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ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Dera Ismail Khan, Khyber Pakhtunkhwa

Activity 1.1.1: Restore 2050 ha of degraded agro-ecological
landscapes in Watersheds (AWPB 2025)

Recharge Pakistan
WWF-Pakistan

**FP207 Recharge Pakistan: Building Pakistan's resilience to climate change through
Ecosystem-based Adaptation (EbA) and Green Infrastructure for integrated flood risk
management**

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List of Acronyms

Acronym	Definition
ANR	Assisted Natural Regeneration
AWPB	Annual Work Plan and Budget
CBO	Community-Based Organization(s)
CDOs	Community Development Officers
CPEC	China-Pakistan Economic Corridor
DFO	Divisional Forest Officer
EbA	Ecosystem-based Adaptation
EHS	Environmental Health and Safety
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguard(s)
FFMP	Forest Fire Management Plan
FD	Forest Department
FP	Funding Proposal
FPIC	Free, Prior, and Informed Consent
FR	Frontier Region
GCF	Green Climate Fund
GRM	Grievance Redress Mechanism
GPS	Global Positioning System
HHs	Households
IBOs	Intelligence-Based Operations
KP	Khyber Pakhtunkhwa
LEAs	Law Enforcement Agencies
M&E	Monitoring and Evaluation
OHS	Occupational Health & Safety
PMU	Project Management Unit
PPE	Personal Protective Equipment
RP	Recharge Pakistan
ROs	Range Officers
SDFOs	Sub-Divisional Forest Officers
SIU	Site Implementation Unit
SIPP	Safeguards Integrated Policies and Procedures
SMs	Social Mobilizers
SWD	South Waziristan District
TOP	Terms of Partnership
VDC	Village Development Committee(s)
WWF	World Wide Fund for Nature

Structure of the ESMP- Activity 1.1.1

The Environmental and Social Management Plan (ESMP) for Activity 1.1.1 is comprehensively structured into ten sections.

Section 1 provides the necessary Introduction and Project Description, outlining the ESMP's rationale, scope, and key project details. **Section 2** establishes the project's compliance foundation by addressing the Legal Framework and Applicable Environmental and Social Safeguard Policies, which include Pakistan's national/provincial laws and the WWF Safeguards Integrated Policies and Procedures (SIPP). **Section 3** identifies the Major Risks covered under the ESMP, such as potential forest fire, security, land tenure, and stakeholder engagement risks. **Section 4** documents the Baseline Environmental & Social Data, including details on the degraded ecosystems, the cohesive nature of the tribal communities, and the area's security situation. Dedicated plans for risk mitigation are presented in **Section 5: Forest Fire Management & Contingency Plan** and **Section 6: Security Management Plan for DI Khan, Tank, and South Waziristan**. **Section 7** outlines the primary Environmental and Social Management Plan, detailing key impacts, mitigation measures, and monitoring parameters for the implementation phase. **Section 8** focuses on Stakeholder Consultation and Engagement, covering the identified parties, the consultation process, and the ongoing engagement strategy, including the Free, Prior, and Informed Consent (FPIC) process with tribal elders. Finally, **Section 9** defines the ESMP Implementation Mechanism, Monitoring Plan, & Reporting structure, and **Section 10** provides an overview of the structure and access channels for the project's Grievance Redress Mechanism (GRM).

Section 1: Introduction

1.1 Introduction

This Environmental and Social Management Plan (ESMP) is developed for Activity 1.1.1 of the "Recharge Pakistan: Building Pakistan's Resilience to Climate Change through Ecosystem-Based Adaptation for Integrated Flood Risk Management" project in the Ramak Watershed of D.I. Khan in Khyber Pakhtunkhwa. The Recharge Pakistan project is funded by the Green Climate Fund (GCF), The Coca-Cola Foundation (TCCF), and WWF, with a budget of \$72.8 million for a period of 7 years July 2031. The project aims to enhance Pakistan's resilience to climate change by employing Ecosystem-based Adaptation (EbA) and green infrastructure for integrated flood and water resources management. The project is classified as a Medium Risk (Category B) project.

1.2 Project Description

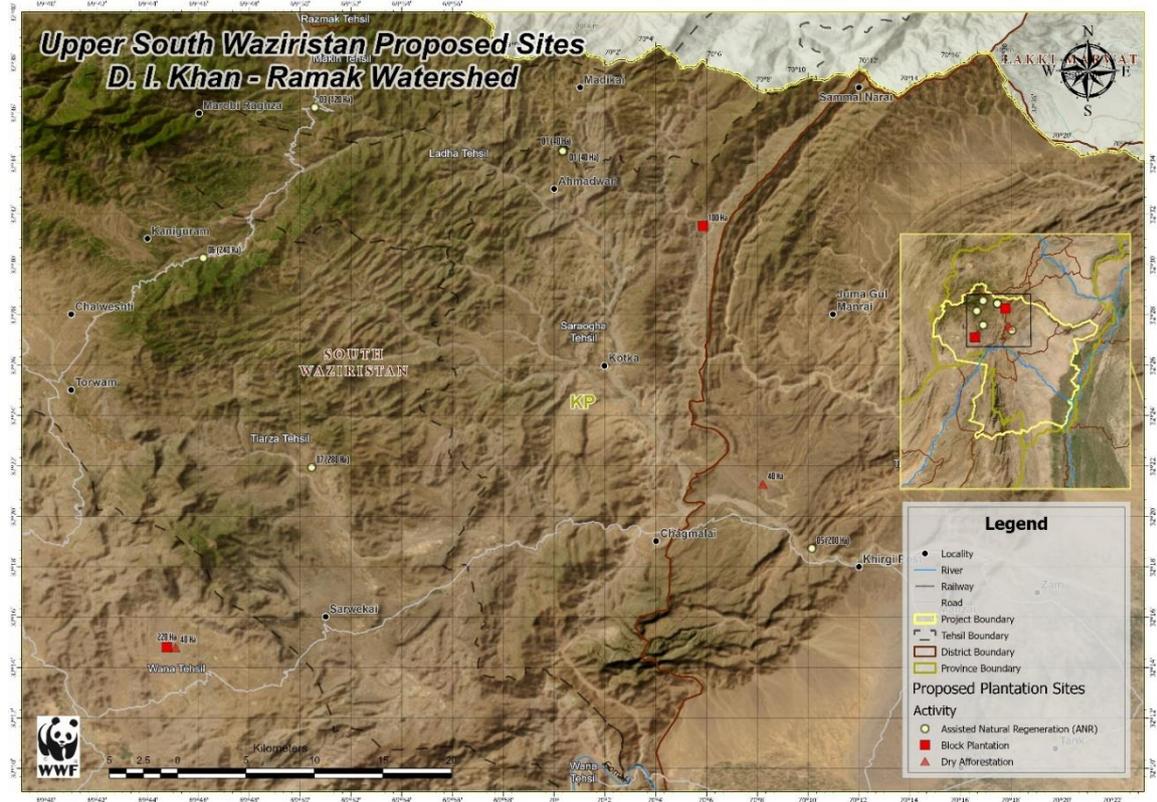
The Recharge Pakistan project seeks to address the adverse impacts of climate change in Pakistan, which is ranked as the fifth most climate-vulnerable country. The project's primary objective is to improve floodwater and hill torrent management through EbA and green infrastructure, moving towards integrated water management plans that blend grey and green solutions to maximize community benefits and conserve the Indus Basin.

The project consists of three main components:

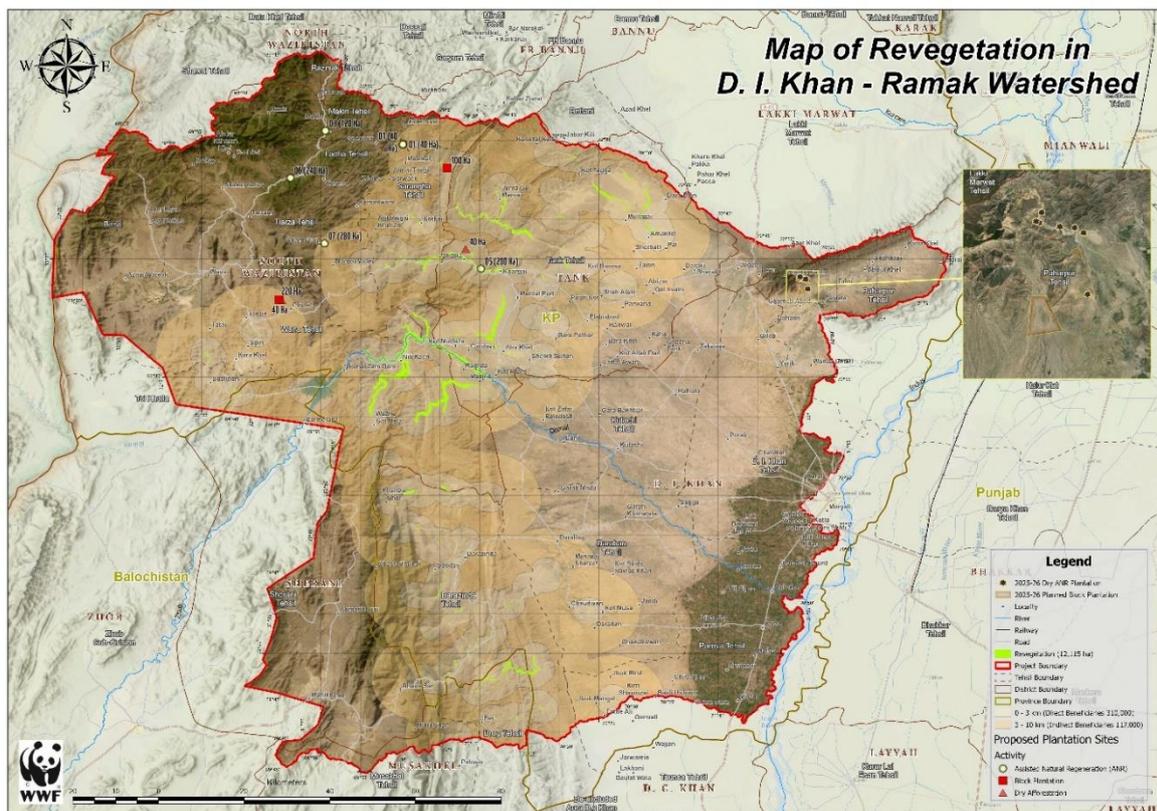
1. **Component 1:** Proofs of concept for EbA and green infrastructure interventions as efficient and effective solutions for flood and drought risk reduction in Pakistan.
2. **Component 2:** Enabling a paradigm shift towards EBA and Green Infrastructure in Pakistan.
3. **Component 3:** Enhanced community resilience and adoption of EbA and green infrastructure interventions in Pakistan's Indus Basin.

The project will be implemented across four sites in Pakistan: Manchar, Chakar Lehri, D.I. Khan, and Ramak. WWF-Pakistan is the lead executing entity, hosting the Project Management Unit (PMU) responsible for the project's day-to-day management.

Project Area Map – South Waziristan:



Key Map:



1.3 Rationale for the study

For Activity 1.1.1, Khyber Pakhtunkhwa was proposed as the targeted area with 400 hectares under the Annual Work Plan & Budget (AWPB) 2025. However, considering the limitations by government rules and regulations governing tendering and procurement processes, the Forest Department was asked to consider an area of 2,050 hectares to avoid repeating the same tendering and procurement process. Scaling up the intervention area from the initially proposed 400 hectares to 2,050 hectares does not introduce new categories of environmental or social risk. However, it increases the scale of labor oversight and site supervision, which will be managed through proportional strengthening of implementation capacity. The same mitigation and monitoring measures already defined will be systematically applied across all sites, with coordinated oversight and supervision by the Site Implementation Unit to ensure consistent compliance and risk management.

The rationale for this study is to address site-specific environmental and social issues linked to the restoration of 2,050 hectares of degraded agro-ecological landscapes in D.I. Khan, Tank, and South Waziristan through afforestation, reforestation, and assisted natural regeneration. The activity is vital for reversing ecosystem degradation, stabilizing soils, enhancing biodiversity, and improving watershed resilience against floods and climate risks while tackling critical challenges such as vegetation loss, soil erosion, and declining ecological functions. It triggers WWF's Standards on Environment and Social Risk Management, requiring mitigation of risks and meaningful community engagement. Given the history of forest fires in a few areas in the past, and to keep the staff vigilant on rare cases of fire incidents, fire management plans will be developed to tackle unforeseen events in the future.

1.4 Scope of ESMP

This ESMP outlines the principles, procedures, and mitigation measures to address the potential environmental and social impacts associated with the **restoration of 2,050 hectares of degraded agro-ecological landscape in watersheds of D. I. Khan, including the districts of Tank and South Waziristan**. It aligns with the prevailing rules and regulations of Pakistan, and the Safeguards Integrated Policies and Procedures (SIPP) as mentioned in Annex 6-ESMF and WWF US-SIPP

1.4.1 Environmental & Social Scope:

The ESMP includes the following:

- Information on how the project team will ensure implementation and/or compliance with the Forest Department's plan for forest fire protection measures.
- Reference to the ESMF's Security Protocol and how the PMU will remain compliant with its requirements while working in the area.
- Additional Terms of Partnership and a detailed explanation of the agreement on providing land between the tribal leaders and the Provincial Forest Department.
- Documentation of the consultation meetings that have taken place to date and those that will follow for this activity.

1.5 Applied Methodology

The methodology utilized for conducting an environmental and social assessment to prepare this ESMP is as follows:

- **Desk Review:** A comprehensive review of project documents, including the Funding Proposal-FP, Annex 6-ESMF, and WWF's environmental and social safeguard policies.
- **Field Activities:** Primary data was gathered through site visits and implementation of Appendix 1-Safeguard Eligibility & Impact Screening in collaboration with the communities to be engaged in project interventions in D.I. Khan, South Waziristan, and Tank, along with adjacent communities.
- **Stakeholder Consultations:**
 - Before the preparation of ESMP, detailed work was done with Divisional Forest Officer-DFOs-D I Khan & South Waziristan by the team of Site Implementation Units-SIUs. DFOs shared their detailed findings regarding the project area and suggested improvements during the finalization of ESMP. Improvements and suggestions have been incorporated based on the advice of DFO in the final document.
 - Engagement with community members, local government authorities, and other relevant stakeholders to inform them about the project, discuss potential impacts, and gather their input on mitigation measures.
 - The Forest Department does not own land in South Waziristan, and the activity relies on partnerships with tribal communities, who voluntarily provided their land for use in this activity through formal agreements developed with their elders under a Free, Prior, and Informed Consent (FPIC) process. These agreements, involving tribes such as Sherani in Drazinda, Burki, Mehsood in upper South Waziristan, while Bittani and Shakhi in Jandola, ensure respect for customary rights, conflict sensitivity, and local ownership.
- **Assessing the Screening findings:**
 - Before signing the contract agreement with the Forest Department for this activity, environmental and social screening was conducted by the SIU team in D.I. Khan and South Waziristan. During consultations with local communities at the activity sites, concerns were raised about past incidents of forest fires in certain locations where the activity is planned. These concerns were documented in the screening report, and the findings included a recommendation to incorporate forest fire management plans into the ESMP.
 - After the agreement for Activity 1.1.1 was signed with the Forest Department of D.I. Khan, the screening report was again shared with the department for preparation of required documents (Forest Fire Plans, ToP, etc.) to be included in the ESMP. While reassessing the sites, and based on their past afforestation experience in the same areas, the department concluded that forest fires are not frequent incidents and

rarely any case has been reported. However, the Forest Department agreed that forest fire plans should be developed to ensure compliance and remain vigilant for the sustainability of project activities.

- Moreover, regarding the Land Tenure and FPIC Risk Management; Land access for forestry interventions is based on two types of lands. One is state owned or Forest department land, for which the plantations under Activity 1.1.1 will be directly carried out by the Forest department, and the second is voluntary Terms of Partnership (ToPs) signed under Free, Prior, and Informed Consent (FPIC) processes. The general land tenure in South Waziristan is predominantly tribal owned under customary tenure arrangements, with ownership rarely changing over time. Formal individual land titles are uncommon; instead, land is collectively recognized and governed through tribal and community structures. The vast land areas earmarked for restoration are already designated for forest use, particularly for Assisted Natural Regeneration (ANR) and afforestation, and alternative land uses are impractical due to the mountainous terrain. For ANR afforestation, ToPs are executed between the KP Forest Department and Village Development Committees (VDCs), reflecting collective customary ownership and community consent. For block plantations, ToPs explicitly define the duration of the agreement, roles, and responsibilities of all parties. The KP Forest Department has formally registered VDCs under the Khyber Pakhtunkhwa Joint Forest Management (Community Participation) Rules, 2004, and VDCs are legally bound by these rules. FPIC procedures are embedded within this institutional framework and are implemented prior to activity commencement, ensuring that communities are fully informed of project objectives, land use implications, and benefit-sharing arrangements.

FPIC-related risk management over the life of the activity is addressed through:

- Continued engagement with VDCs and tribal representatives during implementation.
- Use of ToPs as living agreements that guide land access, responsibilities, and benefit-sharing throughout the project duration.
 - A defined dispute resolution process under which the Divisional Forest Officer (DFO) has the legal authority to resolve disputes between VDCs and forest staff, with VDCs supporting mediation at the community level. In addition, WWF-Pakistan's Grievance Redressal Mechanism (GRM) is operational in all Recharge Pakistan intervention areas and provides an accessible channel for addressing complaints or conflicts related to land access, implementation, or FPIC throughout the project lifecycle. Together, these legal, institutional, and procedural measures ensure that land tenure arrangements are respected, FPIC remains valid over time, and risks related to land access and community consent are effectively managed.

Section 2: Legal Framework and Applicable Environmental and Social Safeguard Policies

This activity is governed by the national and provincial laws of Pakistan and the safeguard policies of WWF. Where discrepancies exist, the more stringent standards of the WWF SIPP shall prevail.

2.1 Applicable Legal and Regulatory Framework (Pakistan):

- The Khyber Pakhtunkhwa (KP) Environmental Protection Act, 2014, provides the primary legal basis for environmental protection, requiring assessments for projects that may cause adverse environmental effects.
- The Forest Act 1927 - Government of Khyber Pakhtunkhwa
- While no private land acquisition is planned, any temporary use of communal land/tribal land ('Shamillat') must respect customary tenure and community rights.

2.2 Applicable Environmental & Social Standards (WWF SIPP):

The screening for this activity has triggered the following WWF standard:

- **Standard on Environment and Social Risk Management:** The restoration of 2050 hectares through afforestation, reforestation, and assisted natural regeneration triggers this standard as it may generate environmental and social impacts alongside strong positive benefits.

Tribal communities: At the Activity 1.1.1 site, tribal communities exist, but there are no Indigenous Peoples as described in the project's ESMF. However, WWF Pakistan takes a proactive and consent-driven approach with all communities, and Terms of Partnership-ToP are developed and signed to use the lands of tribal locals for afforestation activities, and to ensure their rights are respected and that they are engaged through a Free, Prior, and Informed Consent (FPIC) process to prevent conflict.

The ESMF (Environmental and Social Management Framework) says that tribal groups in Pakistan are not considered Indigenous Peoples, therefore, an IPP is not required.

Still, communities are engaged respectfully

Even though there is no IPP, the ESMF ensures that all communities are consulted through an FPIC process (Free, Prior, and Informed Consent), which respects their customs and decision-making.

Section 3: Major Risks Covered Under this ESMP

This ESMP addresses the significant environmental, social, and security risks identified through prior screening for the activity.

3.1 Environmental & Social Risks:

1. **Forest fire risk** – Ensuring compliance with the Forest Department's fire protection measures to mitigate fire hazards in restored areas.

2. **Security risk** – Adhering to the ESMF’s Security Protocol to safeguard project staff, communities, and assets in sensitive locations.
3. **Land tenure and access risk** – Clarifying agreements between tribal leaders and the Provincial government to avoid disputes or conflicts over land use.
4. **Stakeholder engagement risk** – Documenting and continuing meaningful consultations to ensure community ownership, transparency, and conflict resolution.

Section 4: Baseline Environmental & Social Data

4.1 Environmental Baseline:

The target sites in Dera Ismail Khan, FR D.I. Khan, South Waziristan-Upper, and FR Tank consist of 1320 ha-communal land (attached as **Annex-4**) of degraded riverine ecosystems within broader degraded agro-ecological landscapes. These areas currently face degradation, reduced vegetation cover, soil instability, and lowered biodiversity, requiring restoration to enhance floodplain and watershed resilience.

4.2 Social Baseline:

The activity area is inhabited by cohesive tribe communities with low conflict. Local livelihoods are closely tied to natural resources, with customary rights recognized and respected. Communities are actively engaged in planning and implementation of plantation activities. The project context indicates high potential for employment generation and improved long-term resource availability, thereby contributing to social stability.

4.3 Security Situation:

Initially, ESS screening was conducted for 10 project sites allocated in the district D.I. Khan Tank and the South Waziristan region. During the demarcation of forest activities in coordination with the department, it was informed to change two project sites due to continuous military operations. The Forest Department suggested two project sites as an alternative to cover all the plantation areas that include Ghowak Ladha & Terzin Serwakai as new sites, and ESS has also been concluded in the newly identified sites.

The security context in District Dera Ismail Khan, Tank, and South Waziristan is variable and may fluctuate over the course of project implementation. While overall conditions permit development activities, localized security incidents, movement restrictions, or law enforcement advisories may arise. To address this, Recharge Pakistan applies a structured and precautionary security management approach that directly informs implementation decisions on the ground.

The **ESMF Security Protocol explicitly applies to Activity 1.1.1** and governs all field-based operations, including site selection, mobilization of staff, community engagement, and monitoring activities. All implementing partners and field staff are required to comply with this protocol, which aligns with Government of Khyber Pakhtunkhwa procedures and district-level security arrangements.

Section 5: Forest Fire Management & Contingency Plan

As the Forest Department is the implementing agency for Activity 1.1.1, this Forest Fire Management Plan has been developed considering its active role throughout the process—from initial screening and community engagement through Village Development Committees (VDCs), to area demarcation for afforestation activities, and its prior experience in managing forest fire incidents. Accordingly, the plan aligns with the existing fire management frameworks already prepared and implemented by the Forest Department in these regions.

The following table presents a contingency-based approach for fire management, considered suitable given the low observed risk and the communal nature of land in South Waziristan.

Table 1: Forest Fire Management Plan-FFMP

Project Area for FFMP: Target area covers 1,300 hectares in South Waziristan (400 hectares block plantations and 900 hectares ANR) with the goal to reduce fire risk, protect plantations, and ensure long-term sustainability, implemented by the KP Forest Department in collaboration with local communities.

Activity	Indicators	Specific Measures/Actions	Responsibility	Monitoring/Reporting
I-Risk Identification	<p>High Risk Season: March - June (pre-monsoon dry season). Secondary Risk: October - November (dry months).</p> <p>Primary Causes: Negligence by shepherds/tourists; intentional burning for grass regeneration; careless disposal of cigarettes; and fuelwood collection.</p>	<ul style="list-style-type: none"> • Physical Barriers: Establish Fire Lines (10-15 m wide) around plantations. • Fuel Reduction: Clear dry grass and litter before summer. • Equipment: Provide basic equipment (fire beaters, water backpacks, first aid kits). • Enforcement: Grazing and setting fire to the relevant land is strictly prohibited. 	<p>KP Forest Department (Assessment), Communities/VDCs (Maintaining fire lines, litter clearance). KP Forest Department (Equipment supply).</p>	<p>Compliance with the Forest Fire Management Plan (Incident Report to PMU)</p>

Activity	Indicators	Specific Measures/Actions	Responsibility	Monitoring/Reporting
II. Community Awareness & Land Use	Intentional/Accidental fire set by users. Resistance to protection measures.	<ul style="list-style-type: none"> • Awareness: Conduct community awareness sessions and install hazard signboards. • Protection: The landowner will be responsible for compensating for the loss if damage is caused by fire. • VDC Role: VDCs will play a frontline role in reporting and mobilization. 	Communities/VDCs (Awareness, Enforcement). Forest Department, WWF-Pakistan (Training, technical support).	Recording community awareness sessions and signboards.
III. Response & Contingency	Unlikely Fire Eruption.	<ul style="list-style-type: none"> • Early Detection: Patrolling by Community Watchers of VDCs during risk periods. • Immediate Alert: Watcher reports incident within 30 minutes. • First Response: Fire squads and community mobilized with beaters/water. • Backup Support: FD rapid response team, Rescue 1122, and local administration mobilized if the fire escalates. 	Watch & Ward groups of VDCs (Early reporting, frontline response). KP Forest Department (Fire squads, coordination with Rescue 1122)	Reporting formats used for each fire incident. (Incident Log)
IV. Post-Fire Action	Damage & Sustainability.	<ul style="list-style-type: none"> • Assessment: Damage assessment and reporting with GPS & photos. • Recovery: Replanting damaged areas. • Enforcement: Landowners/VDCs liable for financial compensation /repayment of expenses if damage is due to negligence. 	KP Forest Department, WWF-Pakistan, Communities/VDCs.	Monthly and seasonal monitoring of recovery efforts

Section 6: Security Management Plan for District DI Khan, Tank, and South Waziristan

Security Brief:

A rising trend in terrorist attacks and deteriorating security environment in the districts of DI Khan, Tank, and South Waziristan has disturbed the overall security situation in the area. Law Enforcement Agencies (LEAs) are frequently targeted by miscreants. Consequently, the frequency of intelligence-based operations (IBOs) by the security forces in the project area has increased. However, project sites as of now remain safe and approachable.

6.1 Purpose, Objectives, and Expected Outcomes of Security Management Plan

6.1.1 Purpose of this Security Plan:

This plan provides the framework, protocols, and mechanisms to ensure the maximum possible safety and security for all project personnel (staff-WWF & Forest department and local labor) and assets involved in Activity 1.1.1 within the D.I. Khan watershed. It aims to mitigate risks associated with the complex security and social environment to ensure safe and continuous project delivery.

6.1.2 Objectives:

- To outline precautionary and preventive measures, integrate community consensus mechanisms (Jirgah/FPIC), define incident-response actions, and ensure compliance with the overarching WWF-Pakistan Security Plan.

6.1.3 Expected Outcomes:

- Achieving zero harm to staff and communities, ensuring uninterrupted access to afforestation sites through documented Free Prior Informed Consent (FPIC), and sustaining neutrality and trust to avoid involvement in tribal or political conflicts.

6.2 Risk Analysis and Causes of Security Disturbance

6.2.1 Causes of Security Disturbance in these Areas:

Risk Category	Key Cause & Contextual Evidence
External Security & Conflict	The D.I. Khan/KP region faces continuous threat from the Tehreek-e-Taliban Pakistan (TTP) and other militant groups. Attacks, largely targeting Law Enforcement Agencies-LEAs, are frequent, creating a volatile general security environment. Police and army check posts have also been increased due to security concerns.
Internal Social Conflict	Although local tribes are cohesive, competition over access to natural resources (water, grazing land) could be aggravated if project benefits (e.g., jobs, resource access) are recognized as inequitably distributed.

Operational/Environmental Safety	The terrain, while not overly steep, harbors known threats like snakes and scorpions. Additionally, a few sites have a history of forest fires, which may be a safety and environmental risk.
Criminal Activity	The presence of armed bandits and the weak state presence in South Waziristan & Tank increase the general risk of criminal acts against vehicles and personnel.

6.3 Security Management Procedures and Protocols

The security context in District Dera Ismail Khan, Tank, and South Waziristan is variable and may fluctuate over the course of project implementation. While overall conditions permit development activities, localized security incidents, movement restrictions, or law enforcement advisories may arise. To address this, Recharge Pakistan applies a structured and precautionary security management approach that directly informs implementation decisions on the ground.

The **ESMF Security Protocol explicitly applies to Activity 1.1.1** and governs all field-based operations, including site selection, mobilization of staff, community engagement, and monitoring activities. All implementing partners and field staff are required to comply with this protocol, which aligns with the Government of Khyber Pakhtunkhwa’s procedures and district-level security arrangements.

Security Context and Management Approach

This Environmental and Social Management Plan (ESMP) for Activity 1.1.1 fully complies with the security procedures outlined in the Environmental and Social Management Framework (ESMF) and is aligned with the WWF-Pakistan Security Plan. These frameworks establish standardized protocols and Standard Operating Procedures (SOPs) to safeguard project personnel, implementing partners, stakeholders, and project assets throughout implementation.

The security situation in District Dera Ismail Khan, Tank, and South Waziristan remains variable and may fluctuate during the course of project activities. While overall conditions allow development interventions, localized security incidents, movement restrictions, or advisories from law enforcement agencies may occur. Security risks in the project area stem from external threats (including militant groups), internal social tensions related to natural resource use, occasional criminal activity, and operational or environmental hazards. In response, Recharge Pakistan applies a structured, precautionary, and adaptive security management approach that directly informs implementation decisions at the field level.

Application of Security Protocols

The ESMF Security Protocol explicitly applies to Activity 1.1.1 and governs all field-based operations, including site selection, staff mobilization, community engagement, and monitoring. All implementing partners and field staff are required to comply with these procedures, which are aligned with the Government of Khyber Pakhtunkhwa policies and district-level security arrangements.

Operational security measures incorporated into this ESMP include pre-approved and daylight-only field travel using GPS-tracked vehicles, regular coordination with local tribal elders to maintain community consensus, and exclusive hiring of local labor to minimize social tensions. In the event that security threats are identified, activities will be immediately suspended and personnel evacuated in accordance with established protocols.

Environmental health and safety risks are also addressed due to the presence of poisonous wildlife in afforestation areas and potential fire hazards. Workers are required to use appropriate personal protective equipment and adhere to the Forest Department's Fire Management Plan, under the supervision of the PMU/SIU Environmental and Social Specialists.

Site Selection and Proximity to Security Risks

Project sites are selected with careful consideration of proximity to security-sensitive areas. The KP Forest Department, in consultation with local forest staff and the District Administration, identifies afforestation sites based on prevailing security conditions, access routes, and law enforcement presence. As provincial forest staff are permanently based in Tank and South Waziristan and are already implementing similar initiatives, they possess up-to-date knowledge of local security dynamics. This ensures that sites with minimal security risks are identified at the outset.

Recharge Pakistan will utilize the same operational methods, procedures, and community engagement practices currently employed by the KP Forest Department, thereby minimizing exposure to unfamiliar or high-risk locations.

Operational Decision Thresholds

Security-related decisions during implementation are guided by clearly defined internal thresholds, including:

- Official security advisories or restrictions issued by law enforcement agencies or district administrations.
- Security assessments conducted by the Recharge Pakistan Site Implementation Unit (SIU) and Project Management Unit (PMU), based on field reports and local intelligence.
- Real-time feedback from local forest staff and district authorities regarding access constraints, mobility issues, or emerging security risks.

When these thresholds indicate elevated risk levels, project activities may be delayed, temporarily suspended, modified, or relocated, as necessary.

Roles, Responsibilities, and Decision-Making

- The KP Forest Department, through its local staff, is responsible for day-to-day field implementation and immediate reporting of security concerns.
- The Recharge Pakistan SIU evaluates reported risks, coordinates with district authorities, and

provides recommendations regarding continuation, adjustment, or suspension of activities.

- The PMU retains overall decision-making authority, based on SIU assessments and official advisories, and ensures full compliance with the ESMF Security Protocol.
- The Forest Department maintains close and regular coordination with Rescue 1122 in Dera Ismail Khan and South Waziristan to support emergency response and risk management during the implementation of forestry interventions.
- In the event of security incidents or significant changes in conditions, decisions are made jointly by the KP Forest Department, SIU, PMU, and the District Administration.

Suspension and Coordination Mechanism

Where activity suspension is required, decisions will be taken in consultation with the Divisional Coordination Committee (DCC) for Recharge Pakistan, Dera Ismail Khan. The DCC comprises representatives from the SIU DI Khan, relevant KP government departments (Forest, Irrigation, Agriculture), Deputy Commissioners of districts within the DI Khan Division, and the Police Department, and is chaired by the Commissioner, DI Khan Division.

6.3.1 Operational Security Protocols

A. Travel and Field Protocol:

- All travel to Activity 1.1.1 sites is pre-approved by the Site Manager and the Manager, Admin & Security.
- All field travel must be restricted to daylight hours.
- All vehicles must be equipped with a functional Vehicle Tracking System (GPS) monitored 24/7 by the admin department. Vehicles must be regularly inspected.
- Staff must carry official mobile phones and, where necessary (remote, high-risk areas), *walkie talkie* to ensure uninterrupted communication.
- Coordination with rescue 1122-D I Khan & South Waziristan

B. Conflict and Social Risk Mitigation:

- Continuous and mandatory engagement with local tribal elders (Jirgah system) is ensured to secure project legitimacy and consensus before commencement of work at *all* sites, especially in South Waziristan and FR Tank.
- All labor will be sourced locally to minimize risks of societal conflict or resentment due to external labor influx.
- Mandatory stoppage if security agencies issue official orders or if the Manager, Admin & Security determines the area is unstable due to violence, sectarianism, or confirmed threats. Then, all project personnel will be immediately evacuated until the site is deemed safe to return.

C. Environmental Health and Safety (EHS):

- As Activity 1.1.1 involves afforestation in areas that host poisonous animals (snakes, scorpions), safety measures and protective gear are mandatory for all workers.
- The Forest Department's Fire Management Plan is integrated into site-level planning. The PMU/SIU ESS staff will monitor compliance. The table below explains the

allocated budget regarding basic PPE requirements during field activities in the project area.

No.	Item required	Quantity	Unit cost in PKR	Total cost in PKR
1	Dust Masks	700	200	140,000
2	Hand-held air quality monitor	2	30,000	60,000
3	Rubber Gloves (pair)	400	500	200,000
4	Hand sanitizers	90	1000	90,000
5	Hard Hats	250	1000	250,000
6	Safety Boots	100	6000	600,000
7	Fire Extinguisher in case of forest fire incidents			
Total				1,340,000

6.4 Institutional Roles and Responsibilities

Role	Responsibility
Senior Manager, Admin & Security (PMU)	Ultimate oversight of security policy implementation. Lead high-level engagement with District Commissioners' offices and LEAs (Police, FC, Army) to gauge the security situation.
SIU Security Staff	Day-to-day engagement with local LEAs. Disseminate security alerts immediately. Escort arrangement of coordination for field visits.
Site Manager / ESS & M&E Sr. Officer	Ensure all field visits are pre-approved and compliant with travel/security protocols. Lead community consultations (FPIC/Jirgah) to ensure local acceptance and prevent potential social conflict risks.
All Project Staff	<p>Mandatory adherence to the No Night Travel rule. Maintain functional GPS/Vehicle Tracking, and use of <i>walkie-talkies</i>/official mobiles for communication in remote areas.</p> <ul style="list-style-type: none"> • Real-time feedback from local forest staff and district authorities regarding access constraints, mobility issues, or emerging security risks. • The KP Forest Department, through its local staff, is responsible for day-to-day field implementation and immediate reporting of security concerns. • In the event of security incidents or significant changes in conditions, decisions are made jointly by the KP Forest Department, SIU, PMU, and the District Administration.

6.5 Incident Reporting and Documentation

All incidents, regardless of severity, must be documented using a formal Incident Report form and submitted to the Manager, Admin & Security (PMU) within 24 hours. Serious incidents (Category Red/High) must be reported immediately via phone/ walkie talkie.

6.6 Emergency Contacts (Internal/External)

Contact	Name/Role	Phone Number
PMU Security Focal Point	Senior Manager, Admin & Security	0323-5499196
Local Law Enforcement	Focal Person Security Regional Police Office D I Khan	0335-5925184
National Emergency	Rescue 1122 / Police	1122 / 15
Manager SIU-RP	Recharge Pakistan	0345-9888292

Section 7: Environmental and Social Management Plan

This table outlines the key impacts, mitigation measures, and monitoring plan for each phase of Activity 1.1.1, structured under the main categories of the Implementation Plan and Monitoring Plan.

Table 2: Environmental and Social Management Plan

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
Implementation Phase							
<p>Compliance with Forest fires plan by Forest department: Although the screening reports mentioned the need of forest fire plans but keeping in view the fact that the lands in South Waziristan are communal in nature and the risk of fire incidents is relatively low, a contingency based approach is considered more practical and effective. This approach focuses</p>	<p>Traditional measure by forest department engaging local communities. Based on the report of forest department, A fortnightly report will be prepared and submitted to PMU</p>	<p>Forest coordinator/ESS Officer SIU</p>	<ul style="list-style-type: none"> Incident log Fortnightly report from Forest Department Watch & Ward System Reports 	<p>Bi-weekly</p>	<ul style="list-style-type: none"> FD ESS/M&E Officer-SIU VDC, W&W & CBO 	<p>ESMP</p>	<ul style="list-style-type: none"> Dust Masks, Hand-held air quality monitor, Rubber Gloves pairs Hand, sanitizers 250 ml, Hard hats, Safety boots pairs

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
on community awareness, preventive patrolling, and emergency coordination with The Forest Department and Rescue 1122. A full-scale fire management system is not recommended in this case, as it would require very expensive tools, infrastructure, and dedicated resources, which may not necessarily be required the local context and observed fire history							<ul style="list-style-type: none"> Total Cost: 1,340,000
Compliance with security protocols Given the prevailing security dynamics in D.I. Khan, Tank, and South Waziristan—where Law Enforcement Agencies-LEAs periodically face incidents and	<ul style="list-style-type: none"> Adherence to Security Management Procedures and Protocols as outlined in Section 6: Security 	<ul style="list-style-type: none"> Senior Manager, Admin & Security (PMU) SIU Security Staff. 	<ul style="list-style-type: none"> Security Management System exists. Procedures and Protocols in place 	<ul style="list-style-type: none"> Monthly 	<ul style="list-style-type: none"> Admin PMU Manager SIU FD 	Security Management Plan	

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
intelligence-based operations are conducted regularly — the ESMP ensures strict adherence to the security procedures defined in the ESMF and the WWF-Pakistan Security Plan. Although current project sites remain safe and accessible, Activity 1.1.1 requires a precautionary and adaptive security approach tailored to the prevailing security context. In line with the objectives of the Security Management Plan, the ESMP integrates preventive and responsive measures, including pre-approved and daylight-only field travel using GPS-tracked vehicles, mandatory engagement with local tribal elders (Jirgah/FPIC) to secure community consensus, and the exclusive	<p>Management Plan as follows:</p> <ul style="list-style-type: none"> Operational Security Protocols as outlined in ESMF. Field travel pre-approved by Site Manager & Admin/Security. Daylight-only travel; vehicles GPS-tracked and monitored. Staff carry official mobiles; walkie-talkies in remote/high-risk areas. Continuous engagement with local tribal elders (Jirgah/FPIC) for community consensus. Local labor prioritized to 	<ul style="list-style-type: none"> Site Manager 					

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
hiring of local labor to reduce external security and social risks. Should security threats emerge, whether through LEA advisories, intelligence alerts, or field-level observations—work will be immediately halted, and personnel evacuated until conditions stabilize. Additionally, considering the presence of poisonous wildlife in afforestation zones, all workers will follow strict environmental health and safety protocols, use appropriate protective equipment and in case of forest fire coordinate with the Forest Department to ensure compliance with its Fire Management Plan under the supervision of PMU/SIU ESS staff.	<p>reduce social risks.</p> <ul style="list-style-type: none"> • Immediate suspension and evacuation if security threats arise. • Environmental Health and Safety (EHS) • Use of protective gear due to poisonous wildlife (snakes, scorpions). • Fire Management Plan by Forest Department integrated into site operations. • Compliance monitored by PMU/SIU ESS staff. • Security oversight; 						

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
	<p>engagement with LEAs.</p> <ul style="list-style-type: none"> • Day-to-day coordination; disseminate alerts; escort arrangements. • Pre-approval of visits; protocol compliance; community consultations. • Follow daylight travel rules, maintain GPS/vehicle tracking, and communication devices. • Incident Reporting • Document all incidents within 24 hours. • Serious (high-risk) incidents reported immediately. 						

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
	<ul style="list-style-type: none"> • Emergency Contacts • PMU Security Focal Point: 0323-5499196 • Local Police (D.I. Khan): 0335-5925184 • Rescue 1122 / Police: 1122 / 15 • Manager SIU-RP: 0345-9888292 						
<p>ToP between Landowners and Forest department to implement the activity 1.1.1 on lands provided through formal Terms of Partnership (ToP) between tribal landowners and the Provincial Forest Department. In areas such as South Waziristan, where the Forest Department does not own land,</p>	<ul style="list-style-type: none"> • Terms of Partnership-TOP and detailed explanation of the agreement on providing land between the tribal leaders and provincial forest department, • Forestry activities will be implemented either on state/Forest 	FD/SIU	ToP Agreement	Once	SIU Forest and Social Team FD	Agreement on ToP	

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
tribal communities voluntarily provide access under a Free, Prior, and Informed Consent (FPIC) process. These agreements, developed in consultation with tribal elders by the forest department and SIU team of EE, ensure respect for customary land rights, promote local ownership, and reduce risks of social conflict. The ToP also facilitates coordination with the Forest Department on technical and environmental management measures, enabling smooth and sustainable project implementation while maintaining strong community	Department land or on tribal land accessed through voluntary, FPIC-based Terms of Partnership (ToPs) between tribal leaders/Village Development Committees (VDCs) and the KP Forest Department. ToPs will clearly define land access, duration, roles, responsibilities, and benefit-sharing arrangements prior to implementation. Continuous engagement with VDCs and tribal representatives will be						

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
participation and support.	maintained throughout implementation. A formal dispute resolution mechanism led by the Divisional Forest Officer, supported by WWF-Pakistan's Grievance Redressal Mechanism, will be used to address any land- or consent-related issues, ensuring respect for customary land tenure and sustained community consent.						
Community Consultation Plan Community consultations were conducted during the	<ul style="list-style-type: none"> Documentation of the consultation meetings that have taken place 		<ul style="list-style-type: none"> Meetings logs Consultation findings/reports 	Monthly	<ul style="list-style-type: none"> SIU Social Team FD 	Community Consultation Plan	

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
E&S Screening and initial planning of Activity 1.1.1 and will continue throughout the implementation of the activity. These consultations involve Tribal Elders, landowners, VDCs, Watch & Ward Groups, and local CBOs to ensure community ownership, conflict-sensitive implementation, and integration of local knowledge, including FPIC processes and forest management practices.	to date, and those that will follow for this activity						
Community Conflict: Disputes over jobs or benefits: Since the land belongs to the local community and community	<ul style="list-style-type: none"> Prioritize hiring of local labor from the relevant community. 	<ul style="list-style-type: none"> FD SIU WWF PMU 	<ul style="list-style-type: none"> Number of local vs. non-local hires. Record of community/ jirgah meetings. 	Monthly	<ul style="list-style-type: none"> FD, SIU-Monitoring team & Mobilization Officers 	<ul style="list-style-type: none"> The majority of laborers are local. Documented consent 	Covered under staffing and community engagement budget.

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
members will be engaged as labor for ANR activities, there is a risk of community conflicts during the implementation period.	<ul style="list-style-type: none"> Engage with tribal elders (<i>jirgah</i>) to ensure transparency and consent in hiring and project activities, following the FPIC process. 		<ul style="list-style-type: none"> Monitoring reports 			(FPIC) from community leaders.	
Occupational Health & Safety-OHS Hazards: Activity 1.1.1 involves afforestation in areas with poisonous animals and fire risks. Workers will follow strict safety measures under all plans. All incidents will be promptly reported, with emergency contacts	<ul style="list-style-type: none"> Provide all workers with appropriate PPE (helmets, gloves, boots, dust masks). – Conduct daily safety briefings. Ensure first aid is available on site. Hire local labor where it is possible to 	FD	<ul style="list-style-type: none"> Regular check for PPE use. Record of safety briefings. - Accident/incident log. Monitoring reports 		<ul style="list-style-type: none"> FD Site Supervisor SIU ESS/M&E Officer 	100% PPE compliance- Zero major accidents.	FD

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
maintained for immediate response.	reduce exposure risks.						
Post- Completion							
<ul style="list-style-type: none"> Post-Completion Site Management Responsibilities will ensure continued protection, monitoring, and oversight of afforested areas in compliance with WWF Pakistan guidelines and environmental and social safeguards. 	<ul style="list-style-type: none"> Maintain and protect afforested sites, regular survival assessments, VDCs supported monitoring, necessary replanting, and submission of post-completion reports to WWF Pakistan and relevant authorities. 	FD	Assessment findings/reports Monitoring reports Follow up surveys.	Biannual	FD, VDCs WWF Forest & M & E Team	FD's monitoring plans & reports	
	<ul style="list-style-type: none"> Provide technical support, ensure 		Field Verification & Monitoring Reports	Monthly	Forest & M & E Team	WWF monitoring plans & reports	

Phase / Aspects Environmental and Social Impacts field	Implementation Plan		Monitoring Plan				Budget/ costs In PKR Type & Cost of PPEs:
	Proposed Mitigation Measures	Responsibility	Monitoring Parameters	Frequency	Responsibility	Compliance Criteria	
	safeguards compliance, participate in field verification, and prepare consolidated post-completion reports		Consolidated Post-Completion Reports				
	<ul style="list-style-type: none"> Support surveillance to prevent illegal cutting, grazing, and encroachment. Report issues or risks (fire) 	VDC CBOs Landowners	VDCs reports	Monthly	VDCs CBOs Landowners	Community reports	

Section 8: Stakeholder Consultation and Engagement

Stakeholder engagement is a cornerstone of this activity, ensuring community ownership and mitigating social risks.

8.1. Stakeholders Identified:

- **Primary:** The residents of Communal land & Tribal elders of activity sites whose livelihood is directly dependent
- **Institutional:** Provincial Forest Department (D.I. Khan, SWD, Tank), District/Tehsil Administration of D.I. Khan, and local VDCs/CSOs.

8.2 Consultation Process:

Consultations were conducted during the ES Screening of Activity 1.1.1, involving discussions and interviews with community members and government officials. These consultations helped identify the primary risks, particularly the community's dependence on the forest sites, and shaped the mitigation strategies.

8.3 Ongoing Engagement:

Engagement will be a continuous process throughout the project, guided by the **Recharge Pakistan Social Mobilization Plan**. The key steps include:

- **VDCs of Forest Department/Community Organization:** Formalizing a VDCs/Community-Based Organization (CBO) at activity sites to act as the primary partner for the project. Formation of Village development Committees in the intervention areas has been completed by the forest department.
- **FPIC Process:** Undertaking a rigorous Free, Prior, and Informed Consent (FPIC) process with the CBO and tribal elders (*jirgah*). This will ensure that all activities have broad community support and documented consent before implementation.
- A rigorous Free, Prior, and Informed Consent (FPIC) process was undertaken with the CBO and tribal elders (*jirgah*), ensuring that all activities had broad community support and documented consent prior to implementation.
- **Regular Meetings:** The Site Implementation Unit (SIU) staff, particularly the Community Mobilization Officers, will hold regular meetings with the CBOs and forest departments with VDCs to provide updates, gather feedback, and address any emerging issues.
- The ESMF (Environmental and Social Management Framework) says that tribal groups in Pakistan are not considered Indigenous Peoples, so an IPP is not required. Regardless, communities are engaged respectfully even though there is no IPP. The ESMF ensures that all communities are consulted through an FPIC process (Free, Prior, and Informed Consent), which respects their customs and decision-making.
- The Site Implementation Unit (SIU) staff, particularly the Community Mobilization Officers, conduct regular meetings with the CBOs, VDCs, and Forest Department throughout the E&S screening, implementation, and completion phases to provide updates, gather feedback, and address any emerging issues, as outlined in the Community Consultation section.

In locations where direct engagement with women is not feasible, women's perspectives are currently reflected indirectly through consultations with male household members, community elders, and Community-Based Organizations (CBOs) that incorporate women's priorities related to livelihoods, access to natural resources, and household-level benefits of afforestation and nursery activities.

Women's participation will be secured and expanded through the establishment of Community Management Nurseries, which provide opportunities for inclusion by enabling women to engage in project activities located close to their homes, thereby minimizing mobility and security risks. Engagement will further be strengthened through collaboration with local women's groups and CBOs with female membership, particularly in South Waziristan, to facilitate women's involvement in forestry interventions where direct consultation is constrained.

Looking forward, the project commits to progressively strengthening women's direct engagement as and when the security situation allows. This will include consultations with women for an expanded involvement of women-led or women-inclusive CBOs, and adaptive engagement approaches aligned with local norms and security advisories. These measures will ensure that women's participation evolves over time and remains responsive to both security conditions and good international practice.

Section 9: ESMP Implementation Mechanism, Monitoring Plan & Reporting

9.1 ESMP Implementation Mechanism:

- **Provincial Forest Department:** Responsible for the day-to-day implementation of all design, and implementation phase mitigation measures as stipulated in their contract.
- **WWF-Pakistan PMU/Forest Department:** Holds overall responsibility for ESMP compliance.
- The **ESS Manager** (based in PMU) will provide oversight, review monitoring reports, approve site-specific plans, and reports.
- **Site Implementation Unit (SIU) in D.I. Khan:** Responsible for on-the-ground monitoring and coordination.
 - The **SIU ESS/M&E Officer** will conduct monitoring in accordance with the frequency set in the ESMP, verify compliance by the forest department, and report to the ESS Manager.
 - **Community Mobilization Officers** will lead stakeholder engagement, the FPIC process, and oversee the implementation of consultation plans with VDCs etc.

9.2 ESMP Monitoring Plan:

Monitoring will be conducted at multiple levels to ensure the effectiveness of mitigation measures. The specifics of what will be monitored, how often, and by whom are detailed in the Monitoring Plan of Section 7. The overall monitoring framework is:

- **Compliance Monitoring:** The SIU ESS/M&E Officer will conduct regular site inspections to ensure adherence to the ESMP (e.g., use of PPE, waste management).

9.3 ESMP Reporting:

- The Forest department will submit monthly progress reports to SIU, including a section on ESMP compliance.
- The SIU ESS/M&E Officer will submit monthly monitoring reports to the PMU ESS Manager.
- The ESS Manager will consolidate these reports and include a summary of safeguards' performance in the project's six-monthly Mid-year Technical Review and the Annual Performance Report submitted to the WWF US.

Section 10: Grievance Redress Mechanism (GRM)

The project's currently existing Grievance Redress Mechanism (GRM) will be operational for the duration of the activity to ensure that any concerns from the community or workers are addressed promptly and transparently. To engage all stakeholders in the projects GRM, the ESS & Forest team provided initial ESMP compliance training to forest departments, and then the same will be delivered to Village Development Committee (VDC) members.

Grievances can be raised verbally through Village Development Committees (VDCs), SIU staff, or designated Forest Department focal persons. Complaints may be communicated through one-on-one meetings, telephone calls, or voice notes submitted via the project's designated GRM phone or WhatsApp channels. All grievances will be screened using an eligibility checklist under the GRM to verify their validity and determine their nature. Grievances from workers and communities are classified according to their nature and addressed through distinct procedures tailored under GRM. Sensitive grievances, including those related to Sexual Exploitation, Abuse, and Harassment (SEAH), are managed through confidential, survivor-centered processes in accordance with the ESMF, with strict safeguards for privacy and referral to appropriate support services. Moreover, concerning Sexual exploitation, Abuse, and Harassment (SEAH), the WWF-Pakistan gender team based at the site implementation office will conduct dedicated awareness sessions for women at the project's communities wherever the security situation allows.

10.1 Accessing the GRM:

Grievances can be submitted through four-level GRM channels, which will be communicated to the community via posters in local languages and awareness sessions. Channels include:

Recharge Pakistan Project:

- Hotline: 0300-5572564
- WhatsApp: 0300-5572564
- Email ID: grm@wwf.org.pk
- Complaint boxes at PMU & site offices
- Written complaint letter to the project site offices
- Through government departments

Whistle blowing - WWF-Pakistan's website:

- https://www.wwfpak.org/contact_us/
- Call or WhatsApp: +92 300-0993725
- Address: WWF-Pakistan, Ferozepur Road,
- Lahore-54600
- Email: complaints@wwf.org.pk,
- Directly to WWF International: report.whistleb.com/en/wwf

WWF US:

- SafeguardComplaint@wwfus.org
- Mail: Project Complaints Officer, World Wildlife
- Fund, 1250 24th Street NW, Washington, DC
- 20037

GCF IRM:

- <https://irm.greenclimate.fund/>

Special protocols are in place for handling sensitive grievances related to human rights or SEAH, ensuring a survivor-centered approach, strict confidentiality, and immediate escalation.

ANNEX 1: Community consultation Reports/Stakeholders meetings

I. Community Consultations

This table summarizes all the community consultation and ESS screening activities conducted for Activity 1.1.1. The table shows Consultations with women only in D I Khan, while in the South Waziristan Forest Division, the consultations with females could not be conducted due to restrictions on travel for the Female Social Mobilization Officers of the SIU. These restrictions were imposed considering the prevailing security situation and the routine curfews enforced by the district administration.

Instead, initial consultations were held with Tribal Elders, primarily for the screening and FPIC (Free, Prior, and Informed Consent) process. In South Waziristan, Tribal Elders traditionally hold decision-making authority on behalf of the entire tribe, including both men and women.

However, in alignment with WWF’s Social Mobilization Strategy, female staff from SIU D.I. Khan will attempt to carry out consultations with women in South Waziristan with the facilitation of the forest department and in collaboration with local Community-Based Organizations (CBOs) operating at the grassroots level.

Site/Village (Union Council)	District/FR	Date of Visit	Team & Local Support	GPS Coordinates (Latitude, Longitude)	Total Attendees (Men/Women)	Primary Tribe/Sub-castes (Landowners)	Estimated Total Households (3km Radius)	Key Consultation Outcomes / FPIC Status
Saidabad (Paniala)	DI Khan	24-04-2025	SIU team led by Mr. Ansar Hussain Rathore , mobilized by Mr. Muhammad Sajid	N: 32.251551, E: 70.863017	28 (16 Men, 12 Women)	Residents from various areas surrounding the Sheikh Badin afforestation site .	Not Specified	Consultation taken before conducting the ESS screening. Local residents showed strong interest and contributed valuable insights. Female community also actively participated, supported by female SIU staff.
Superwam/Khairgi (Jandola)	FR-Tank	20-05-2025	RP team (Mr. Kashif Baloch , Mr. Muhammad Sajid)	N: 32.302692, E: 70.168288	8 (8 Men, 0 Women)	Taranrr sub-caste (Area of residence known as Kirriwam).	≈ 300 HHs (60 HHs)	Consultation process was completed. Community expressed appreciation for

			Khan, Mr. Ansar Hussain) with District Tank Forest Department.				Taranrr sub-caste).	interventions and assured their full participation.
Hassankhel (Hassankhel)	FR-DIKhan	21-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with District FR-DI Khan Forest Department.	N: 31.738378, E: 70.226052	9 (9 Men, 0 Women)	Hassan Khel tribe (Sub-castes: Yaseenzai [800 HHs], Amanzai [500 HHs], Yeahzai [700 HHs], Serviehzi [500 HHs]).	≈ 2500 HHs	Consultation successfully completed. Community reaffirmed their commitment to fully support and participate.
Kurram Sherani (Darazinda)	FR-DIKhan	21-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with District FR-DI Khan Forest Department.	N: 31.738378, E: 70.226052	7 (7 Men, 0 Women)	Kurram Sherani tribe (Sub-castes: Land Ahmed [1,400 HHs], Essa Zai [1,600 HHs]).	≈ 3000 HHs	Consultation conducted. Community welcomed the initiative and pledged full cooperation and participation.
Sain Kach (Sara Rogha)	SW-Upper	22-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with District Upper SW Forest Department.	N: 31.738378, E: 70.16270	6 (6 Men, 0 Women)	Sain Kach tribe (Sub-castes: Charkhel [450 HHs], Khalikhel [400 HHs]).	≈ 850 HHs	Consent was taken. Community welcomed the initiative and pledged full cooperation and participation.
Upper Kaniguram (Kaniguram)	SW-Upper	22-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with District Upper SW Forest Department.	N: 32.312120, E: 69.468360	10 (10 Men, 0 Women)	Sain Kach tribe (Sub-castes: Peerankhel [55 HHs], Ibrahimkhel [55 HHs], Ludakhel [50 HHs], Bichikhel [50 HHs]).	≈ 200 HHs	Consultation successfully completed. Community expressed strong support and committed to full cooperation and involvement.

Terzin (Serwekai)	SW-Upper	22-10-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Asif Khan, Mr. Ansar Hussain) with District Upper SW Forest Department.	N: 32,567914, E: 69,829111	5 (5 Men, 0 Women)	Terzin Faridai Tribe	≈ 150 HHs	Consent was taken. Community welcomed the initiative and pledged their full cooperation and participation
Ghowak (Ladha)	SW-Upper	22-10-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Asif Khan, Mr. Ansar Hussain) with District Upper SW Forest Department.	N: 32,567914, E: 69,829111	6 (6 Men, 0 Women)	Shaman Khail Tribe (Sub-Castes: Manzai [1,725 HHs], Shaman Khail [575 HHs])	≈ 2,300 HHs	Required consultations were fully conducted. Residents welcomed the initiative and affirmed their full cooperation and commitment to supporting the project.
Madejan Shaur (Sarwakai)	SW-Upper	23-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with District Upper SW Forest Department.	N: 32.154600, E: 69.461110	11 (11 Men, 0 Women)	Madejan Shaur tribe (Sub-castes: Shamankhel [150 HHs], Mareezai [150 HHs], Billozai [100 HHs]).	≈ 400 HHs	Consultation successfully completed. The community welcomed the initiative and pledged their full cooperation and participation
Sirkach (Sirkach Sarwakai)	SW-Upper	23-05-2025	RP team (Mr. Kashif Baloch, Mr. Muhammad Sajid Khan, Mr. Ansar Hussain) with South Waziristan Forest Department.	N: 32.314528, E: 69.931569	9 (9 Men, 0 Women)	Sirkach Sarwakai tribe (Mameetkhel sub-caste).	≈ 100 HHs (All Mameetkhel sub-caste).	Consultation has been successfully carried out. The community appreciated efforts and committed to fully supporting and participating in the project.

II- Community Consultation Plan

COMMUNITY CONSULTATION -MANAGEMENT PLAN FOR ACTIVITY 1.1.1 IN YEAR 2025		
Step wise community Consultative	Responsible	Planned Measures for Community consultative Process
Consultation with Tribal Elders and Landowners for TOP designing, prepare a forest fire fighting plan and inclusion in TOP Signing	Forest Dept.:	<p>The Forest Department conducted consultation meetings with Tribal Elders and landowners of the designated forest sites. In DI Khan case, where the forest sites have been provided on Government land, the department provided a letter of clarification. Additionally, Village Development Committees (VDCs) were formed, and watch & ward mechanisms is established.</p> <p>The purpose of the meeting was to orient participants on the Terms of Partnership (TOP) document, outlining the roles and responsibilities of each party, along with the associated terms and conditions.</p> <p>During the consultation, a Forest Fire Fighting Plan was developed, incorporating local practices and indigenous knowledge. This plan was integrated into the TOP document at the time of signing.</p> <p>The Forest Department led the activity, while SIU DI Khan staff participated in a supervisory role to ensure the process was implemented effectively and aligned with the project's objectives.</p> <p>October 2025</p>
TOP Signing with Landowners	Forest Dept.	<p>An agreed Terms of Partnership (TOP) document has been signed between the Forest Department and the VDCs, who have agreed to use their land on a voluntary basis for Activity 1.1.1. An agreed Terms of Partnership (ToP) has been signed between the Forest Department and the VDCs, through which the communities have voluntarily agreed to provide their land</p>

		<p>for the implementation of Activity 1.1.1. The Forest Department acted as the custodian of this agreement and is responsible for the formal signing of the document. SIU DI Khan staff participated in a supervisory role to ensure transparency and adherence to the agreed procedures throughout the process.</p> <p>October 2025</p>
VDC Formation Process	CDOs of Forest Dept.:	<p>The Village Development Committees (VDCs) have been formed, comprising members from the targeted communities of targeted sites in DI Khan and South Waziristan Upper Forest Divisions, in accordance with the Forest Department’s Community Development Rules. These committees have a key role in supporting forest site management and afforestation activities under the RP Project.</p> <p>The roles and responsibilities of VDC members have been clearly communicated during orientation sessions, ensuring their active participation and understanding of their duties related to forest conservation and development.</p> <p>A complete file of the VDC record, having the details of members, their CNIC and contact numbers have been maintained in the office of the Divisional Forest Officers of DI Khan and South Waziristan Forest Divisions. A database of VDC members, including their contact details, is compiled and shared with the SIU DI Khan staff by the Forest Department for coordination and monitoring purposes.</p> <p>The Community Development Officers (CDOs) in DI Khan Forest Division, while Sub-Divisional Forest Officers (SDFOs) or Range Officers (ROs) in South Waziristan Forest Divisions are responsible for the formation of VDCs. The Social Mobilizers (SMs) and Forest Teams of SIU DI Khan have overseen the process in a supervisory role, ensuring full compliance with the prescribed rules and procedures.</p>

		<p>Importantly, the formation of VDCs has been initiated by the CDOs/ SDFOs and registered by the DFOs Forest Department for year 2025 target sites, after the signing of the Terms of Partnership (TOP) with the Landowners/VDC and prior to the commencement of afforestation activities. The same process will be carried out for the coming years' target sites as well.</p>
Formation of Watch & Ward Groups	CDOs of Forest Dept.:	<p>Following the formation of Village Development Committees (VDCs), Watch & Ward Groups have been established as sub-committees to ensure the monitoring and protection of plant growth on the designated forest sites. Watch and ward plans will be developed with consultative exercise. Once the TOPs are signed with the selected CBOs, these CBOs will be taken on board & the joint plan will be developed through a consultative process. These watch and ward groups will carry out coordination with CBOs.</p> <p>These groups have been formed by the Community Development Officers (CDOs) and Sub-Divisional Forest Officers (SDFOs) of the Forest Department, under the supervision of Social Mobilizers (SMs) and Forest Teams from SIU DI Khan. Their primary role is to safeguard afforestation efforts and report any issues related to forest site management.</p> <p>The formation of Watch & Ward Groups has been carried out after the establishment of VDCs, ensuring a structured and community-led approach to forest protection.</p>
Capacity Building of VDC and Watch & Ward Group	Forest Dept.:	<p>An orientation has been organized for members of both the Village Development Committees (VDCs) and the Watch & Ward Groups. The purpose of this orientation is to provide a comprehensive orientation on their roles and responsibilities, as well as other relevant aspects concerning the management and protection of forest sites under the Resilience Project. These trainings have been conducted by the Forest Department.</p> <p>The orientation mainly focused on:</p> <ul style="list-style-type: none"> • Forest site management and afforestation protocols

		<ul style="list-style-type: none"> • Community-based monitoring and reporting mechanisms • Protection measures against fire, grazing, and illegal activities • Coordination and communication with Forest Department, CBO, and SIU teams <p>October – November 2025</p>
Process/ Compliance Monitoring	SIU DI Khan PMU RP	<p>The Monitoring Unit of Recharge Pakistan (RP), comprising officials from the M&E Manager (PMU), Senior Officer M&E (SIU DI Khan), and the Forest Team, are responsible for conducting process and compliance monitoring of all activities carried out by the Forest Department, as outlined in the signed Forest Grant Agreement.</p> <p>Monitoring will focus on ensuring that all activities are implemented in accordance with agreed standards, timelines, and community engagement protocols. The findings and recommendations will be formally communicated to the Forest Department through the PMU M&E Lead, and agreed action points will be documented along with specific timelines for follow-up and resolution.</p> <p>The RP M&E Unit is mainly responsible for the monitoring of Activity 1.1.1 throughout the entire duration of the Forest Grant Agreement, ensuring transparency, accountability, and continuous improvement in implementation.</p> <p>Timeline Project tenure</p>

GRM	SIU DI Khan PMU RP	<p>The Social Mobilization (SM) Team, in collaboration with the Monitoring & Evaluation (M&E) Unit of SIU DI Khan, and the Safeguarding Lead at PMU of the Recharge Pakistan Project, are responsible for the implementation of the Grievance Response Mechanism (GRM) in the villages surrounding the forest sites.</p> <p>The SM Team will regularly conduct orientation sessions for the targeted communities to explain the GRM process, including complaint registration procedures and available channels. All complaints received will be handled in accordance with the GRM Document approved by the Green Climate Fund (GCF).</p> <p>A complete record of:</p> <ul style="list-style-type: none"> • Received complaints • Redressal actions taken • Complainant satisfaction and feedback <p>will be documented and maintained throughout the duration of the Forest Grant Agreement.</p> <p>Timeline Project tenure</p>
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III- Consent Forms-South Waziristan:

Prior to collecting any signatures or personal details, all consent forms were carefully explained to the community members in their local languages. The SIU and Forest Department teams oriented the communities to ensure that everyone fully understood the purpose of the activity, the terms outlined in the forms, and the information required from them. Community members were briefed on how their land would be used, their roles, and their rights under the Terms of Partnership. Only after this thorough and transparent briefing were the consent forms filled in, and the required details formally recorded.

Below are the scanned images of the signed consent forms:

ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	Sufrawan / Khirgi / Jandola / FR-Tank
Project Goal(s)	Building Pakistan's resilience to climate change through EbA & GI for Integrated Flood Risk Management

<p>Activity / Intervention</p> <p><i>(Instructions: please provide a list of only those activities / interventions which will be implemented in the above-mentioned project site with high confidence)</i></p>	<p>Positive Impacts</p>	<p>Negative Impacts</p>	<p>Proposed Mitigation Measures</p>
<p>I. Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.</p> <p>II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribe Elders)</p>	<p>- increase in the Awareness and advocacy</p> <p>- Enhance the Community Resilience</p> <p>-> Social inclusion</p> <p>- Capacity building</p> <p>- Knowledge Sharing</p>	<p>-> Dependancy on External support</p> <p>-> Loss of Traditional knowledge</p> <p>-> Accepting New Concept</p> <p>-> challenge For Traditional Norms and values.</p>	<p>- Capacity building Training</p> <p>-> Local Community Engagements</p> <p>-> inclusion of marginalized groups</p> <p>- Awareness Campaign</p> <p>- Local CBO's Engagements</p>

III.	Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	Bio-diversity Restoration. - Flood Control	Eco-system imbalance → cultural and	Monitoring and Evaluation.
IV.	Improve the climate resilience of vulnerable agricultural livelihoods.	- Enhance Farmer Capacity → Enhance Livelihood	Social Resistance - Lack of Awareness	→ Engagements of Tribe Elders. → selection of Native Species.
V.	Information about GRM mechanism	- increase in the agricultural productivity. → vulnerable community Engagement will be increased.	→ increase of demands from Farmers. → social conflicts	→ Local VDC's and CBO's Engagements

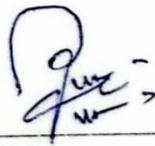
	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them.	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities /interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex			N/A
We acknowledged that consent for photography/audio/video recording/ etc.	✓		
We, the undersigned, consent to:			

- the project's interventions/activities as outlined above and my participation in the same as required in accordance with provisions of Terms of Partnership.
- the recording and archiving of any verbal and non-verbal data or information (except for personal information), as provided by me and as relevant to the project, and the use of the same in research and analysis and other published outputs for the project.

✓

Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
Mehmood	22601-48216391	0336-544362	محمد
Turkistan	22601-4770986-9	0336-9358966	Turkistan
Shamsher Khan	22601-3891636-7	0330-3191671	شیر خان
Hasnain		0334-8423661	HASNAIN
Azjad Khan	22601-71833501	0334-5646524	Azjad
Rifatullah	22601-0775423-9	0332-2419324	رفیق اللہ

Muhammad Sajid Khan



20/5/2025

WWF Official / Representative

Signature

Name & Date

ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	Sain Kach / Sararogha / Upper South Waziristan
Project Goal(s)	Building Pakistan's resilience to climate change through EbA & GI for Integrated Flood Risk Management

Activity / Intervention	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
<p>I. Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.</p>	<p>→ women inclusion</p> <p>→ increase in Awareness</p> <p>→ Strengthening of Local CBO's</p>	<p>→ Defecy over External Support</p> <p>→ Social Conflicts</p> <p>→ Loss of Traditional Knowledge</p>	<p>→ Engagement of Local Stakeholder</p> <p>→ Engagement of CBO's</p> <p>→ Engagements of Tribe elders</p>
<p>II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribe Elders)</p>	<p>→ Social inclusion and Gender equity</p> <p>→ Capacity building of Local communities</p>	<p>→</p>	<p>→ Cultural Sensitive Engagements</p> <p>→ Awareness Campaign</p>

III.	Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	Bio-diversity Restoration → Flood Control	→ Eco-system imbalance → cultural/social Norms and values Resistance → Social conflict	→ selection of Native species → Monitoring and Evaluation. → CSA Training
IV.	Improve the climate resilience of vulnerable agricultural livelihoods.	→ Enhance livelihood opportunities. → Knowledge sharing	→ Demands rising in Farmers	→ Gender inclusive Training.
V.	Information about GRM mechanism	→ Farmers Capacity building through Trainings.		

	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them.	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities /interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex			N/A
We acknowledged that consent for photography/audio/video recording/ etc.	✓		
We, the undersigned, consent to:			

the project's interventions/activities as outlined above and my participation in the same as required in accordance with provisions of Terms of Partnership.

the recording and archiving of any verbal and non-verbal data or information (except for personal information), as provided by me and as relevant to the project, and the use of the same in research and analysis and other published outputs for the project.



Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
زينب خان	12103-8904821-7	0313-9045645	
میر تقی محمد خان	21704-8466514-9	0335-6788078	
عبدالحمید		0332-2040440	

Muhammad Sajid Khan

22/5/25

WWF Official / Representative

Signature

Name & Date

ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	Upper Kaniguram / Kaniguram / Upper South Waziristan
Project Goal(s)	Building Pakistan's resilience to climate change through EbA & GI for Integrated Flood Risk Management

Activity / Intervention <small>Activities and/or projects that will be implemented which will be a part of the project with high potential</small>	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
I. Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	→ Gender inclusion → Capacity building of Local Communities	→ Loss of Traditional knowledge. → Dependancy over External support.	→ Local community engagements. → Engagement of Local CBOs
II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribal Elders)	→ Knowledge sharing → Awareness about Climate Change adaptation. - Enhance Community Resilience	→ Conflicts over resources → Social Conflicts	→ Capacity building Training → Trust building

III	Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	Bio-diversity improved	→ water resources depletion	→ selection of Native species
IV	Improve the climate resilience of vulnerable agricultural livelihoods.	→ Farmers capacity building over CSA	→ Demand Raising amongst Farmers	→ Capacity building training over VESA
V	Information about GRM mechanism	→ Enhance livelihood inclusion of women/marginalized groups	→ conflict over resources. → False complaints	→ Engagements of Tribe elders. → Monitoring and Evaluation.

	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them.	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities /interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex			N/A
We acknowledged that consent for photography/audio/video recording/ etc,	✓		
We, the undersigned, consent to:			

the project's interventions/activities as outlined above and my participation in the same as required in accordance with provisions of Terms of Partnership.

the recording and archiving of any verbal and non-verbal data or information (except for personal information), as provided by me and as relevant to the project, and the use of the same in research and analysis and other published outputs for the project.



Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
فضل امین	12201-1687151-1	0335-5313462	Fazal Amin
اشرف علی	12201-23722855	0332-1972537	Ashraf Ali
مستار م	12101-59142255	0336-5065261	Mustar M
ساجد	21702-7415809-9	0342912971	Sajid
سجاد اللہ ب	21702-14100489	0307-3084300	Sajid Allah B
ایض خان	12201-2219599-3	0336-9174388	Ayaz Khan

Muhammad Sajid Khan

22/5/2025

WWF Official / Representative

Signature

Name & Date

ANNEX 'A': APPROVAL & CONSENT FORM

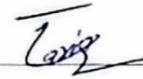
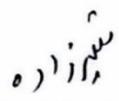
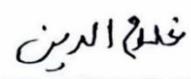
Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	USpana Ragh zay Terzin Faredai/Sinupper
Project Goal(s)	Building Pakistan's resilience to climate change through EbA & GI for Integrated Flood Risk Management

Activity / Intervention <i>(Instructions: please provide a list of only those activities / interventions which will be implemented in the above-mentioned project site with high confidence)</i>	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
<p>I. Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.</p>	<p>- Local community Engagements</p> <p>- Enhance Community Resilience</p>	<p>- Conflict over Resources</p> <p>- Rigid cultural Norms & values</p> <p>- Resistance to new concepts</p>	<p>- Awareness Campaign</p> <p>- Capacity Building Training</p> <p>- Promote dialog-</p>
<p>II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions (Tribe Elders)</p>	<p>- Cultural Knowledge Integration</p> <p>- women Inclusion</p>	<p>- Availability of Community in different seasons and security situations-</p>	<p>- Monitoring and evaluation</p> <p>- Involvement of Tribal Elders-</p>

III.	Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	Bio-diversity restoration	- Sustainability Issues.	selection of Native species
IV.	Improve the climate resilience of vulnerable agricultural livelihoods	- Increase in livelihood opportunities. - Flood Mitigation	- Market and Supply chain challenges	- Local market and ward system - - coordinate and consultation with stakeholders
V.	Information about GRM mechanism	- Capacity Building and Knowledge sharing		- Awareness Raising Campaigns Regarding GRM.

	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities /interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex			N/A
We acknowledged that consent for photography/audio/video recording/ etc	✓		
We, the undersigned, consent to:			

We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities / interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex)			N/A
We, the undersigned, consent to: <ul style="list-style-type: none"> - the project's interventions/activities as outlined above and my participation in the same as required in accordance with provisions of Terms of Partnership. - the recording and archiving of any verbal and non-verbal data or information (except for personal information), as provided by me and as relevant to the project, and the use of the same in research and analysis and other published outputs for the project. 	✓		

Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
Muhammad Tariq	217055327573-1	03038483367	
Wahid Ullah	21706-19139775	0330-4040406	
Shor. Zada	217040986078-5	03463084310	
Ghulam Uddin	21705-8973-3301	03409055565	
Mir. Azam Khan	21704-1599658-1	0308-2615732	

ASIF Khan

 WWF official



 Signature

22/10/2025

 Date

ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	Ghowak Shamankhel / Ladha / South Waziristan Upper
Project Goal(s)	Building Pakistan's resilience to climate change through EbA & GfR for Integrated Flood Risk Management

Activity / Intervention <i>(Instructions: please provide a list of only those activities / interventions which will be implemented in the above-mentioned project site with high confidence)</i>	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
<p>I. Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.</p> <p>II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribe Elders)</p>	<p>increase in the Awareness</p> <p>climate change adaptation</p> <p>Enhance Community Resilience</p> <p>→ social inclusion</p> <p>→ Knowledge Sharing</p> <p>→ Gender inclusion</p>	<p>Dependancey on external support</p> <p>→ Accepting New concepts challenges</p> <p>→ Loss of Traditional Knowledge</p> <p>→ challenge for Traditional Norm and value</p>	<p>Capacity Building Framing</p> <p>consultation with tribe elders</p> <p>→ inclusion of Marginalized group</p> <p>Awareness campaign</p> <p>Local CBO Engagements</p>

III.	Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	Bio-diversity Restoration	Eco-system imbalance	Monitoring and Evaluation
IV.	Improve the climate resilience of vulnerable agricultural livelihoods.	- Flood control - Enhance Farmer Capacity	- Cultural and Social Resistance - Lack of Awareness	-> Engagement of Tribe elders -> Awareness and Framing for Farmers.
V.	Information about GRM mechanism	-> Enhance Livelihood -> increase in agriculture productivity	- increase of Demand from Farmers - social conflicts	- Local CBO's and VDC's Engagements

	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them.	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities /interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex			N/A
We acknowledged that consent for photography/audio/video recording/ etc	✓		
We, the undersigned, consent to:			

We acknowledge that the procedures for ensuring confidentiality as relevant to my involvement in the project have been explained to me and I understand them.	✓		
We acknowledge that the feedback collection and grievance redress mechanism(s) for the project have been explained to me and I understand them.	✓		
We understand that my participation in or agreement to the project's activities / interventions is entirely voluntary and I possess the right to withdraw the same, fully or partially, in accordance with provisions of Terms of Partnership (Annex)			N/A
<p>We, the undersigned, consent to:</p> <ul style="list-style-type: none"> - the project's interventions/activities as outlined above and my participation in the same as required in accordance with provisions of Terms of Partnership. - the recording and archiving of any verbal and non-verbal data or information (except for personal information), as provided by me and as relevant to the project, and the use of the same in research and analysis and other published outputs for the project. 	✓		

Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
Niaz Ali	21702-2346314-5	0337-6061693	
Aminullah Khan	21705-1986748-5	03337858008	
Binyamin	21702-2768216-1	0349-9991449	
علی بک	217089575717-5	03467498590	
Shehr-e-Ahmad	917031757871	03400940036	
M. Zahir	21702-14925487	03331757174	

M. Sajid Khan
NWF official

Signature

4/11/2022
Date

ANNEX 2: Pictures of Screening Activities and community consultations

Pictures from Daba Hasan Khel-Drazinda



1-Consultation with male community members



2- Consultation with male community members

Pictures from Kurram Sherani-Drazinda



1- Consultation with male community members



2- Consultation with male community members

Pictures from Sheikh Badin D I Khan



1- Consultation with male community members in village Said Abad



2- Consultation with male community members in village Said Abad



3- Consultation with female community members in village Said Abad



4- Consultation with female community members in village Said Abad

Pictures from Kanigurram Upper-South Waziristan



1- Consultation with male community members



2- Consultation with male community members

Pictures from Madi Jan Shahoor- South Waziristan



1- Consultation with male community members



2- Consultation with male community members

Pictures from Sain Kach Sararogha-South Waziristan



1- Consultation with male community members



2- Consultation with male community members

Pictures from Sir Kach Sirwekai- South Waziristan



1-Consultation with male community members



2- Consultation with male community members

Pictures from Terzin – Serwekai (South Waziristan – Upper)



Latitude: 32.567845
 Longitude: 69.82912
 Elevation: 1725.62±16.0 m
 Accuracy: 7.268 m
 Time: 10-22-2025 13:12
 Note: Community Consultation
 Powered by: NoteCam

1- Consultation with male community members in Ladha Forest Office – South Waziristan Upper



2- Consultation with male community members in RP SIU – DI Khan

Pictures from Ghowak – Ladha (South Waziristan – Upper)



Latitude: 32.567809
 Longitude: 69.829142
 Elevation: 1720.32±8.0 m
 Accuracy: 6.672 m
 Time: 10-22-2025 12:01
 Note: Screening
 Powered by: NoteCam

1- Consultation with male community members in Ladha Forest Office – South Waziristan Upper

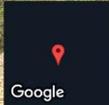
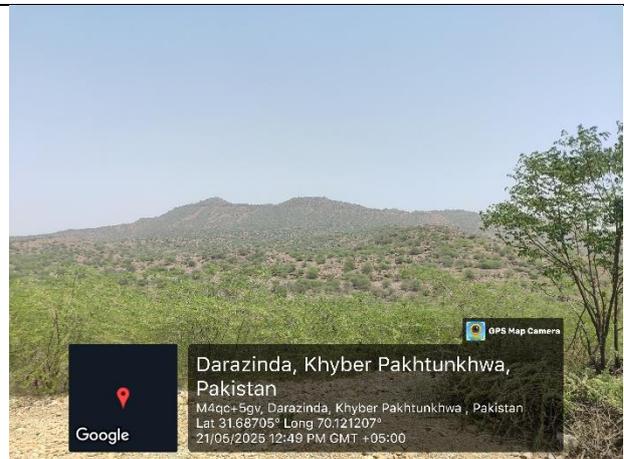


Latitude: 31.815881
 Longitude: 70.917117
 Elevation: 174.56±115 m
 Accuracy: 35.45 m
 Time: 11-05-2025 12:27
 Note: ESS Screening
 Powered by: NoteCam

2- Consultation with male community members in RP SIU – DI Khan

ANNEX 3: Site Pictures

Pictures from Daba Hasan Khel-Drazinda



Darazinda, Khyber Pakhtunkhwa, Pakistan
 M4qc+5gv, Darazinda, Khyber Pakhtunkhwa, Pakistan
 Lat: 31.68705° Long 70.121207°
 21/05/2025 12:49 PM GMT +05:00

1- Site for afforestation



Darazinda, Khyber Pakhtunkhwa, Pakistan
 M46f+2v, Darazinda, Khyber Pakhtunkhwa, Pakistan
 Lat 31.659856° Long 70.125293°
 21/05/2025 12:50 PM GMT +05:00

2- Site for afforestation



3- Site for afforestation



4- Site for afforestation

Pictures from Kurram Sherani-Drazinda



5- Site for afforestation

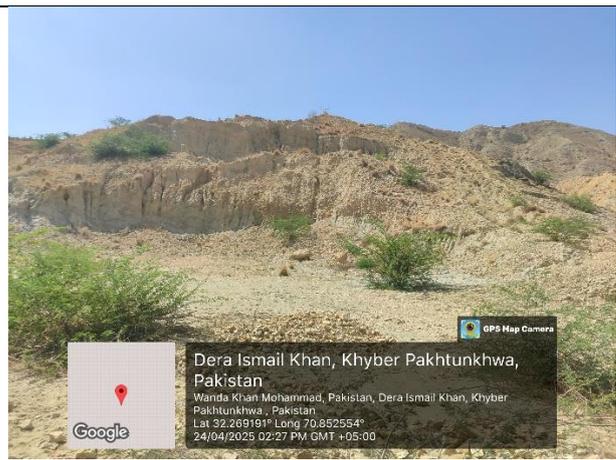


6- Site for afforestation

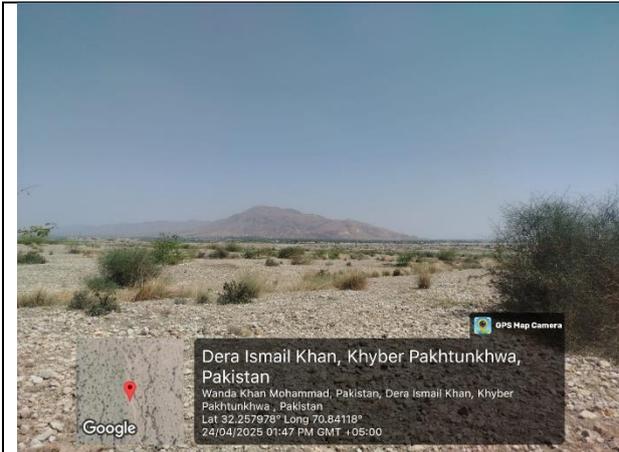
Pictures from Sheikh Badin D I Khan



1- Site – 1 for afforestation



1- Site – 2 for afforestation



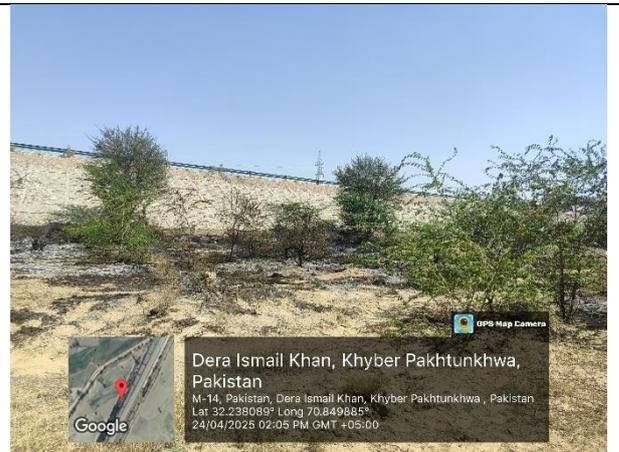
3- Site – 1, hard surface due to hilly area



4- Site – 2, hard surface due to hilly area



5- Forest fire site near CPEC



6- Forest fire site near CPEC

Pictures from Kanigurram Upper-South Waziristan



1- Site for afforestation



2- Site for afforestation



3- Site for afforestation



4- Site for afforestation

Pictures from Madi Jan Shahoor- South Waziristan



1- Site for afforestation



2- Site for afforestation



3- Site for afforestation



4- Site for afforestation

Pictures from Sain Kach Sararogha-South Waziristan



1- Site for afforestation



2- Site for afforestation



3- Site for afforestation

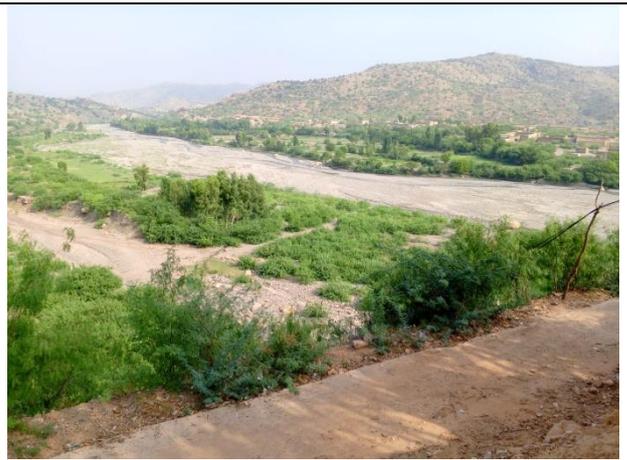


4- Site for afforestation

Pictures from Sir Kach Sirwekai- South Waziristan



1- Site for afforestation



2- Site for afforestation



3-Site for afforestation



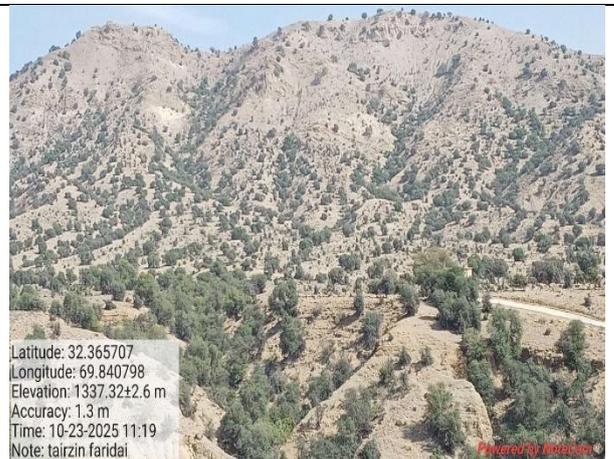
4- Site for afforestation

Pictures from Terzin – Serwekai (South Waziristan – Upper)



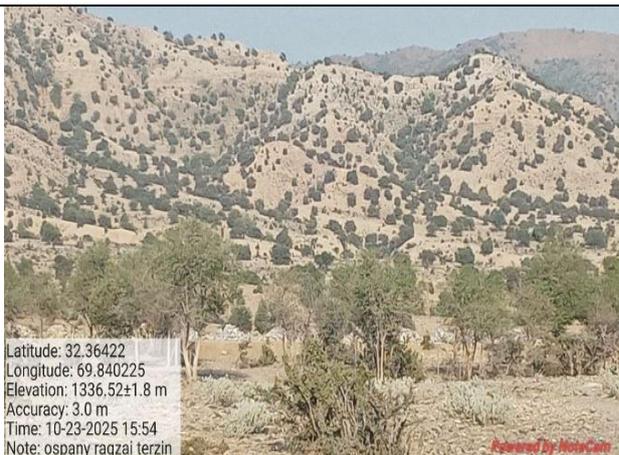
Latitude: 32.362598
 Longitude: 69.837288
 Elevation: 1326.29±2.8 m
 Accuracy: 2.466 m
 Time: 10-23-2025 11:10
 Note: tairzin faridai

1- Site for afforestation



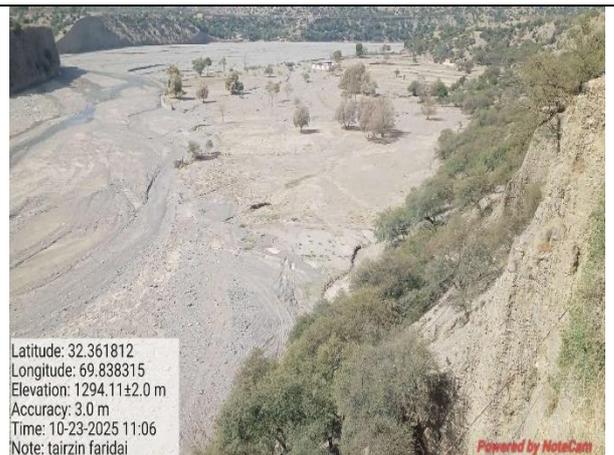
Latitude: 32.365707
 Longitude: 69.840798
 Elevation: 1337.32±2.6 m
 Accuracy: 1.3 m
 Time: 10-23-2025 11:19
 Note: tairzin faridai

2- Site for afforestation



Latitude: 32.36422
 Longitude: 69.840225
 Elevation: 1336.52±1.8 m
 Accuracy: 3.0 m
 Time: 10-23-2025 15:54
 Note: ospany ragzai terzin

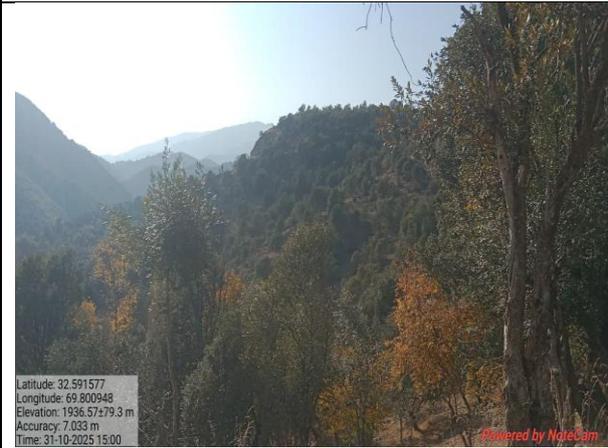
3- Site for afforestation



Latitude: 32.361812
 Longitude: 69.838315
 Elevation: 1294.11±2.0 m
 Accuracy: 3.0 m
 Time: 10-23-2025 11:06
 Note: tairzin faridai

4- Site for afforestation

Pictures from Ghowak – Ladha (South Waziristan – Upper)



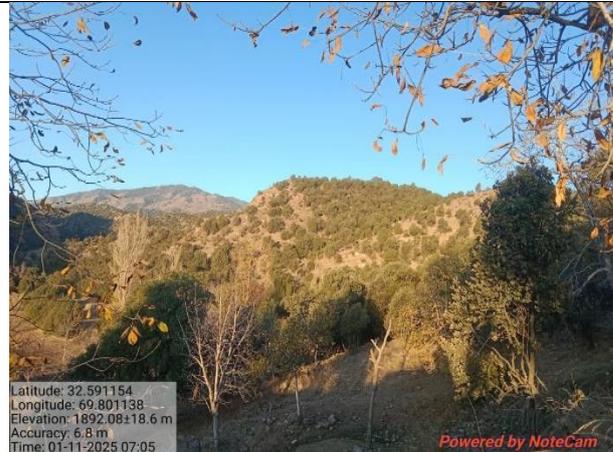
1- Site for afforestation



2- Site for afforestation



3- Site for afforestation

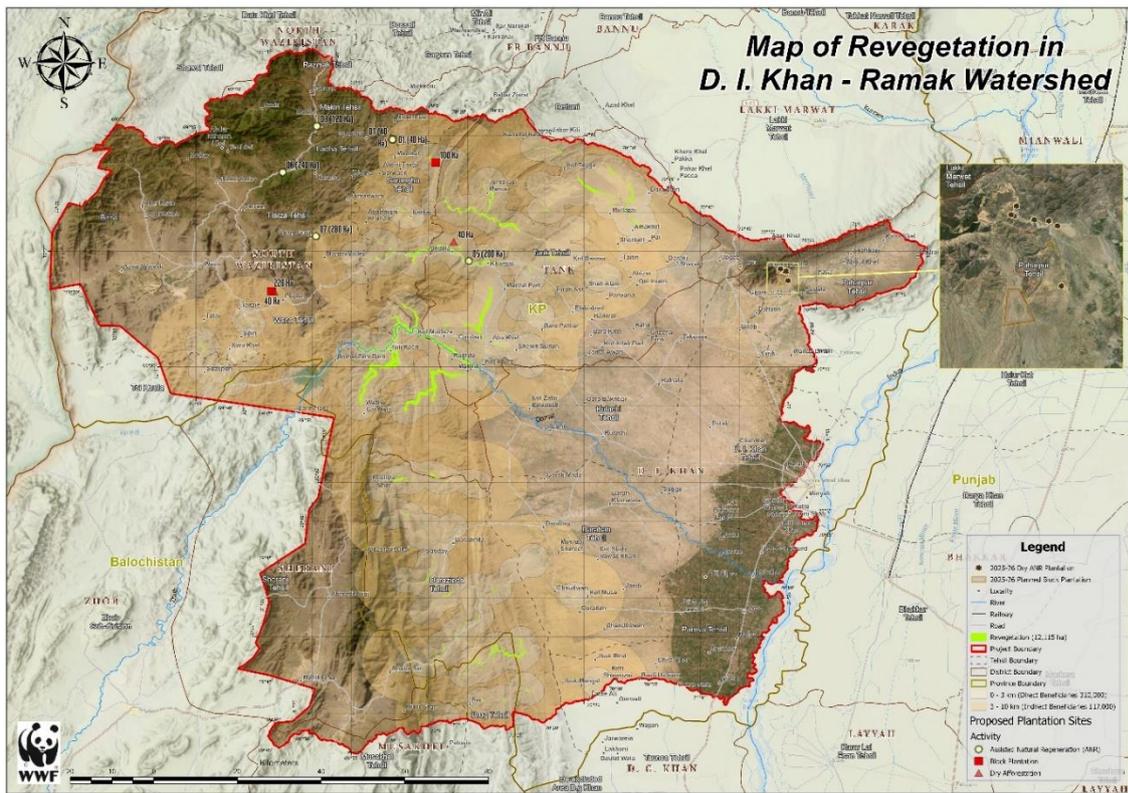


4- Site for afforestation

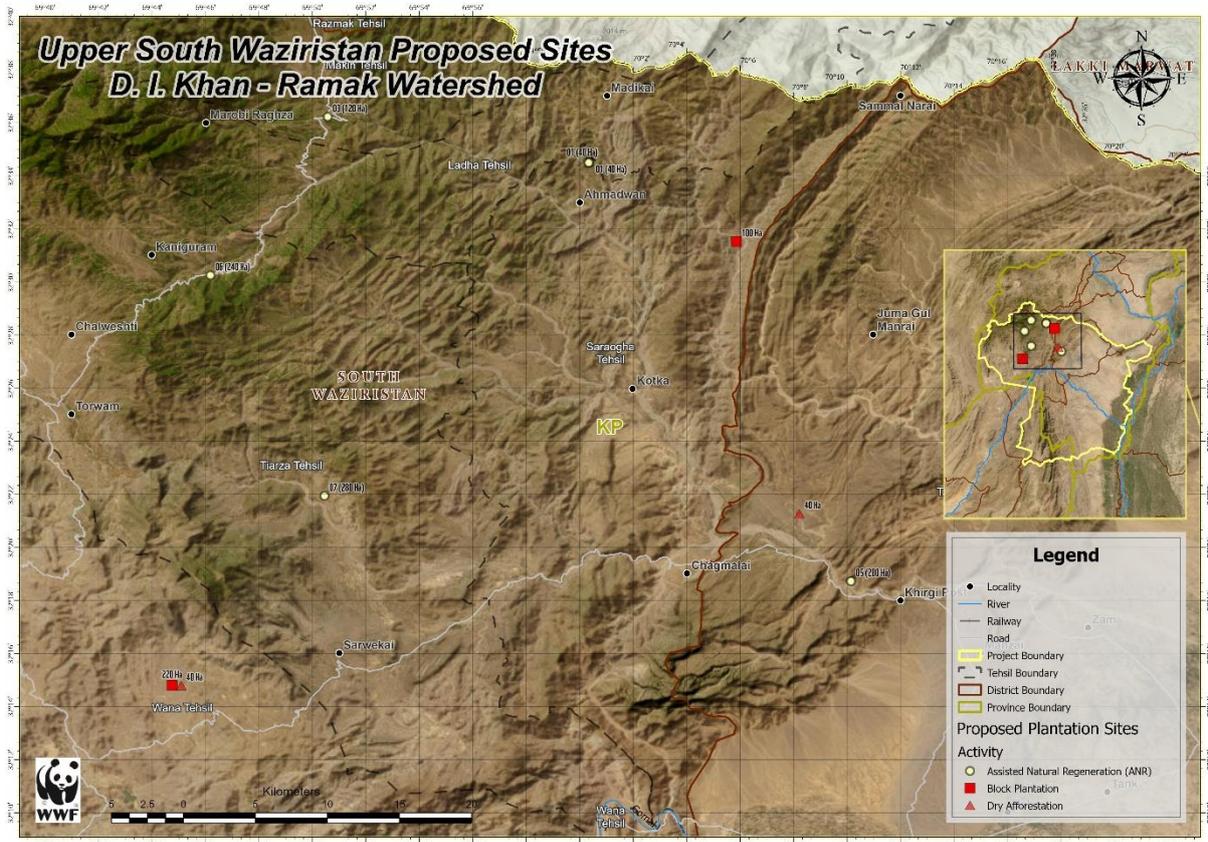
ANNEX 4: List of Implementation Sites

S#	SUB DIVISION / RANGE	TEHSIL	NAME OF SITE	ACTIVITY	2025 YEAR TARGET	GPS COORDINATES
1	Ladha Forest Sub Division	Sararogha	Baror	Assisted Natural Regeneration (ANR)	01 (40 Ha)	32.574938, 70.005935
2	Ladha Forest Sub Division	Sararogha	Baror	Assisted Natural Regeneration (ANR)	01 (40 Ha)	32.574945, 70.005563
3	Ladha Forest Sub Division	Ladha	Upper Kanigurram	Assisted Natural Regeneration (ANR)	06 (240 Ha)	32.504253, 69.769653
4	Ladha Forest Sub Division	Ladha	Ghowak	Assisted Natural Regeneration (ANR)	03 (120 Ha)	32.60379, 69.842835
5	Ladha Forest Sub Division	Serwekai	Terzin Serwekai	Assisted Natural Regeneration (ANR)	07 (280 Ha)	32.365707, 69.840798
6	Tribal Sub Division Tank	Jandola	Sparwam	Assisted Natural Regeneration (ANR)	05 (200 Ha)	32.312135, 70.169151
				TOTAL ANR	920 ha	
7	Ladha Forest Sub Division	Sararogha	Baror	Block Plantation	100 Ha	32.525415, 70.097745
8	Ladha Forest Sub Division	Serwekai	Dargai	Block Plantation	220 Ha	32.246741, 69.745743
				TOTAL BLOCK PLANTATION	320 Ha	
9	Ladha Forest Sub Division	Serwekai	Dargai	Dry Afforestation	40 Ha	32.246940, 69.751445
10	Tribal Sub Division Tank	Jandola	Khaichai Kalai	Dry Afforestation	40 Ha	32.354854, 70.136904
				TOTAL DRY AFFORESTATION	80 Ha	
TOTAL TARGET 2025					1320 Ha	

Key Map:



Proposed Area Map: South Waziristan:



ANNEX 5: Safeguard Incident Reporting Template

1. Incident Report Details

Date of Incident: _____

Time of Incident: _____

Specific Location: _____

2. Incident Category (Select the primary risk area as identified in the Safeguard Screening)

- Hazardous Environment (harm caused by local wildlife or environmental health risks)
- Construction & Site Hazards (accidents related to the construction work and materials)
- Community Exposure to Works (risk or causes harm to local community members)

3. Nature of Incident (Check the specific event that occurred)

If Hazardous Environment:

- Encounter or injury with poisonous animals (e.g., snakes, scorpions)
- Exposure to disease vectors (e.g., mosquitoes, flies near stagnant water)

If Construction & Site Hazards:

- Incident with construction materials (cement, aggregates, steel)
- Incident near/on unstable slopes (landslide, slip, collapse)
- Drowning or near-drowning hazard in canals

If Community Exposure to Works:

- Injury from loading/unloading materials
- Injury from machinery operations
- Fall into an unsecured excavated area
- Fuel storage/usage hazard affecting the community
- Electrical use hazard affecting the community

4. Affected Party

- Project Worker / Staff
- Community Member
- Other (Please specify): _____

5. Description of the Incident

(Provide a clear and detailed account of what happened, the sequence of events, and contributing factors.)

6. Immediate Actions Taken

(Describe immediate response: first aid, stopping work, area secured, etc.)

7. Proposed Corrective and Preventive Actions

(Steps to address root causes and prevent recurrence)

8. Incident Report Completed By:

Name: _____

Role: _____

ANNEX 6: Template for Waste Management & Monitoring Plan Checklist/Report

Impacts	Mitigation Measures	Status of Compliance				Remarks
		Full	Partial	No	NA	
Status of WMMP Compliance – Procurement and Design Phase						
Potential for procurement of materials that are not environmentally sound (e.g., non-native seedlings, plastic tools)	Ensure all seedlings are local/native species as determined by the Forest Department/RP team, aligning with ecological restoration principles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Minimize Plastic/Non-biodegradable Use. Specify durable, reusable tools and biodegradable materials where possible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Potential lack of waste strategy integration in contracts.	Ensure "No waste/Littering" clause is included in the Terms of Partnership (ToPs) and all labor contracts, holding the VDC/Landowner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	responsible for a clean site.					
Status of WMMP Compliance – Construction Phase						
Generation of Minimal Solid Waste (e.g., food wrappers, packaging, empty seed bags, general litter from workers).	Establish designated temporary collection points or bins for non-biodegradable waste.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	All non-biodegradable solid waste must be collected and transported off-site for proper disposal at a government-approved facility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Contamination from accidental spills of small quantities of fuel/oil (from non-mobilized tools or transport).	Clearly communicate Zero Tolerance Policy for dumping of any hazardous substance. Ensure immediate cleanup and containment of any spills using local, readily available absorbent materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Inadequate sanitation/hygiene conditions for manual laborers.	Provide and maintain basic sanitation facilities (e.g., temporary dry pit latrines at base camps, located away from water sources). Enforce standard hygiene protocols (hand sanitizer/soap)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Status of WMMP Compliance – Post-Completion Phase						

Accumulation of debris or dead plant material during maintenance.	Plant debris and biodegradable waste should be left on-site or composted to enrich soil quality and conserve water.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Non-compliance with protection measures (e.g., grazing intrusion, fire risk).	The VDC/Landowner is bound by the ToPs to protect the land/plants for an additional three years, ensuring waste and litter are controlled by the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ANNEX 7: Site Demarcation & Vegetation Assessment Report

Title of Activity:	Site Demarcation & Vegetation Assessment Report Closure-4,5 & 6 Saidabad Shiekh Buddin Forest Range, D.I. Khan Forest Division.		
Type of Activity:	<input type="checkbox"/> Meeting	<input checked="" type="checkbox"/> Field Visit	<input type="checkbox"/> Workshop/ Training
Date:	11-Sep-2025		
Time:	07:00 am to 4:00 pm		
Location:	Village Saidabad, Shiekh Buddin.		
RP Staff in Attendance:	Name	Designation	Contact #
	Muhammad Kashif Baloch	Coordinator Forest	0346-6209982
	Muhammad Asad	Sr. Officer Forest	0345-9871920
Stakeholders in Presence:	Name	Designation	Organization/ Occupation
	Muhammad Sohail	Forest Guard	KP-FD
	Muhammad Yousif	Community Member	VDC
Purpose / Objective of Activity: (One or two lines summarizing why the activity was conducted)	The activity aimed to measure and document Closures 4, 5, and 6 through GPS survey, assess vegetation status, and ensure boundary demarcation under the Recharge Pakistan Program.		
Description of Activity: <i>(Brief narrative of what took place and highlight any challenges — please keep concise, no more than max 2–3 short paragraphs)</i>	<p>The forest team visited Closures 4, 5, and 6 and conducted GPS-based measurements. Each closure was inspected for natural vegetation and site conditions. Boundaries were clearly demarcated and labeled sequentially as RP-CL.4, RP-CL.5, and RP-CL.6.</p> <p>The terrain across these sites was generally moderate to steep slopes. Vegetation cover was mixed: some portions showed good ground cover, while others were observed with sparse or low vegetation. This indicates potential for regeneration if closures are properly protected. Natural vegetation of Palosa trees and Muskat was found to be dominant, while wild olives were also present in small numbers. Each closure is designated for 40 hectares.</p>		
Outcome / Impact of Activity: (What was achieved? Any decisions taken? Any commitments made?)	<p>GPS measurement and boundary demarcation of Closures 4, 5, and 6 completed.</p> <ul style="list-style-type: none"> • Clear labeling of boundaries was established for field reference. • Vegetation assessment recorded with varying density levels. • Baseline data generated for monitoring and reporting. 		
Recommendations / Way Forward:	<ul style="list-style-type: none"> • Strengthen protection of all three closures to allow natural regeneration. • Introduce assisted natural regeneration (ANR) interventions in areas with sparse vegetation. 		

<p>(Suggested actions, follow-up needed, or implications for the project team)</p>	<ul style="list-style-type: none"> • Encourage enrichment planting of native species to complement natural cover. • Ensure boundary pillars and signage are maintained and not disturbed.
<p>Supporting Material:</p> <ul style="list-style-type: none"> • Mention what you have attached. For Example: Attached photographs and videos (please caption the attached items properly in the "Activity - location - date" format) • Mention what you have attached. For Example: Attached consent form 	<ul style="list-style-type: none"> • Photographs of Closure-4, Closure-5, Closure-6. • Field data collection sheets and GPS-based boundary records. • All supporting documentation archived in the Forest Team Folder for reference.
<p>Pictures</p>	
<p>Coordinates_CL_4</p>	<p>CL_4.5.6_starting_point</p>
	
<p>Landscape_CL_4.5.6</p>	<p>Boundary_marking_CL_5</p>



Boundary_marking_CL_6



Landscape

ANNEX 8: Terms of Partnership (TOP)

The Terms of Partnership for interventions under Output 1.1.1 are agreed upon between the Forest Department and the respective Village Development Organizations for communal land voluntarily allocated by local communities for forestry interventions in the area. The English version of the TOP is a translation of the original Urdu text.

English Version:

TOP (ANR Closure)

Agreement for promotion and conservation of Natural Resources (Closure)

Recharge Pakistan Program

This agreement is made on the day of ...**Tuesday**., dated ...**01/07/2025**..., between the Forest Department (First Party) South Waziristan Forest Division, ..**Ladha**.. Forest Sub-Division, and the Village Development Organization (Second Party) of Village ...**Baror/Shaman Khel**., regarding the promotion and protection of natural regeneration at the site ...**Sararogha**., covering an area of**80**.... Kanal/Acre/Hectare.

1: Responsibilities and Duties of the Forest Department:

The Forest Department shall be bound to perform the following responsibilities and duties:

- a) To identify the proposed area for the protection and promotion of natural regeneration.
- b) To hand over the proposed area to the concerned Village Development Committee (VDC) for the protection and promotion of natural regeneration.
- c) To prepare a map of the designated area (for current and future reference) in consultation with the Committee.
- d) To provide all kinds of technical assistance related to this project.
- e) The Forest Department shall pay the salary of the watchman or guard appointed by the Village Development Organization for the protection and promotion of natural regeneration through a cross cheque, subject to the availability of funds and the project's rules and regulations.
- f) If the Forest Department is not satisfied with the performance of the Village Development Organization in the proposed area, it may direct the Committee to stop payment of the watchman's salary, and the watchman shall be bound to deposit the received salary into the government treasury.
- g) The Forest Department shall inform the concerned Committee in case of project termination, extension or reduction of project duration, delay in funds, or changes in government policy. The Committee and all its members shall agree to this condition.

2: Responsibilities and Duties of the Village Development Organization (Second Party):

The Village Development Organization shall be bound to perform the following duties:

- a) The Second Party shall be responsible for the protection and maintenance of the designated area.
- b) The Second Party shall have the authority to appoint a guard for the protection of the proposed area or to protect the area through community self-help. The area shall be fully supervised and maintained in all respects.
- c) The Second Party shall enclose the area with thorny bushes or fencing according to the instructions of the First Party and in line with the project's rules and regulations.
- d) The Second Party shall protect the designated area from grazing, fire, and illegal tree cutting. In case of violations, it shall impose fines on offenders and deposit the collected fines into the official account of the Village Development Organization.
- e) The Second Party shall collect tree seeds from the designated area and carry out sowing in vacant spaces within the same area.
- f) The Second Party shall open a bank account for receiving the fixed monthly salary of the watchman.
- g) The Second Party shall enter into a written agreement with the appointed watchman regarding the protection and promotion of natural regeneration, with mutual consultation at the organizational level.
- h) The Second Party shall keep a complete record of the designated area and present it during the Committee's monthly meetings for review and further action whenever required.
- i) In case of any dispute, the final decision-making authority shall rest with the Divisional Forest Officer, South Waziristan Forest Division, whose decision shall be acceptable to both parties.

j) After the completion of the project, the continued protection and monitoring of the natural regeneration shall be the responsibility of the Committee concerned.

First Party	Second Party
Sub-Divisional Forest OfficerLadha.....	President / General Secretary, Village Development Committee... Khanat Khan S/O Mueen Khan.....
Signature:	Signature:
Verified by: Signature: Divisional Forest Officer:	

Terms of Partnership:

Site Name: Baror - Sararogha (SWD - Upper)

Date: 1st July 2025-ANR



معاہدہ برائے فروغ و تحفظ قدرتی نوپود (کلوٹ)

ریاست پاکستان پر وگرام

منسل
 2025
 80
 Attested cutting
 بارور و ساروگھا
 1- قدرتی نوپود کے تحفظ و فروغ کے لیے مجموعہ ضلع کے لیے انتہائی اہم ہے۔
 2- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
 3- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
 4- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
 5- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
 6- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
 7- قدرتی نوپود کے تحفظ و فروغ کے لیے قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔

شہر قدرتی نوپود کے تحفظ و فروغ کے لیے

- 1- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 2- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 3- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 4- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 5- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 6- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 7- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 8- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 9- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔
- 10- قدرتی نوپود کے تحفظ و فروغ کے لیے انتہائی اہم ہے۔

4786
31-10-2025
حاجل



پانچ سو روپيا (500 روپيا)
پانچ سو روپيا

مستحق خان ولد مصيون خان شافعي کا درمبتر 7-942705-217043

TANK TREASURY
21 OCT 2025
STAMP ISSUED

MUHAMMAD FARMAN
Stamp Vendor Tank.

فریق دوم	فریق اول
2- مصدر اجزل ککری دیبی زرتیانی عظیم	1- سب اور مل صورت آفیسر
<p>خداات خان ولد مصیبت خان</p> <p>21704-3942705-7</p>	<p>Sub Divisional Forest Officer</p> <p>Ladha Forest Sub Division</p> <p>Ladha</p> <p>تصدیق کنندہ</p>
<p>Divisional Forest Officer</p> <p>Upper South Waziristan Forest Division</p> <p>Tank</p>	

4786
31-10-2025

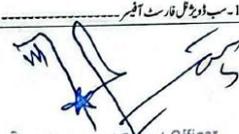
محمد ظہیر ولد سناز علی
کنزہ ڈالخانہ لہذا
شناختی کارڈ نمبر 7-192598-1979
مختص لہذا صلح سادہ کو فروز سگان

لہذا (مکمل) پوری مبالغہ کیلئے

مکمل لہذا

TANK TREASURY
21 OCT 2025
STAMP ISSUED

MUHAMMAD FARMAN
Stamp Vendor Tank

فرق اول	فرق دوم
1- سب ڈویژنل فاسٹ آفیسر	2- صدر اجول بکری دیپٹی ترقیاتی عہدہ
 Sub Divisional Forest Officer Ladha Forest Sub Division Ladha	محمد ظاہر ولد نیاز علی  21702-1492548-7
تصدیق کنندہ	
 Divisional Forest Officer Upper South Westistan Forest Division Tank	

فریق دوم	فریق اول
2- صدر اجزل کمری، بجی ترقی عظیم	1- سب ذریعہ کارس آفر TSD TANK Range
منہر خان ولد ماخذ خان AA 22601-2388766-9	
<p style="text-align: right;">تصدیق کنندہ:</p> <p style="text-align: center;">  Divisional Forest Officer Upper South Waziristan Forest Division Tank </p>	

فرق اول	فرق دوم
1- سب ڈویژن فارم آفیسر	2- صدر اجرن ٹیکری ریویزیون عظیم
 <p>Sub Divisional Forest Officer Ladha Forest Sub Division Ladha</p>	<p>محمد طارق ولد دوست محمد 217055327573-1 لادھا</p>
تقریباً مکمل	
<p>دستخط ڈویژنل فارم آفیسر:  Divisional Forest Officer Upper South Wazir Khan Forest Division Tank</p>	

4186
31/10/2025

نہیں اللہ ولہم الجوب خان شہناز کلونمبر

12101-73212003

TANK TREASURY
21 OCT 2025
STAMP ISSUED

MUHAMMAD FARMAN
Stamp Vendor Tank

TOR (ANR)

ترتیب اول	ترتیب دوم
1- سب اوزل قارت آلہ	2- سب اوزل بکری دی زوقل عجم
 Sub Divisional Forest Officer Ladha Forst Sub Division Ladha	12101-7321200-3 Nazim زین الشہ ولد الی خان
تصدیق کنندہ	
Divisional Forest Officer Inner South Wazir Khan Forest Division Tank	دستخط اول قارت آلہ



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