་འཆར་གཞི་འདི་ནང་ ཁེ་གཏང་ཡོད་མི་ངོས་འཛིན་འབད་ནི་དང་གཤམ་གཏོགས་འབད་ནི་དེ་ལམ་ལུ་གསལ་
 དེ་ལས་གཤམ་གཏོགས་ཀྱི་ཏུས་ཚེད་དང་བཅའ་སྤྱི་གཞུང་ཚུ་དགོ་པ་ཡིན། སྤྱིང་ཀ་དང་སློག་ཆགས་རྒྱུན་ལམ་ཡིན་ཚད་ཚུ་གི་མཆར་གཞི་ལས་སྒྲུ་དང་འཁྲིལ་ཏེ་ དམ་ཐོང་དང་སྟན་ལཱ།
 བསྐྱར་ཞིབ། ཕྱིས་དཔྱད་འབད་ནི། དེ་ལས་ མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་འདི་ལོ་བསྐྱར་བཞིན་ཏུ་ཏུས་མཐུན་བཟོ་དགོ་པ་ཡིན།

སྤྱི་ལུན་བར་ལམ་གསུམ་པ་གསར་སྤང་མངགས་ཐེ་ཡིག་ཚང་གི་དོན་ལུ་སྤྱི་ལོ་ ༢༠༢༦
 ནང་མཐའ་འཁོར་གནས་སྤངས་དང་མི་སྡེ་འཛིན་སྐྱོང་འཆར་གཞི་དགོ་པ་ཡོད་པའི་ལས་སྒྲུ་ཚུ་ཡང་།
 ༡༽ རི་དུགས་སེམས་ཅན་གྱི་ རཱ་བསྐོར་བའི་ནང་གི་ས་ཆ་ལུ་སྤྱོད་ཚུགས་པའི་ལམ་རྒྱུན་ཉམས་གསོ་དང་ འཐབ་འཛིང་གཏོང་ལན་སྤྱིང་སྤྱི་བཟོ་ནི་དོན་ལུ་
 ཞེ་སེ་ཁ་ལུ་ཡར་ཡུལ་སེམས་སྤང་དང་སྤྱི་ལུན་བར་ལམ་གསུམ་པ་ལྟ་བུ་འབྱུང་ཚུ་བྱེད་ཀྱི་ཡིན།

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)-03, under the Division Forest Office, Sarpang, 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 ESMP, which include environment management and mitigation plans during the 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 ESMP yearly as per the planned activities.

The activities that required ESMPs for the year 2026 under BC-03 of the Divisional Forest Office, Sarpang is Maintenance of Animal Enclosures and Access Road to Strengthen Wildlife Rehabilitation and Conflict Response at SWRRC to Support Conservation and Ecotourism

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, during which an immediate improvement to the management of Bhutan's protected areas for climate resilience and biodiversity gains is 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 well-being 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 to manage the environmental and social impacts. The mitigation actions required to implement the project were 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 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.

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 the implementation and operational phases of the project and are effectively managed. The specific objectives of this ESMP are as follows:

- 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 regulations

This ESMP is developed in 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, 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 with the RGoBs 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, 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 who 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 requires extensive community consultations during the project to develop various safeguard documents. RGoB legislation does not include three requirements reflected in SIPP. For 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-03) 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 Pibsoo Sanctuary (PWS). Approximately 85% of BC-03 falls within the jurisdiction of the Divisional Forest Office, Sarpang, with the remaining 15 % portion falling under the Divisional Forest Office, Tsirang.

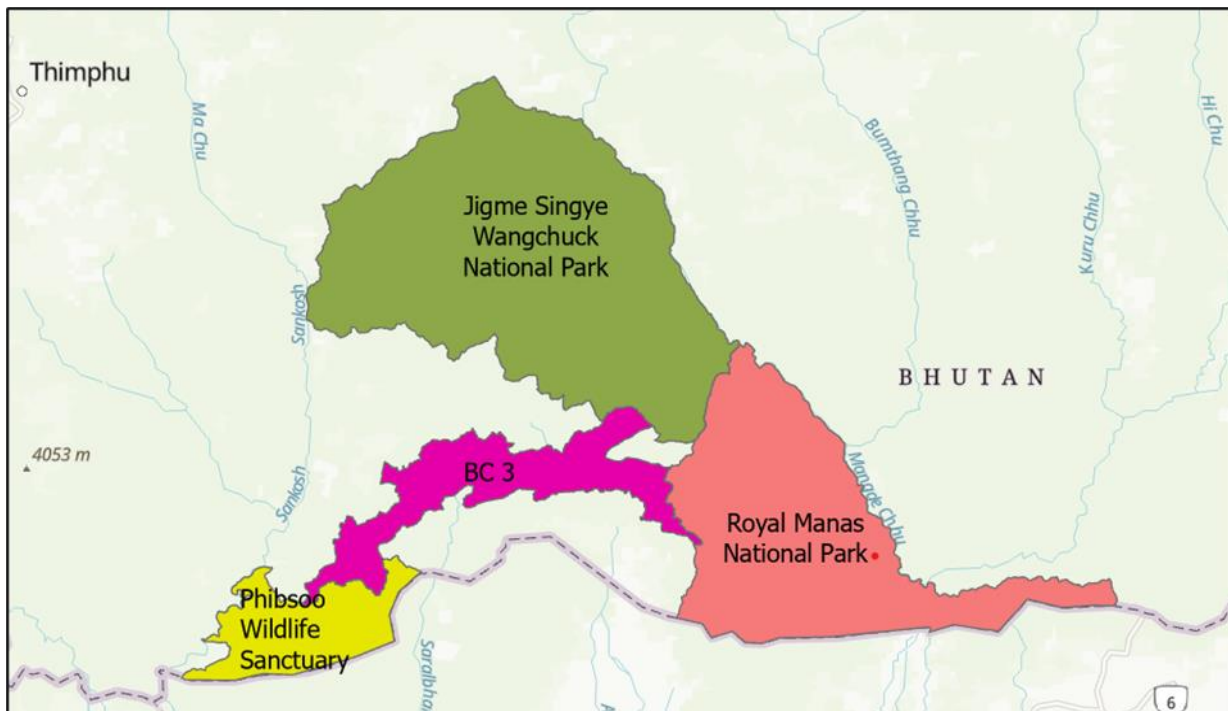


Figure 1: Maps of biological corridor 03.

2.2. Climatic conditions

BC-03 is characterized by lush tropical forests dominated by hardwood species. The corridor experiences a hot, rainy summer and a cold winter season. Between 2011 and 2021, the maximum average temperature recorded was 30 °C, while the minimum average temperature was 13 °C. Peak average precipitation during this period reached 410 mm, underscoring the corridor's humid tropical climate.

2.3. Hydrological conditions

BC-03 is traversed by numerous rivers and streams, the most prominent being the Maokhola, Sarpangkholo, and Bhurkhola. Local communities rely on these watersheds as their primary source of drinking water, which is noted for its exceptional quality. The corridor also sustains rich aquatic biodiversity, with 54 species of fish recorded from its rivers.

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 (54 species), agriculture (35 species), and sub-tropical forests (30 species). In Biological Corridor 03 (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-03 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 Dunglagang (specifically Tsakaling Chiwo 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 in Y 2026 and 2027 for Sarpang Dzongkhag

The proposed interventions at the Southern Wildlife Rescue and Rehabilitation Centre (SWRRC), BC-03, Sarpang, are designed to strengthen wildlife rescue, rehabilitation, and long-term conservation. *(Overall approved budget: Nu. 12,424,364, of which Nu. 5,000,000 was implemented during January – June 2026 under the approved ESMP 2024, specifically for the activity “Maintenance of Animal Enclosure”)*

Activity 3.1 Maintenance of Animal Enclosures and Access Road to the SWRRC, Sarpang

Budget: Nu. 7,424,364.

Timeline: August (2026) - June (2027)

Location: Menchuthang, Jigmeling, Sarpang

The following sub-activities will be carried out:

1. Construction of a rehabilitation enclosure for ungulates and wild pigs
2. Construction of reptile and bird enclosures
3. Expansion and enrichment of the bear enclosure
4. Maintenance of the existing 4-unit observation enclosure
5. Installation of CCTV and communication devices
6. Construction of the gharial enclosure
7. Capacity building for staff and caretakers
8. Maintenance of Access Road to SWRRC (700m)

Background and Importance

The Sarpang Wildlife Rescue and Rehabilitation Centre (SWRRC) plays an important role in the rescue, treatment, rehabilitation, and long-term management of wildlife affected by human-wildlife conflict, injury, displacement, and habitat degradation. The Centre currently houses a range of rescued species, including deer, wild pigs, reptiles, bears, and gharials, all of which require species-specific care and appropriate housing conditions to support their welfare and recovery.

Animal enclosures form the core infrastructure of SWRRC. Well-designed and properly maintained enclosures provide safe and secure environments that promote animal welfare through adequate space, shelter, environmental enrichment, and opportunities for natural behaviour. These facilities also support veterinary treatment, rehabilitation, monitoring, and husbandry activities while minimizing stress and disturbance to animals. In addition, observation areas and CCTV systems facilitate routine monitoring, research, conservation education, and public awareness activities, thereby strengthening wildlife management and conservation efforts.

To enhance the Centre's operational capacity, the proposed project includes the upgrading and maintenance of animal enclosures, installation of CCTV systems, staff capacity-building activities, and maintenance of the access road. These interventions are expected to improve animal welfare, strengthen monitoring and management systems, and support the effective delivery of wildlife rescue and rehabilitation services. The access road is a critical component of the Centre's infrastructure, ensuring reliable transportation of rescued animals, veterinary supplies, equipment, construction materials, and personnel. It also enables timely responses during wildlife rescue operations and facilitates the day-to-day functioning of the Centre.

The project is expected to generate several positive social and environmental benefits. During implementation, maintenance and construction activities will create short-term employment opportunities for local communities. Improved enclosures and road access will enhance the efficiency of wildlife rescue, rehabilitation, veterinary care, and overall facility management.

Upgraded observation and monitoring facilities will also support environmental education and awareness programs for local communities, students, researchers, and conservation groups. From an environmental perspective, the project will contribute to biodiversity conservation by improving conditions for rescued wildlife and supporting rehabilitation efforts. Road drainage improvements and enclosure maintenance will help reduce soil erosion, improve water management, and protect surrounding land and water resources. Construction and maintenance activities will require materials such as fencing, timber, and other supplies and will generate limited construction waste. However, these impacts are expected to be minor and temporary and will be managed through sustainable procurement, proper waste management, and good construction practices. Overall, the proposed interventions will strengthen SWRRC's role in wildlife conservation, rehabilitation, research, and environmental education while generating significant positive social and environmental outcomes.

Construction Requirements and Implementation

All construction and infrastructure development activities will be undertaken in accordance with the standards, specifications, and procurement procedures established by the Royal Government of Bhutan (RGoB). Detailed engineering designs and cost estimates will be prepared through the development of a comprehensive Bill of Quantities (BoQ), ensuring that all works meet the required technical, safety, and quality standards.

Implementation of the proposed activities will be carried out either through community-based contractors engaged as day workers or through locally registered contractors, depending on the procurement thresholds and regulations prescribed by the RGoB and the Ministry of Finance. Contractors will be responsible for procuring all required construction materials, equipment, and labour necessary for the completion of the works. Where local contractors are engaged, their workforce may be temporarily accommodated within the SWRRC compound for the duration of construction activities, subject to compliance with site management and biosecurity requirements.

To minimise environmental and operational impacts during construction, a range of mitigation and management measures will be implemented. Water and electricity required for construction activities will be sourced from the Centre's existing utility infrastructure, ensuring efficient resource use and avoiding the need for additional temporary installations.

Contractors will be required to use designated sanitation facilities or construct temporary toilets where necessary, and all waste generated during construction will be managed through approved disposal systems to maintain site hygiene and prevent contamination.

Strict occupational health and safety procedures will be enforced throughout the construction period. Workers will be provided with appropriate personal protective equipment and trained in safe working practices, hazard identification, emergency response procedures, and accident prevention measures. Construction sites will be clearly demarcated, and access to sensitive wildlife areas will be controlled to reduce risks to both personnel and animals.

Comprehensive waste management protocols will be implemented to ensure proper segregation, collection, storage, and disposal of construction debris and other waste materials. Particular attention will be given to preventing pollution, maintaining biosecurity standards, and avoiding any adverse effects on wildlife housed within the Centre.

Road maintenance and improvement works will incorporate measures to control dust generation, reduce noise levels, and minimise disturbance to wildlife and nearby communities. Appropriate drainage systems, slope stabilisation measures, and erosion control structures will be integrated into the road design to improve resilience against seasonal rainfall, flooding, and surface degradation. These interventions will contribute to maintaining year-round accessibility while reducing maintenance requirements and environmental impacts over the long term.

Collectively, these measures will ensure that all construction activities are implemented in a manner that is technically sound, environmentally responsible, socially acceptable, and fully aligned with the conservation and animal welfare objectives of the Sarpang Wildlife Rescue and Rehabilitation Centre. The proposed investments will not only improve operational efficiency and infrastructure resilience but will also strengthen SWRRC's capacity to contribute to wildlife conservation, rehabilitation, research, and public education in Bhutan.

Some of the potential environmental and social impacts could be the following:

- Flooding risk along Bhur stream
- Sedimentation of Bhur stream during excavation and drainage works
- Construction waste generation
- Dust pollution from construction and road maintenance activities
- Minor emissions from machinery and vehicles
- Worker health and safety risks (heat stress, mosquito-borne diseases, snake bites)
- Disturbance to nearby households from dust, noise, and traffic
- Occupational safety risks during construction and road works

3. Mitigation Measures for Environmental and Social Impacts

To address and minimize the potential environmental and social impacts arising from the Maintenance of Animal Enclosures and Access Road Maintenance, the following mitigation measures will be implemented. 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](#))

3.1. Maintenance of Animal Enclosures and Access Road, SWRRC, Sarpang

Potential Impact	Impact Scale	Proposed Mitigation Measures	Responsibility Party	Cost
Flooding risk along Bhur Stream	Minor / Short-term	Construct retaining walls where necessary, maintain drainage channels, avoid stockpiling materials in flood-prone areas, and ensure adequate site drainage to minimise flood-related damage.	Flooding risk along Bhur Stream	To seek additional funds from BFL
Sedimentation of Bhur Stream during excavation and drainage works	Minor / Short-term	Transport and dispose of excavated soil and spoil material only at designated disposal sites (Bhur) to prevent sediment runoff into the stream.	Sedimentation of Bhur Stream during excavation and drainage works	Activity budget
Construction waste generation	Minor / Short-term	Segregate waste at source, maximize reuse and recycling of materials where feasible, and dispose of residual waste at the designated Bhur waste disposal site.	Construction waste generation	Activity budget

Dust, noise, traffic disturbance, and minor vehicle emissions during construction and road maintenance	Minor / Short-term	Conduct regular water sprinkling, cover materials during transport, maintain machinery in good operating condition, use equipment with valid emission certification, minimize unnecessary engine idling, restrict noisy activities to daytime hours, and inform nearby residents of construction schedules.	Dust, noise, traffic disturbance, and minor vehicle emissions during construction and road maintenance	Activity budget
Worker health, safety, and occupational risks (including heat stress, mosquito-borne diseases, snake bites, excavation hazards, and material handling accidents)	Moderate / Short-term	Provide appropriate PPE including safety boots, helmets, gloves, masks, reflective jackets, and mosquito protection. Ensure access to safe drinking water, sanitation facilities, first aid kits, and adequate worker accommodation. Conduct workplace health and safety training, install warning signs, maintain emergency response procedures, clear bushes and stagnant water to reduce snake and mosquito risks, ensure access to healthcare services, prohibit child labour, and establish a worker grievance redress mechanism.	Worker health, safety, and occupational risks (including heat stress, mosquito-borne diseases, snake bites, excavation hazards, and material handling accidents)	Activity budget

Flooding risk along Bhur Stream	Minor / Short-term	Construct retaining walls where necessary, maintain drainage channels, avoid stockpiling materials in flood-prone areas, and ensure adequate site drainage to minimize flood-related damage.	Flooding risk along Bhur Stream	Activity budget
Sedimentation of Bhur Stream during excavation and drainage works	Minor / Short-term	Transport and dispose of excavated soil and spoil material only at designated disposal sites to prevent sediment runoff into the stream.	Sedimentation of Bhur Stream during excavation and drainage works	Activity budget
Construction waste generation	Minor / Short-term	Segregate waste at source, maximize reuse and recycling of materials where feasible, and dispose of residual waste at the designated Bhur waste disposal site.	Construction waste generation	Activity budget

By implementing these mitigation measures, the environmental footprint of all three activities can be minimized, 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.

1. ESMP Implementation Arrangements

The implementation of project activities will be carried out by contractors, concerned officials of the site and the BFL focal person. The concerned 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 2026. 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 starting 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.

2. 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 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 Verification of
			Start	Complete		
1	Maintenance of Animal Enclosure and access road to SWRRC Sarpang	SWRRC -Site in charge	August 2026	June 2027	Jigmeling, Sarpang	1. SWRRC: • Daily monitoring and compliance • Log and records

		DFO, Sarpang: -CFO, BFL and GRM Focal, Division tender committe	August 2026	June 2027		• Reports 2. DFO Sarpang: • The Monitoring team from DFO will visit the site during site handover taking to contractors, in between implementation of activities and during the handing taking of infrastructure. • Quarterly and semi-annual reporting as per the ESS monitoring reporting framework to PCU.
		PCU ESS &GESI Officer and M&E Officer along with other PCU and FS staff	Oct 2026	Nov 2026		3. PCU: • Monitoring of infrastructure and ESS& GESI compliance will be conducted as per the annual M&E plan of PCU; if not, PCU will conduct it through remote monitoring.

Monitoring by ESS Focal 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 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).

3. 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	Maintenance of Animal Enclosure Access road to SWRRC, Jigmeling, Sarpang	7,424,364	To meet from the activity cost
		7,424,364	

4. 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.

5. Stakeholder engagement plan

Meaningful stakeholder engagement is essential to ensure that the proposed maintenance and upgrading activities at the SWRRC, Jigmeling, are implemented in a transparent, inclusive, and environmentally responsible manner. Stakeholder engagement will be carried out throughout the project lifecycle, from planning and implementation to monitoring and project completion. The engagement process will promote collaboration, facilitate information sharing, address concerns in a timely manner, and ensure compliance with the environmental and social safeguard requirements of the Bhutan for Life (BFL) Program.

Stakeholder	Purpose of Engagement	Method of Engagement	Timing	Responsibility
BFI-PCU	Ensure compliance with the BFL Environmental and Social Management Framework (ESMF), review project progress, monitor safeguard implementation, and provide technical guidance where required.	Progress reports, technical meetings, site monitoring visits, safeguard reporting, and official correspondence.	Before implementation, during implementation, and upon project completion.	Divisional Forest Office, Sarpang (BFL Focal person)

SWRRC	Coordinate overall project implementation, supervise contractors, ensure compliance with environmental and social safeguards, monitor project progress, and facilitate communication among all stakeholders.	Coordination meetings, field supervision, internal progress reviews, site inspections, and periodic reporting.	Throughout the project cycle.	Divisional Forest Officer/SWRRC
Dekiling Gewog Administration	Facilitate coordination with local communities, support dissemination of project information, assist in resolving local issues, and promote community participation during project implementation.	Coordination meetings, community consultations, official correspondence, and joint field visits.	Before implementation and throughout the project period, as required.	Divisional Forest Office/SWRRC
Gewog Engineer (Dekiling Gewog)	Provide technical support in the preparation and review of engineering designs, cost estimates, Bills of Quantities (BoQs), and technical specifications, and provide technical advice during implementation where necessary.	Technical meetings, design reviews, joint site inspections, verification of estimates, and construction supervision.	During project planning, before commencement of works, and during implementation.	Divisional Forest Office/SWRRC and Gewog Engineering Section
Contractors	Ensure that construction and maintenance works comply with approved designs, technical specifications, occupational health and safety standards, environmental mitigation measures, and contractual obligations.	Pre-construction orientation, site meetings, toolbox talks, supervision visits, compliance inspections, and review meetings.	Before commencement of works and throughout construction.	Supervising Engineer and Divisional Forest Office/SWRRC

Local Communitie	Inform communities about the planned activities, expected benefits, construction schedules, potential temporary disturbances, employment opportunities, and available grievance redress mechanisms. Obtain feedback and address concerns throughout implementation.	Community consultation meetings, awareness programs, informal discussions, information notices, and grievance redress mechanisms through local forest offices and the Gewog Administration.	Prior to commencement of works, during implementation, and whenever significant project updates arise.	Divisional Forest Office/SWRRC
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Stakeholder comments and recommendations will be reviewed and incorporated into project implementation where appropriate. Any grievances raised during project implementation will be addressed promptly through the Bhutan for Life Grievance Redress Mechanism, ensuring transparency, accountability, and continued stakeholder participation throughout the project.

6. Grievance Redressal Mechanisms

This ESMP and its mitigation measures are required to be disclosed to communities for 30 days before 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-performance of project obligation, including safeguards, violation of law and/or corruption, project governance and implementation, fair access, and benefit sharing, stakeholder engagement, labour-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, which 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>.

7. Certification of Mitigation Measures and Approvals for ESMPs

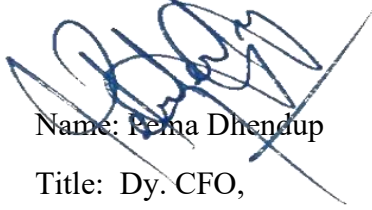
This section serves to clarify that the Environmental and Social Management Plan (ESMP) and its associated mitigation measures are fully compliant with the BFL Environmental and Social Management Framework (ESMF) and have undergone the intensive review and approval process.

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.

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: Rema Dhendup

Title: Dy. CFO,

Date: 5/5/2026

ESMP Reviewed By:



Name: Ugyen Dechen

Title: Project Officer

Date: 25th June 2026

ESMP Approved by (AE):



Signed:

Name: Nathalie Simoneau

Title: Senior Director – Gender, Social Inclusion & Safeguards

Date: June 30, 2026

Annexure 1

7. 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 the 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 an earthquake).

Workspace and Exit

- The space provided for each worker, and in total, should be adequate for the 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 that are likely to cause sparks by friction.
- Smoking, lighting, 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 the 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 shutdown, 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 not be 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 for holding an information session to familiarise 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 disasters,

as appropriate. Any site-specific hazard or colour 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 glasses or prescription hardened glasses.
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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 that, upon 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 with 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 a 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 belts and lanyard travel limiting devices to prevent access to fall hazard areas, 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 a fixed anchor points or horizontal life-lines

- Appropriate training in the use, serviceability, and integrity of the necessary PPE
- Inclusion of rescue and/or recovery plans, and equipment to respond to workers after an arrest 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)

Annexure II: BFL Specific GRM Brochure



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

-  Pema Dendup
-  17695981
-  pdendup@moenr.gov.bt
-  Divisional Forest Office, Sarpang

SOUTHERN WILDLIFE RESCUE & REHABILITATION CENTER

-  Sangay Dorji
-  17685166
-  sangaydorji73@gmail.com
-  Divisional Forest Office, Sarpang

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, 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:

Kikorthang Gewog - 17425696

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/may be 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.