

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

The activities that required ESMP for the year 2025 under National Center for Hydrology and Meteorology is:

1. Installation of Automatic Weather Stations (AWS) in Singye, Phibsoo Wildlife Sanctuary (PWS),
2. Installation of Automatic Weather Stations (AWS) in Ngangla, Royal Manas National Park (RMNP)

བཀོད་ཁྱབ་བཅུད་དོན།

འབྲུག་རྒྱལ་ཡོངས་སློང་ཀའི་ཆོ་སྲོག་མ་དངུལ་འདི་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེད་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དབྱེ་ཁག་ཁ་པ་(Category B) རྣམས་ལྟ་རྒྱུ་དེ་ཡོད་པ་ཡིན། དེ་ཡང་ལས་འགུལ་འདི་ལས་བརྟེན་ཏེ་སྤང་སྟོབ་ས་ཁོངས་ནང་སྤྱོད་མེད་མི་མེད་དང་ཡང་ན་སྤང་སྟོབ་ས་ཁོངས་ཀྱི་མཐའ་སྟོར་ཏེ་འཆོ་བ་སྤང་སྟོབ་ས་ཁོངས་ལྟ་བུར་སྤྱོད་མེད་མི་མེད་པ་ཡང་ན་གཤམ་ཅན་གྱི་མཐའ་སྟོར་གནས་སྟངས་ཀྱི་ས་ཁོངས་ཚུ་ལྟ་གཞིན་པ་འབྱུང་ནི་ཉེན་ཁ་ཡོད་པ་དང་གཤམ་ཅིང་གཞིན་པ་འབྱུང་པ་ཅིན་གཞིན་ཉེན་ཚུ་དམིགས་གསལ་ས་གནས་ནང་རྒྱུ་ཅིག་འབྱུང་ནི་དང་གཞིན་ཉེན་མར་ཕབ་རྒྱུ་ནི་དང་ཚ་མེད་ཡང་གཏང་ཚུགས་པ་ཡིན།

དེ་འབད་མ་ལས་འབྲུག་རྒྱལ་ཡོངས་སློང་ཀའི་ཆོ་སྲོག་མ་དངུལ་ཐོག་ལྟ་རྒྱུ་རྒྱལ་སྟོར་འབད་ཡོད་པའི་ལས་འགུལ་དང་ལས་ལྷ་ཚུ་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་གཉིས་ལྟ་ཡུན་བརྟེན་གྱི་ཕན་པ་ཡོད་པ་བཟོ་བ་གི་མ་ཆད་འབྲུག་རྒྱལ་ཡོངས་སློང་ཀའི་ཆོ་སྲོག་མ་དངུལ་གྱི་སྤྱོད་བྱས་ལམ་སྟེན་དང་འབྲེལ་ཐབས་ལྟ་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་འཛིན་སྟོང་འཆར་གཞི་འདི་དགོས་དེ་མི་དམངས་ཀྱིས་བརྟེན་དང་དུས་དང་དུས་སྤྱི་མི་དམངས་ལྟ་གསང་བ་བཤད་ནི་འདི་དགོས་ཡིན།

རང་བཞིན་གནས་སྟངས་དང་མི་ཕྱེ་འཛིན་སྟོང་འཆར་གཞི་འདི་ནང་སློང་ཀ་དང་སྲོག་ཆགས་རྒྱུན་ལམ་ཚུ་ནང་ལས་ལྷ་ཚུ་འབད་བའི་སྐབས་ཐབས་ལམ་དང་བཟུང་སྟོང་ཚུ་གསལ་སྟེན་འབད་མ་ཡིན་པ་འདི་ཡང་ལས་ལྷ་འེད་གདམ་སེལ་ལམ་ལྟ་གསང་དང་འབྲེལ་ཏེ་ཡིན། གདམ་སེལ་འབད་ཡོད་པའི་ལས་ལྷ་གི་ནང་ལས་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་ལྟ་གཞིན་ཉེན་ཡོད་པའི་ལས་ལྷ་ཚུ་གི་དོན་ལྟ་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་འཛིན་སྟོང་འཆར་གཞི་བཟོ་དགོ། འཛིན་སྟོང་འཆར་གཞི་འདི་ནང་ལས་ལྷ་འགོ་མ་བཟུགས་པའི་ཏེ་མ་གཞི་བཟུགས་འབད་བའི་སྐབས་དང་མཚུག་བསྐྱུལ་ད་ལྟ་མཐའ་འཁོར་གནས་སྟངས་འཛིན་སྟོང་དང་གཞིན་ཉེན་མར་ཕབ་ཀྱི་ཐབས་ལམ་ཚུ་བཟུགས་དགོས་ཡིན།

དེ་འབད་མ་ལས་འཛིན་སྟོང་འཆར་གཞི་འདི་ནང་ལས་ལྷ་མི་ཕྱེ་ལྟ་འགན་བཅུ་སྟོང་དང་སྟེན་ལྟ་དེ་ལས་ལྷ་རྟོག་ལམ་ལྟ་གསང་ཚུ་གི་སྟོར་ལས་འགུལ་བཤད་ཁ་གསལ་ཚུ་དགོས་ཡིན། འཛིན་སྟོང་འཆར་གཞི་འདི་ནང་ལྟ་གཤམ་གཏོགས་འབད་དགོ་པའི་ཁེ་གུ་ཡོད་མི་ཚུ་གི་ཏོག་ལྟ་གཤམ་གཏོགས་འཆར་གཞི་དགོ། གཤམ་གཏོགས་འཆར་གཞི་འདི་ནང་ཁེ་གུ་ཡོད་མི་ངོས་འཛིན་འབད་ནི་དང་གཤམ་གཏོགས་འབད་ནི་འམ་ལྟ་གསང་དེ་ལས་གཤམ་གཏོགས་ཀྱི་དུས་ཚོད་དང་བཅའ་སྲོག་ཚུ་ཚུ་དགོས་ཡིན། སློང་ཀ་དང་སྲོག་ཆགས་རྒྱུན་ལམ་ཡིན་ཆད་ཚུ་གི་མཆར་གཞི་ལས་ལྷ་དང་འབྲེལ་ཏེ་དཔྱད་ཐོ་དང་སྟེན་ལྟ་བསྐྱར་ཞིབ་ཅིས་དབྱེད་འབད་ནི། དེ་ལས་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་འཛིན་སྟོང་འཆར་གཞི་འདི་ལོ་བསྟར་བཞིན་དུ་དུས་མཐུན་བཟོ་དགོས་ཡིན།

རྒྱལ་ཡོངས་ཚུ་དབྱེད་དང་གནམ་གཤིས་རིག་པའི་ལྷ་བ་གི་དོན་ལྟ་སྤྱི་ལོ་ ༢༠༢༥ རྣམས་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཕྱེ་འཛིན་སྟོང་འཆར་གཞི་འབད་དགོས་ཡོད་པའི་ལས་ལྷ་ཚུ་ཡང་།

༡༥ ཐེབ་སྤྱི་རི་དྲགས་སྲོག་ཆགས་སྤང་སྟོབ་ས་ཁོངས་སིང་རྒྱས་ཆེད་འོག་ལྟ་གནམ་གཤིས་གནས་སྟངས་ཀི་གནས་ཚུལ་བསྐྱེལ་ལེན་འབད་ནི་འབྲུལ་ཆས་(Automatic Weather Station) བཟུགས་ནི་དང་།

༢༥ མ་རྒྱས་རྒྱལ་ཡོངས་སློང་ཀའི་རང་ལ་ལྟ་ཆེད་འོག་ལྟ་གནམ་གཤིས་གནས་སྟངས་ཀི་གནས་ཚུལ་བསྐྱེལ་ལེན་འབད་ནི་འབྲུལ་ཆས་(Automatic Weather Station) བཟུགས་ནི།

Bhutan for Life

Environmental and Social Management Plan for

National Centre for Hydrology and Meteorology for 2025

1. Introduction

a. Project Background

Bhutan for Life (BFL) project aims to ensure a robust network of protected areas (PAs) and biological corridors (BCs) that secures human well-being, and biodiversity conservation 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 prompt delivery of mitigation, adaptation, and biodiversity gains, while the country gradually ratchets up its financing resources.

BFL seeks to achieve the following objectives:

- Helps 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) was required in order 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, summarises the potential impacts associated with the proposed activities, and sets out the management measures required to mitigate any potential negative impacts.

This ESMP will be implemented by BFL focal persons with the Site/Engineer of the Implementing Agency, and by the contractor to be commissioned 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 the project activities in accordance with the relevant RGoB Laws and WWF's safeguard operational policies and guidelines;
- Preventing environmental degradation as a result of the project activity;
- Enhancing the positive environmental and social outcomes of project activities;
- Ensuring that the proposed mitigation measures are feasible and cost-efficient;
- Providing an Action Plan to ensure that the project impact mitigation measures are properly implemented and monitored;
- Ensuring that all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

d. Applicable law, policies, and regulation

This ESMP is developed by following the guidelines as outlined in the 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 Movable 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); legislation on workers safety (Regulation on Occupational Health, Safety and Welfare, 2012) and other relevant laws (The Local Government Act of Bhutan, 2009; The Penal Code of Bhutan, 2004).

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; Policy on Accountability and Grievance System; Standard on Physical Cultural Resources; as well as 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. Regarding environmental impacts, there are no direct contradictions between the RGoB laws and regulations and the WWF's SIPP, but the requirement of the latter is more extensive. All project activities should fully comply both with the 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 conclude the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP. First, according to the WWF's SIPP, all users of land and natural resources

(including people that lack any formal legal ownership title or usage rights) are eligible to some form of assistance or compensation if the project adversely affects their livelihoods. The RGoB laws only recognize the eligibility of land owners or formal users to receive compensation in such cases. Second, the WWF's SIPP requires extensive community consultations during the project in order to develop various safeguards documents. RGoB legislation does not include three requirements reflected in SIPP. For the purpose of the BFL project, the provisions of the WWF's SIPP shall prevail over the RGoB legislation in all cases of discrepancy.

2. Environmental and Socio-Economic Conditions:

a. Geological and topographical conditions

Phibsoo Wildlife Sanctuary (PWS) and Royal Manas National Park (RMNP) are two important protected areas in the southern part of Bhutan, characterized by rich biodiversity, distinct topographical features, and complex geological formations. They lie along the Himalayan foothills, forming part of the Eastern Himalayan biodiversity hotspot.

PWS is the smallest protected area amongst the other Protected Areas in Bhutan with only an area of 269 km². The elevation ranges from 200 meters to 1,600 meters above mean sea level. PWS stretches its border from the right flank of Punatsangchhu (Sunkosh) River in the west till Singye village in the east and with Dhanishri ridge bordering the north edge. The entire southern boundary shares the Indo-Bhutan International border with Ripu-Chirang Reserved Forest. PWS covers Nichula and Singye gewog under Dagana and Sarpang dzongkhag. PWS falls in the Indo-Malayan bio-geographic realm. The entire area has a sub-tropical forest ecosystem which can be categorised into Sub-tropical Semi Evergreen Forest, Sub-tropical Moist Deciduous Forest and Subtropical Moist Evergreen. There are approximately 1259 acres of plantations created between 1960 and 1975. *Source: Department of Forest and Park Services website.* PWS shares the fertile soil of southern Bhutan with loamy and sandy loam soil covering the entire region. It is situated along the foothills and represents the subtropical landscape ecosystem of the country (Grieson, 1983).

RMNP is the oldest National Park situated in the south-central foothills of Bhutan. Spanning an area of 1057 km², the national park falls within the political jurisdiction of three Dzongkhags i.e. Zhemgang, Sarpang and Pemagatshel. The national park can be accessed from Bhutan, and the Indian state of Assam. Dense towering mountains punctuated with rivers and small streams invariably characterize the park. The park habitat includes extensive areas of tropical monsoon forest interspersed with swathes of natural grasslands and wide river-beds along the southern border. The lowest hills of the park are clothed in tropical moist forest, which gives way to temperate broadleaf forests in the higher elevations. A dense oak forest dominates the higher ridges. The unique landscape of RMNP forms an important natural conservatory of the country representing outstanding habitat diversity ranging from tropical monsoon forests (< 500m) and subtropical forests (500-1000m) to warm broadleaved forests (1000 m-2000m) and cool broadleaved forests (2000m-2714m). The park owes its name and also much of the spectacular grandeur from the life-giving Manas River. The river Manas forms the lifeline of RMNP providing a large track of highly significant watershed area. Emerging from the convergence of Drangme Chhu and Mangde Chhu, the Manas River is one of the largest Himalayan tributaries of the mighty Brahmaputra River. *Source: Department of Forest and Park Services website.*

The geology of RMNP consists mostly of Buxa formation characterized of dolomites, quartzite, variegated phyllite, overlain by Manas formation and Shumar formation characterized of meta sedimentary phyllite, quartzite and thin calcareous bands containing dolomite and limestone bed rocks (Sherub and Wangchuk 2006). The southern part of the park consists of a bhabar tract containing sandstone, limestone and shale. Bhabar tract formation is very porous due to the deep deposits of coarse detritus overlain by sandy loam and a thin layer of humus. Alluvial and colluvial formation result from slow erosion of rock from the northern area of the park stemming as a result of heavy rainfall during monsoon. The alluvial formation is distinguished by a mixture of boulders and sand, covered by debris, sand, soil, silt and clay brought down by the rivers. *Source: Department of Forest and Park Services website.*

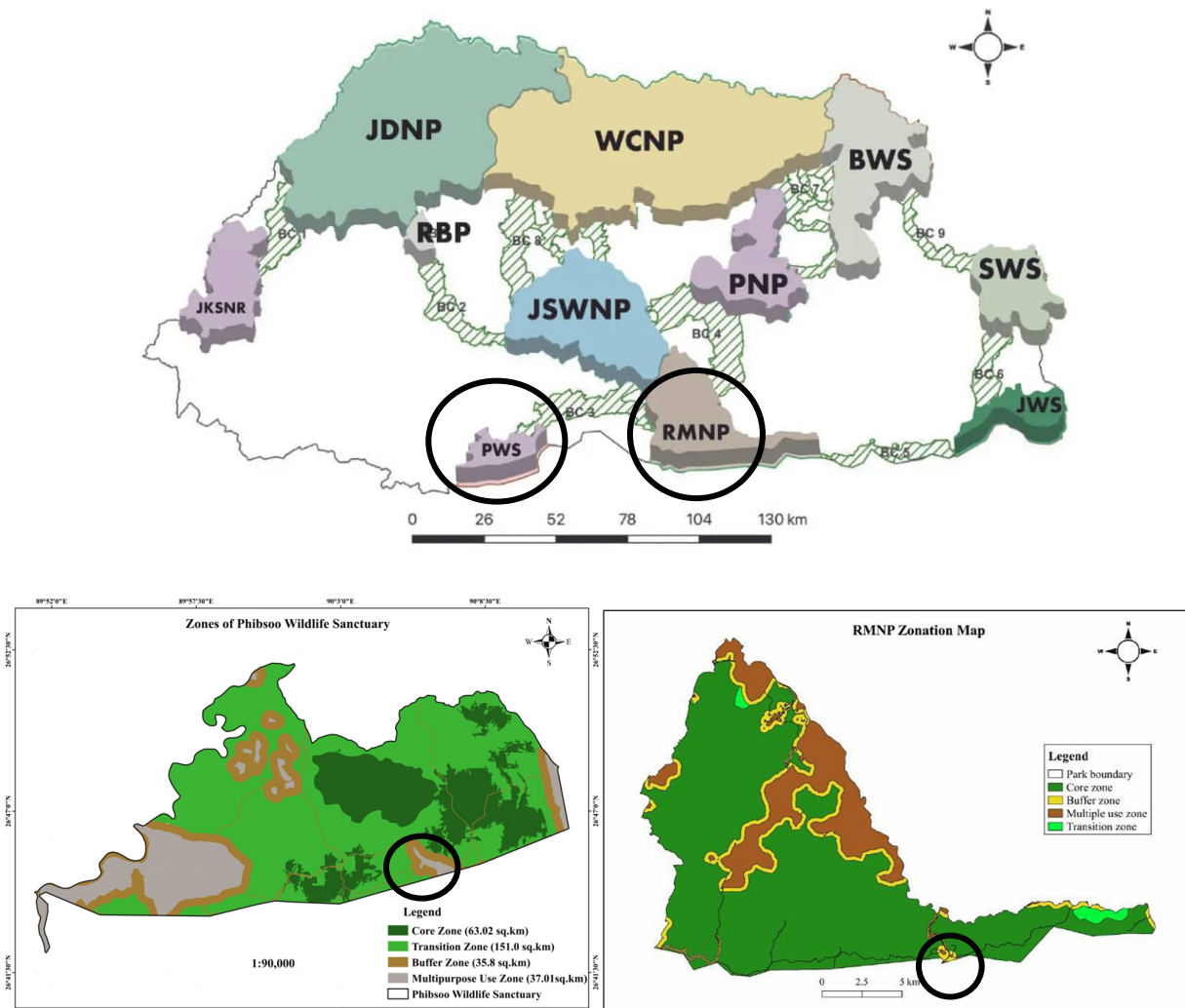


Figure 1: Proposed site (black circled) for the installation of Automatic Weather Stations: 1. Phibsoo Wildlife Sanctuary, 2. Royal Manas National Park. Map source: *Department of Forest and Park Services*

b. Climatic conditions

PWS falls under the humid subtropical climate of the country, it experiences hot summer and moderately cold winter ranging its elevation from 65masl -1800masl. It is also known for the lowest recorded elevation range in Bhutan at Nichula gewog under Dagana Dzongkhag. PWS receives incessant summer rainfall which remains wet for the entire season while winter is often welcomed by dry and sunny weather

RMNP has a moist subtropical to cool temperate climate with four distinct seasons. Summer lasts from May to August with annual maximum temperature ranging from 20°C to 40°C. The rainfall ranges from 200mm to 4400 mm annually. Autumn lasts between September and November experiencing changeable weather, which gradually takes on the shape of winter pattern. Characterized by cool weather and fog, winter is relatively drier with rare showers and average temperature ranges from 5oC to 20oC. The park experiences strong to moderately strong wind in the months of February- April.

c. Flora and Fauna

PWS has one of the richest biodiversity, despite being the smallest park in the country. It is home to all the eight (8) cat species, Asiatic elephant, guar and endangered golden langur. It is the only natural habitat of spotted deer (Chital) and wild sal and agar wood forest in the country. In the recent past PWS have proven to be the potential habitat of globally endangered White-bellied heron along Phibsoo river and Longa river. It has over 300 acres of pristine subtropical rangeland, which is potential prime habitat of pygmy hog and hispid hare. There are about 637 species of flowering plants, 28 species of mammals and 132 species of birds recorded. Still there are chances of increasing the numbers of flora and fauna over time. *Source: Department of Forest and Park Services website.*

PWS straddles the Indo-Malayan bio-geographic realm and falls under the subtropical zone of Bhutan (75-2000m) with two different forest types, the sub-tropical forest and the warm-broadleaved forest (Figure 10) with forest as dominant LULC cover (Figure 11). Subtropical forest ranges from 200-1000 m with dominant species such as *Acrocarpus fraxinifolius*, *Ailanthus grandis*, *Bombax ceiba*, *Crateva regillosa*, *Dellinia pentgyna*, *Duabanga grandiflora*, *Gmelia arborea*, *Leea asiatica*, *Musa sp*, *Pandanus sp*, *Pterospermum acerifolium*, *Shorea robusta* and *Tetrameles nudiflora*. Warm broadleaved forest ranges from 1000-1800masl includes species such as *Alangium chinensis*, *Bischofia javanica*, *Calicarpa arborea*, *Castanopsis indica*, *Cordia oblique*, *Dendrocalamus hookeri*, *Dichroa febrifuga*, *Engelhardia spicata*, *Macaranga pustulata*, *Maesa spp.*, *Mussaenda roxburghii*, *Schima wallichii* and *Wandlandia sp*. The forest types along with their coverage are presented based on the elevation ranges. *Source: Phibsoo Wildlife Sanctuary Conservation Plan 2022- 2032.*

The RMNP is famed for harboring one of the greatest populations of wildlife diversity. The park has 558 species of flora, 65 species of mammals, 489 species of birds, 60 species of fishes and more than 180 species of butterfly species recorded till date. Out of the 65 mammal species recorded, 2 species are critically endangered, 8 species are endangered, 9 species are near threatened and 11 species belong to the vulnerable list. Species from 8 orders belong to the IUCN Red List. Known as the paradise for birdlife, Royal Manas National Park has an incredibly high diversity of avifauna with a record of 489 species listed till date (April 2016). Within an area of 1057 sq. km, more than 70% of bird species found in Bhutan are present in RMNP. The extraordinarily rich bird diversity is mainly attributed to the existence of vast areas of relatively undisturbed natural habitats, with swathes of savannah grasslands to vast expanses of old growth tropical and subtropical and temperate forests along a wide altitudinal range. The park is home to three species of critically endangered species, White-bellied Heron (*Ardea insignis*), White-rumped Vulture (*Gyps bengalensis*) and Red-headed Vulture (*Sarcogyps calvus*), five species of Near Threatened, and six species are Vulnerable (*Tragopan satyr*) (*Indicator xanthonotus*) (*Buceros bicornis*) (*Speclaeornis caudatus*) and (*Alcerdo Hercules*) in the IUCN redlist of threatened species. It is one of the few protected areas in Bhutan, providing a safe refuge for all the four hornbill species. *Source: Department of Forest and Park Services website.*

The national park is also home to globally rare and endangered floral species such as *Dalbergia oleveri* (IUCN endangered species), *Aquilaria malaccensis* (IUCN vulnerable) species) and *Taxus baccata* (Scheduled 1 species in FNCA 1995) and *Podocarpus neriifolia* the only conifer broadleaved tree found rarely distributed in the park area. The rapid assessment of herpetofauna diversity survey conducted along the fringe areas of Royal Manas National Park showed an addition of 8 new species. The Assam day gecko, *Cnemaspis assamensis*, which was recorded in the park, is known to be one of the rarest gecko so far known only from Northeast India, home to two endemic and globally threatened species viz. golden langur and pygmy hog. It is one of the few places in the world to harbor the highest felid diversity of 8 species of which 5 species are listed in the red list of IUCN. Renowned for its spectacular landscape suffused with one of the highest diversity of species in the country, it provides a safe refuge for charismatic species, which are endangered such as the Royal Bengal tiger, golden langur, clouded leopard, Asian elephant, Asiatic water buffalo, dhole and Asiatic gaur. RMNP is now increasingly acknowledged as an important source population of Royal Bengal Tiger and their conservation now requires, more than ever before, informed conservation interventions guided by sound ecological knowledge. *Source: Department of Forest and Park Services website.*

d. Socio-economic conditions

One weather station will be installed at the Pibsoo Wildlife Sanctuary, in Singye gewog, at the multipurpose zone where the PWS outpost is established. The PWS Outpost is located at Shariphu under Singye gewog. The outpost is manned by around 40 personnel from the Department of Forest and Park Services and the Royal Bhutan Army. The nearest community/settlement is around 25 km away from the outpost.

The second weather station will be installed inside the Multipurpose zone of the Royal Manas National Park, which hosts the Manas Range Office with a population around 40 including officials from the Department of Forest and Park Services and the Royal Bhutan Army, and family members. The nearest community is Panbang which is around 10 km away from the Park.

3. Planned activities in the Year 7- 8 (2025- 2026)

For Year 7-8, 2025- 2026, under Milestone 12 the National Centre for Hydrology and Meteorology (NCHM) proposes the following activities;

1. Installation of an Automatic Weather Station at the Phibsoo Wildlife Sanctuary (PWS)
2. Installation of an Automatic Weather Station at the Royal Manas National Park (RMNP)

National Centre for Hydrology and Meteorology (NCHM) is an autonomous scientific and technical agency of the Royal Government of Bhutan responsible for understanding the behavior of the atmosphere, its interaction with cryosphere and water bodies, the weather and climate, and the distribution of the country's water resources. It is the national data repository and nodal agency responsible for the generation of information and delivery of products and services on weather, climate, cryosphere, and water resources in Bhutan. To fulfil the mandates aligning with the BFL Project goals, NCHM will procure and install automatic weather stations each at the Phibsoo Wildlife Sanctuary and Royal Manas National Park.

A standalone AWS will be procured from M/s MicroStep company in Slovakia. More than 90% of the AWS under NCHM are MicroStep made. The weather station is equipped with sensors that will record data of temperature, solar radiation, relative humidity, wind direction and speed and air pressure. The data will be recorded every 15 mins and transmitted through GSM to NCHM Centralized Database Management System hosted at Thimphu.

3.1 Installation of an Automatic Weather Station at the Phibsoo Wildlife Sanctuary

Budget: Nu. 0.5 million

Timeline: July 2025- June 2026

Location: Chiwog/village: Phibsoo, Gewog: Singye, Dzongkhag: Sarpang

Activity Description

Installing an Automatic Weather Stations (AWS) at the PWS is crucial for monitoring climate conditions and supporting biodiversity conservation. The real time meteorological data from the stations will be essential for understanding local climate variations and trends. These accurate weather data helps in assessing the habitat conditions for various species, including endangered ones. It will support research on how climate change impacts wildlife and plant species in the sanctuary and park. AWS data will be used to predict extreme weather events, such as floods or droughts, allowing for timely responses. This is particularly important in areas prone to natural disasters, ensuring the safety of both wildlife and visitors. Data from AWS can inform management decisions regarding eco-tourism and conservation strategies. It will aid in planning activities that minimize environmental impact while promoting tourism. The installation of AWS facilitates scientific research and educational programs related to climate and ecology. It provides valuable data for students, researchers, and conservationists working in the region. Furthermore, the AWS aligns with the broader goals of the Gelephu Mindfulness City project, promoting sustainable development. It enhances the overall ecological monitoring framework within the city, contributing to a holistic approach to environmental management.

The station will be installed at the PWS Outpost, at the Multiple use zone of the PWS. The installation activity involves civil work which is expected to take around 80 days. The civil work will be tendered through the e-GP system and awarded to the contractor. The civil work will involve the following activities:

- Site Selection and Preparation: Choosing an open, unobstructed area of 10x10 m, based on World Meteorological Organization guidelines, and clearing vegetation and debris to level the ground. This will be carried out by an NCHM Engineer and team with relevant members from the PWS.
- Foundation Construction: Constructing a concrete foundation for the main mast or sensor tower, with installing anchor bolts or support structures as needed.
- Fencing and Security: Erecting fencing (typically chain-link) around the AWS to protect equipment from animals and unauthorized access.
- Cable Trenching and Conduits: Digging trenches for sensor cables, and laying conduits to protect the wiring.

- Mounting Structures: Installing mounting brackets, poles, and enclosures for sensors (rain gauge, temperature, humidity, solar radiation, etc.).
- Drainage and Grounding: Ensuring proper site drainage to prevent flooding, and set up lightning protection and grounding systems

The nearest community is about 25 km, therefore depending on the Contractor, a temporary shelter (tents) for accommodation and toilets will be installed for the workers. Around 5-10 workers are expected for the work. The workers shall carry all their necessary items for cooking and daily needs (electricity will be extended from the Outpost office). All the waste shall be collected according to the proposed mitigation measures as shown later in this document.

After the civil work is completed, an NCHM Engineer with a team will visit the site for software and hardware configuration of the sensors, which may take around 10 days. After the testing of the AWS and completion of the activity, the AWS will be handed over to the PWS. Brief training on how to monitor and operate the AWS will also be provided to the members of the Outpost. An example of Phuntsholing AWS with completed civil works is shown below.



Figure 2: Phuntsholing Automatic Weather Station with Manual stations with completed civil works

3.1.1 Potential Social and Environmental Impacts

During the construction phase, the following impacts are expected:

1. Construction and household solid waste
2. Noise and dust pollution, however no heavy machinery will be required minimizing these types of pollution.
3. Occupational hazard to the workers.
4. There is a small population at the PWS Outpost, however the major settlements are around 25km from the site. Therefore, least social impacts are expected

After the construction, since it is a standalone automatic weather station, there will be no waste or pollution from the station. However, sensors and batteries for the weather stations will have to be replaced according to its capacity, and as and when required. The maintenance team from NCHM will visit the station to replace the battery and dispose of them properly according to electronic waste management or surrender the NCHM Procurement/Store office.

3.2 Installation of an Automatic Weather Station (AWS) at Royal Manas National Park

Budget: Nu.0.5 million

Timeline: July 2025- June 2026

Location: Chiwog/village: Manas, Gewog: Ngangla, Dzongkhag: Zhemgang

Activity Description

Installing Automatic Weather Station (AWS) at the RMNP is crucial for monitoring climate conditions and supporting biodiversity conservation. The real time meteorological data from the stations will be essential for understanding local climate variations and trends. These accurate weather data help in assessing the habitat conditions for various species, including endangered ones. It will support research on how climate change impacts wildlife and plant species in the sanctuary and park. AWS data will be used to predict extreme weather events, such as floods or droughts, allowing for timely responses. This is particularly important in areas prone to natural disasters, ensuring the safety of both wildlife and visitors. Data from AWS can inform management decisions regarding eco-tourism and conservation strategies. It will aid in planning activities that minimize environmental impact while promoting tourism. The installation of AWS facilitates scientific research and educational programs related to climate and ecology. It provides valuable data for students, researchers, and conservationists working in the region. Furthermore, the AWS aligns with the broader goals of the Gelephu Mindfulness City project, promoting sustainable development. It enhances the overall ecological monitoring framework within the city, contributing to a holistic approach to environmental management.

The station will be installed at the Manas Range Office in the Multi use zone of the RMNP. The installation activity involves civil work which is expected to take around 80 days. The civil work will be tendered through the Electronic Government Procurement system (eGP) system and awarded to the contractor. The civil work will involve the following activities:

- Site Selection and Preparation: Choosing an open, unobstructed area of 10x10 m, based on World Meteorological Organization guidelines, and clearing vegetation and debris to level the ground. This will be carried out by an NCHM Engineer and team with relevant members from the PWS.
- Foundation Construction: Constructing a concrete foundation for the main mast or sensor tower, with installing anchor bolts or support structures as needed.
- Fencing and Security: Erecting fencing (typically chain-link) around the AWS to protect equipment from animals and unauthorized access.
- Cable Trenching and Conduits: Digging trenches for sensor cables, and laying conduits to protect the wiring.
- Mounting Structures: Installing mounting brackets, poles, and enclosures for sensors (rain gauge, temperature, humidity, solar radiation, etc.).
- Drainage and Grounding: Ensuring proper site drainage to prevent flooding, and set up lightning protection and grounding systems

The nearest community is about 10 km, therefore depending on the Contractor and availability of the range office quarters, temporary shelter (tents) for accommodation and toilets will be installed for the workers. Around 5-10 workers are expected for the work. The workers shall carry all their necessary items for cooking and daily needs (electricity will be extended from the Range office). All the waste shall be collected according to the proposed mitigation measures as shown later in this document.

After the civil work is completed, an NCHM Engineer with a team will visit the site for software and hardware configuration of the sensors, which may take around 10 days. After the testing of the AWS and completion of the activity, the AWS will be handed over to the RMNP. Brief training on how to monitor and operate the AWS will also be provided to the members of the Range Office. An example of Samtse AWS with completed civil work is shown below.



Figure 3: Samtse Automatic Weather Stations with Manual stations with completed civil work

3.1.1 Potential Social and Environmental Impacts

During the construction phase, the following impacts are expected:

1. Construction and household solid waste
2. Noise and dust pollution.
3. Occupational hazard to the workers.
4. There is a small population at the Manas Range Office, however the major settlements are around 10 km from the site. Therefore, least social impacts are expected

After the construction, since it is a standalone automatic weather station, there will be no waste or pollution from the station. However, sensors and batteries for the weather stations will have to be replaced according to its capacity, and as and when required. The maintenance team from NCHM will visit the station to replace the battery and dispose of the properly according to electronic waste management or surrender the NCHM Procurement/Store office.

4. Environmental and Social Impacts and Mitigation Measures

| Potential impact | Impact scale | Proposed mitigation measures | Responsible party | Costs (Million) |
|--|---------------------|--|--|--|
| <i>Activity 1 Installation of an Automatic Weather Station (AWS) at Phibsoo Wildlife Sanctuary</i> | | | | |
| Construction and household solid waste | Short term Minor | <p>The nearest community is about 25 km, therefore depending on the Contractor, a temporary shelter (tents) will be installed for the workers.</p> <p><i>Pre-construction:</i> requirements for appropriate waste management should be included in bidding documents, as a precondition for the contractor's selection</p> <p><i>During construction:</i></p> <ul style="list-style-type: none"> - Identification of different waste types at the project site; - Collection of the waste should be done during the entire construction phase; - Collection of biodegradable and non-degradable waste should be done separately. - Dumping of waste in its vicinity, or in other non-designated places should be prohibited; <p><i>After construction:</i></p> <p>All waste shall be removed from the project site</p> | BFL Focal/ Site Engineer/ Supervisor of NCHM; and the Contractor | Shall be incorporated in the tender documents and contract agreement |
| Noise and dust pollution | Short term Minor | <p><i>Pre-construction:</i> requirements to limit noise pollution should be included in the bidding documents, as a precondition for the</p> | BFL Focal/ Site Engineer/ Supervisor of NCHM; and the Contractor | Shall be incorporated in the tender documents |

| | | | | |
|------------------------------------|------------------|--|--|--|
| | | <p>contractor's selection. Noise screening at construction site as part of bidding document</p> <p><i>During construction:</i></p> <ul style="list-style-type: none"> - Watering the site twice a day, once in the morning before the start of the work and once in the afternoon. - The construction work should not be permitted during the nights, the operations on site shall be restricted to the hours 7am—7pm | | and contract agreement |
| Occupational hazard to the workers | Short term Minor | <ul style="list-style-type: none"> -Comply with the workers' health and safety regulations; -Ensure that no underage workers, or children are engaged; - Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers and other amenities as per the OHS guidelines; - Ensure that workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices; - Provide workers with an incident report book and ensure that they are aware of the project's | BFL Focal/ Site Engineer/ Supervisor of NCHM; & the contractor | Shall be incorporated in the tender documents and contract agreement |

| | | | | |
|--|--------------------------------|--|---|---|
| | | <p>grievance redress mechanism and can use it to raise workplace concerns.</p> <ul style="list-style-type: none"> - Access to health facilities for the workers pre and during construction activities need to be available and ensure first aid kit is available at construction site all the time - | | |
| <i>Activity 2. Installation of an Automatic Weather Station (AWS) at Royal Manas National Park</i> | | | | |
| <p>Construction and household solid waste</p> <p>Range Office quarter</p> | <p>Short term</p> <p>Minor</p> | <p>The nearest community is about 10 km, therefore depending on the Contractor and availability of the range office quarters, temporary shelter (tents) will be installed for the workers.</p> <p><i>Pre-construction:</i> requirements for appropriate waste management should be included in bidding documents, as a precondition for the contractor's selection</p> <p><i>During construction:</i></p> <ul style="list-style-type: none"> - Identification of different waste types at the project site; -Collection of the waste should be done during the entire construction phase; - Collection of biodegradable and non-degradable waste should be done separately. -Dumping of waste in its vicinity, or in other non-designated places should be prohibited; <p><i>After construction:</i></p> <p>All waste shall be removed from the project site</p> | <p>BFL Focal/ Site Engineer/ Supervisor of NCHM; and the Contractor</p> | <p>Shall be incorporated in the tender documents and contract agreement</p> |

| | | | | |
|------------------------------------|---------------------|--|--|--|
| Noise and dust pollution | Short term Minor | <p><i>Pre-construction:</i> requirements to limit noise pollution should be included in the bidding documents, as a precondition for the contractor's selection. Noise screening at construction site as part of bidding document</p> <p><i>During construction:</i></p> <ul style="list-style-type: none"> - Watering the site twice a day, once in the morning before the start of the work and once in the afternoon. - The construction work should not be permitted during the nights, the operations on site shall be restricted to the hours 7am—7pm | BFL Focal/ Site Engineer/ Supervisor of NCHM; and the Contractor | Shall be incorporated in the tender documents and contract agreement |
| Occupational hazard to the workers | Short term Minor | <ul style="list-style-type: none"> -Comply with the workers' health and safety regulations; -Ensure that no underage workers, or children are engaged; - Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers and other essential amenities as per the OHS guidelines; - Ensure that workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices; | BFL Focal/ Site Engineer/ Supervisor of NCHM; & the contractor | Shall be incorporated in the tender documents and contract agreement |

| | | | | |
|--|--|---|--|--|
| | | <ul style="list-style-type: none"> - Provide workers with an incident report book and ensure that they are aware of the project's grievance redress mechanism and can use it to raise workplace concerns. - Access to health facilities for the workers pre and during construction activities need to be available and ensure first aid kit is available at construction site all the time | | |
|--|--|---|--|--|

5. ESMP Implementation Arrangements

The implementation of above project activities will be carried out by the BFL Focal of NCHM. The focal person 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 Centre will sign with the Contractor(s) for implementation of the planned activities. 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 organised by the Contractor for all workers prior to the project activities and prior to any specific tasks with high health risks.

The BFL Focal with the Site Engineer/ Supervisor of NCHM will monitor the implementation of proposed measures. Non-compliances should be recorded and reported to the ESS immediately, and the ESS will report it to the PCU (M&E Officer). Each non-compliance to the guidelines should be resolved with appropriate measures and the evidence should be maintained. Disbursement of project funds to the Contractors will be contingent upon their full compliance with the safeguard's requirements.

6. ESMP monitoring arrangements

The BFL Focal in NCHM with the Site Engineer/ Supervisor of NCHM in coordination with the respective officials from the Phibsoo Wildlife Sanctuary and Royal Manas National Park where the activities will be carried out 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. NCHM is also fully responsible for the compliance of all external contractors and service providers working in the NCHM with the safeguard requirements outlined in the ESMP. The monitoring of activities under this ESMP will be carried out in the following manner: July 2025- June 2026.

This timeline outlines the process from procuring AWS equipment for two locations to final installation. The installation phase is expected to be completed by the end of June 2026, accounting for the time required for the equipment procurement and outsourcing of installation work. Installation work will begin in March 2026, and once the full set of AWS equipment is received, the process will take approximately three months to complete.

| SI # | Activities | Monitoring team | Timeline | | Location | Means of Verification |
|------|--------------------------------|-----------------|-----------|-----------|--------------|-----------------------|
| | | | Start | Complete | | |
| 1 | Activity 1. Installation of an | Site Engineer/ | July 2025 | June 2026 | PWS Outpost, | - Field visit report |

| | | | | | | |
|---|---|-----------------------------------|-----------|-----------|---|--|
| | Automatic Weather Station at Phibsoo Wildlife Sanctuary | Supervisor of NCHM | | | PWS, Singye gewog, Sarpang dzongkhag | within 2 weeks after the visit - Quarterly Report - Completion Report |
| | | BFL Focal NCHM | July 2025 | June 2026 | | |
| | | ESS focal/BFL-PCU | May 2026 | May 2026 | | |
| 2 | Activity 2. Installation of an Automatic Weather Station at Royal Manas National Park | Site Engineer/ Supervisor of NCHM | July 2025 | June 2026 | Manas Range Office, RMNP, Ngangla gewog, Zhemgang dzongkhag | Field visit report within 2 weeks after the visit - Quarterly Report - Completion Report |
| | | BFL Focal NCHM | July 2025 | June 2026 | | |
| | | ESS focal/BFL-PCU | May 2026 | May 2026 | | |

Activity 1. Installation of an Automatic Weather Station at Phibsoo Wildlife Sanctuary

Monitoring by implementing entity, NCHM

- Field visits by the Site Engineer/ Supervisor of NCHM at least 2 times - during the inception, and during installation phase extending to the hand-taking/completion: July 2025- June 2026.
- Field visits by the BFL focal at least 2 times during the inception, and during the hand-taking/completion: July 2025- June 2026.
- Reports by the implementing entities submitted to ESS focal within 2 weeks after each field visit
- Quarterly Reports

Monitoring by ESS consultants:

- Field visits by ESS officer - at least once during the hand-taking/completion, together with the implementing party
- Reports by ESS focal to the PCU (M&E officer) - within one week after the field visit

Bi-annual reports by PCU (M&E) to Secretariat

- Field visits by PCU officers - at least once during the hand-taking/completion, together with the implementing party
- Quarterly Reports
- Annual Progress Report

Activity 2. Installation of an Automatic Weather Station at the Royal Manas National Park

Monitoring by implementing entity, NCHM

- Field visits by the Site Engineer/ Supervisor of NCHM at least 2 times - during the inception, and during installation phase extending to the hand-taking/completion: July 2025- June 2026.
- Field visits by the BFL focal at least 2 times during the inception, and during the hand-taking/completion: July 2025- June 2026.
- Reports by the implementing entities submitted to ESS focal within 2 weeks after each field visit
- Quarterly Reports

Monitoring by ESS consultants:

- Field visits by ESS officer - at least once during the hand-taking/completion, together with the implementing party
- Reports by ESS focal to the PCU (M&E officer) - within one week after the field visit

Bi-annual reports by PCU (M&E) to Secretariat

- Field visits by PCU officers - at least once during the hand-taking/completion, together with the implementing party
- Quarterly Reports
- Annual Progress Report

7. Capacity Need and Budget

Activities under this ESMP will be implemented by the National Centre for Hydrology and Meteorology, and the work shall be executed by the contractor for the Construction of the Facility. The competency and expertise of the human resource shall be mentioned in the bidding document and will be strictly monitored. The budget for the construction only is estimated to Nu. 2.0 million from July 2025- June 2026.

| Sl# | Activity | Amount (Nu.) | Budget for ESS mitigation |
|------------|---|---------------------|---|
| 1 | Activity 2. Installation of an Automatic Weather Station at the Royal Manas National Park | 0.5 million | - The civil work for installation of weather stations shall be awarded to a contractor through tender. The cost shall be included in the tender document and contract agreement. - However, additional procurement for safety gears for the NCHM installation team (software and hardware configuration of the data loggers and connection of the sensors to the data loggers) estimated to Nu. 23,900/- is required. The cost estimate for 2 teams |
| 2 | Activity 2. Installation of an Automatic Weather Station at the Royal Manas National Park | 0.5 million | |

| | | | |
|--------------|--|--------------------|---|
| | | | with 4 members is attached to this table below. |
| Total | | 1.0 million | |

Cost estimate for Procurement for Safety gear for NCHM team for installation of AWS

| Sl No | Items | Quantity | Cost per item (Nu) | Total (Nu) |
|--------------|---|----------|--------------------|---------------|
| 1 | Reflector jacket | 4 | 690 | 2760 |
| 2 | Safety shoes | 4 | 1375 | 5500 |
| 3 | Safety harness (This timeline outlines the process from procuring AWS equipment for two locations to final installation. The installation phase is expected to be completed by the end of June 2026, accounting for the time required for the equipment procurement and outsourcing of installation work. Installation work will begin in March 2026, and once the full set of AWS equipment is received, the process will take approximately three months to complete 10 m mass is hoisted for wind sensors) | 2 | 4750 | 9500 |
| 4 | Safety gumboot | 4 | 780 | 3120 |
| 5 | Safety helmet | 4 | 475 | 1900 |
| 6 | Safety gloves | 4 | 280 | 1120 |
| Total | | | | 23,900 |

*Quotation from Bhutan Safety Traders, Thimphu

8. Consultation and Disclosure Mechanisms

The full English version of this ESMP, as well as an executive summary in Bhutanese, shall be disclosed on the website of the Ministry of Energy and Natural Resources, BFL and WWF, National Centre for Hydrology and Meteorology. Hard copies of the ESMP should also be available at the PA Management Office and at the PCU Office.

9. Stakeholder Engagement Plan

After the completion of the installation of the weather stations, the weather stations will be handed over to the PWS Outpost and Manas Range Office under the Department of Forest and Park Services. During the handtaking, the members will be given training on handling the station and how to communicate to NCHM for necessary support and action.

The NCHM BFL Focal along with NCHM Site Engineer/Supervisor have to submit the official Handtaking Report (along with a list of participants, disaggregated by gender and age) to ESS officers within one week after the completion signing. The ESS officer will submit the reports to the PCU (M&E officer) one week after their receipt. The PCU (M&E officer) will report to the Secretariat on a semi-annual basis.

10. Grievance Redressal Mechanisms

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

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

BFL-specific Grievance Mechanism

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

If the stakeholders have any grievances related to the 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 2 for any grievance related to implementation of the project activities. Since the installation of weather station is located within RMNP and PWS, GRM of PWS and RMNP will be used.

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>.

Annexure 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) 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.

4. 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.

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 wear.
- 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' 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 the worksite safely 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 of 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) | 8. Roll of adhesive plaster (1) |
| 2. Medium size sterilized dressings (6) | 9. A snake bite lancet (1) |
| 3. Large size sterilized dressings (6) | 10. Torch light (1) |
| 4. Large size sterilized burn dressings (6) | 11. Pair of scissors (1) |
| 5. (1/2 oz.) Sterilized cotton wool (6 packets) | 12. Tablets Aspirin (5gms) 2 dozen |
| 6. (2oz.) Bottle containing a two per cent alcoholic solution of iodine (1) | 13. Burn Ointment (2 tubes) |
| 7. (2oz.) Bottle containing Betadine (antiseptic solution) having the dose and mode of administration indicated on the label (1) | 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 2

BFL: Specific GRM Brochure

a. Phibsoo Wildlife Sanctuary GRM Pamphlet



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

- Khandu Tshomo
- 17460936
- khandut@moenr.gov.bt
- Shariphu Head Office, Singye Gewog, Sarpang

PHIBSOO RANGE OFFICE

- Tshering Nidup
- 17685292
- tsheringnidup@moenr.gov.bt
- Phibsoo Range Office, Singye Gewog, Sarpang

NICHULA RANGE OFFICE

- Lax Man Tamang
- 17829840
- laxamntamang@gmail.com
- Nichula Range Office, Lamoizingkha Gewog, Dagana

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

- Nichula Gewog – 17749899
- Sengye Gewog – 17626508

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@wwf.us.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/gu/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.

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

b. Royal Manas National Park GRM Pamphlet



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.

CHIEF FORESTRY OFFICER

- Samten Wangchuk
- 06-251258/251256
- samtenwangchuk@moenr.gov.bt
- Chief Forestry Office, RMNP, Gelephu

UMLING RANGE OFFICE

- Tshering Tashi
- 17118931/17685960
- tsheringtas@gmail.com
- Umling Range Office, Umling Gewog, Sarpang

GOMPHU RANGE OFFICE

- Yeshey Dorji
- 17120718/17602801
- yeshitsheringdorji@gmail.com
- Gomphu Range Office, Trong Gewog, Zhemgang

MANAS RANGE OFFICE

- Tshering Dorji
- 17151728
- dorji5562@gmail.com/kalsalk@yahoo.com
- Manas Range Office, Ngangla Gewog, Zhemgang

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

TINGTIBI BEAT OFFICE

- Tashi Phuntsho
- 03-744008/17675990
- tashikheng@gmail.com
- Tingtibi Beat Office, Trong Gewog, Zhemgang

PANTANG BEAT OFFICE

- Pema Zangpo
- 17787338
- pemazangpo611@gmail.com
- Pantang Beat Office, Phangkhar Gewog, Zhemgang

TANZEMA BEAT OFFICE

- Sonam Wangchuk
- 17742910
- tenzimasonam95@gmail.com
- Tanzema, Norbugang Gewog, Pemagatshel

MISERGANG BEAT OFFICE

- Sha Kumar Lepcha
- 03-742061/17884864
- sklepcha1980@gmail.com
- Panbang, Ngangla Gewog, Zhemgang

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

1. Tareythang Gewog – 77495432
2. Umling Gewog – 17507510
3. Trong Gewog – 1777331
4. Phangkhar Gewog – 17254963
5. Norbugang Gewog – 17509320/77828353
6. Ngangla Gewog – 17511131
7. Jigmecholing Gewog – 17792388

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SafeguardsComplaint@wwf.org
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- 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.