SEPTEMBER 2026

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Activity 1.1.1- South Waziristan Upper

Activity 1.1.1: Restore 3,120 ha of degraded agro-ecological landscapes in Watersheds of South Waziristan Upper (AWPB 2026)

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

TABLE OF CONTENT

List of Acronyms....4
Executive Summary:....5
Structure of the ESMP- Activity 1.1.1....5
Section: 1....6
1.1 Introduction....6
1.2 Project Description....6
Key Map:....7
Project Area Map – South Waziristan Upper:....7
1.3 Rationale for the study....8
1.4 Scope of ESMP....8
1.4.1 Environmental & Social Scope:....8
1.5 Methodology Applied....8
Section 2: Legal Framework and Applicable Environmental and Social Safeguard Policies .10
2.1 Applicable Legal and Regulatory Framework (Pakistan):....10
2.2 Applicable Environmental & Social Standards (WWF SIPP):....10
Sector 3: Major risks covered under this ESMP....11
3.1 Environmental & Social Risks:....11
Section 4: Baseline Environmental & Social Data....11
4.1 Environmental Baseline:....11
4.2 Social Baseline:....11
4.3 Security Situation:....11
Section 5: Forest Fire Management & Contingency Plan....12
Section 6: Security Management Plan for District and South Waziristan Upper....15
6.1 Purpose, Objectives, and Expected Outcomes of Security Management Plan....15
6.1.1 Purpose of this Security Plan:....15
6.1.2 Objectives:....15
6.1.3 Expected Outcomes:....15
6.2 Risk Analysis and Causes of Security Disturbance....15
6.2.1 Causes of Security Disturbance in these Areas:....15
6.3 Security Management Procedures and Protocols....16
6.3.1 Operational Security Protocols....17
6.4 Institutional Roles and Responsibilities....18

6.5 Incident Reporting and Documentation 19
6.6 Emergency Contacts (Internal/External) 19
Section 7: Environmental and Social Management Plan 20
Section 8: Stakeholder Consultation and Engagement 26
8.1. Stakeholders Identified: 26
8.2 Consultation Process: 26
8.3 Ongoing Engagement: 26
Section 9: ESMP Implementation Mechanism, Monitoring Plan & Reporting 27
9.1 ESMP Implementation Mechanism: 27
9.2 ESMP Monitoring Plan: 27
9.3 ESMP Reporting: 27
Section 10: Grievance Redress Mechanism (GRM) 28
10.1 Accessing the GRM: 28
ANNEX 1: Community Consultation Reports/Stakeholders meetings 29
Annex II- Consent Forms South Waziristan Upper 35
ANNEX III: Pictures of Screening Activities and Community Consultations 42
ANNEX IV: List of Implementation Sites 58
ANNEX V: Safeguard Incident Reporting Template 60
ANNEX VI: Terms of Partnership (TOP) 62

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

Executive Summary:

This Environmental and Social Management Plan (ESMP) has been prepared by WWF-Pakistan for Activity 1.1.1 under the "Recharge Pakistan" project, a Green Climate Fund (GCF)-financed initiative to build Pakistan's resilience to climate change through Ecosystem-based Adaptation (EbA) and green infrastructure for integrated flood and water resources management. The activity covers the restoration of 3,120 hectares of degraded agro-ecological landscape in South Waziristan Upper under the 2026 Annual Work Plan and Budget, through afforestation, reforestation, and assisted natural regeneration. Classified as Medium Risk (Category B), it takes place on communal tribal land that is degraded and has reduced vegetation cover and biodiversity, within a district of cohesive, low-conflict tribal communities whose livelihoods depend closely on natural resources; 28 project sites have been screened in a security situation that remains volatile but manageable through close coordination with government departments. The plan responds to the resulting risks, including security concerns and disruptions to access to community land during the implementation of project activities., The identified risks—including stakeholder engagement, security, access to community land, and forest fire risks—are addressed under WWF's Environmental and Social Risk Management Standard. While the area is inhabited by tribal communities, they are not identified as Indigenous Peoples under Pakistani law or the WWF ESSF; therefore, the Indigenous/Tribal Communities Standard is not triggered and an IPP is not required. Afforestation activities are undertaken through voluntary community participation, formalized through signed Terms of Partnership (ToPs) with community representatives/tribal elders and supported by consultations and informed consent involving VDCs, community members, and Jirgah representatives.

Engagement is sustained on an ongoing basis by Community Mobilization Officers, facilitated via community-based organisations where security conditions constrain direct engagement. Implementation responsibility sits with the Provincial Forest Department, overseen by WWF-Pakistan's Site Implementation Unit and Project Management Unit ESS Manager, with compliance tracked through monthly reporting and regular site inspections against the detailed impact, mitigation, and monitoring framework set out in Section 7 of the ESMP. Community and worker concerns are channeled throughout via a four-tier Grievance Redress Mechanism with confidential, survivor-centered protocols reserved for sensitive cases such as Sexual Exploitation, Abuse, and Harassment.

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 D I 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** establishes the structure and access channels for the project's Grievance Redress Mechanism (GRM).

Section: 1

1.1 Introduction

This Environmental and Social Management Plan (ESMP) is developed for Activity 1.1.1 South Waziristan Upper of the "Recharge Pakistan: Building Pakistan's Resilience to Climate Change through Ecosystem-Based Adaptation for Integrated Flood Risk Management" project. The Recharge Pakistan project is funded by the Green Climate Fund (GCF) with a budget of $72.9 million. 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. Based on project interventions, the project is classified as a Medium Risk (Category B) project.

1.2 Project Description

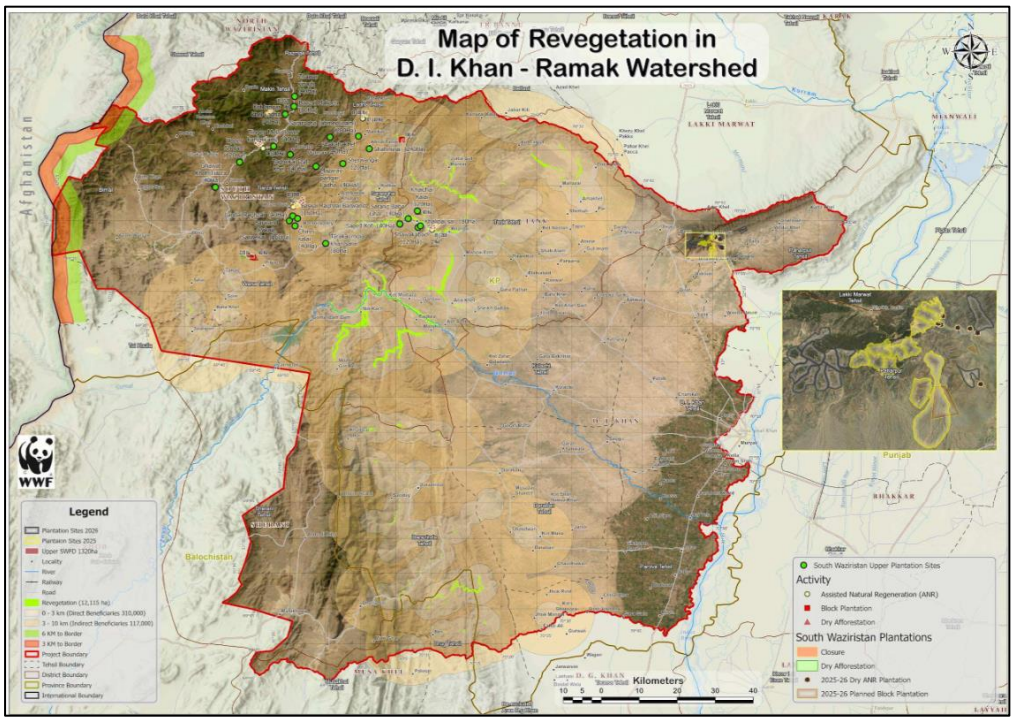
The Recharge Pakistan project seeks to address the adverse impacts of climate change in Pakistan, which is ranked as the fifth most climate-vulnerable country. The project's primary objective is to improve floodwater and hill torrent management through EbA and green infrastructure, moving towards integrated 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:

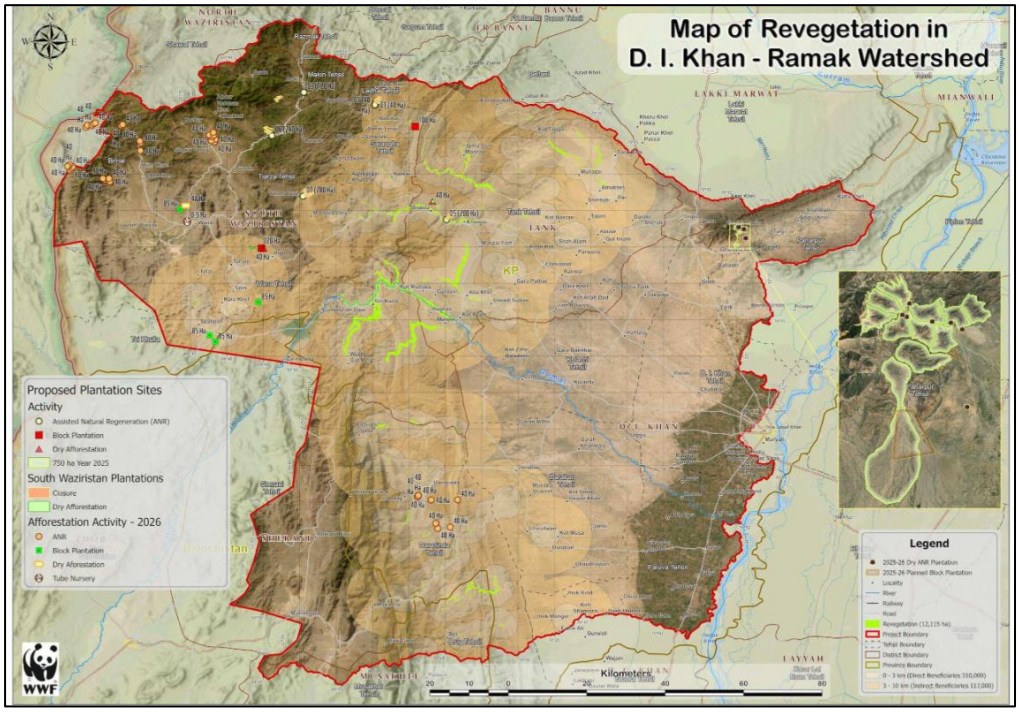
1. **Component 1:** Proofs of concept for EbA and green infrastructure interventions as efficient and effective solutions for flood and drought risk reduction in Pakistan.
2. **Component 2:** Enabling a paradigm shift towards EBA and Green Infrastructure in Pakistan.
3. **Component 3:** Enhanced community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

Key Map:



Project Area Map – South Waziristan Upper:



1.3 Rationale for the study

The targeted area of Activity 1.1.1-South Waziristan Upper was proposed 3,120 ha under the AWPB 2026.

The rationale for this study is to address site-specific environmental and social issues linked to the restoration of 3,120 hectares of degraded agro-ecological landscapes in South Waziristan Upper 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 Environmental and Social Risk Management Standard due to the identified environmental and social risks and requires appropriate mitigation measures and meaningful community engagement. Although the project area comprises tribal communities, they are not identified as Indigenous Peoples under Pakistani law or the WWF ESSF. Although Forest Fires were not identified as a risk in the approved ES-Screening reports, the dry climatic conditions and elevated temperature in South Waziristan Upper may cause the likelihood of fire incidents. Therefore, as a precautionary and a force majeure risk management measure, a Forest Fire Management Plan has been incorporated in this ESMP.

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 3,120 ha of degraded agro ecological landscape in district South Waziristan Upper.** It aligns with the prevailing rules and regulations of Pakistan and the Safeguards Integrated Policies and Procedures (SIPP) as mentioned in Annex 6-ESMF & WWF US-SIPP

1.4.1 Environmental & Social Scope:

The ESMP includes the following:

- Terms of Partnership and detailed explanation of the agreement on providing land between the tribal elders and the Provincial Forest Department.
- Documentation of the consultation meetings that have taken place to date and those that will follow for this activity.
- Reference to the ESMF's Security Protocol and how the PMU will remain compliant with its requirements while working in the area.

1.5 Methodology Applied

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.
- **ES-Screenings:** Site-specific primary data were collected through field visits and Appendix 1 – Safeguard Eligibility & Impact Screening, in collaboration with local communities in South Waziristan Upper and adjacent areas. These findings, supplemented by approved ES reports for sites covering 3,120 ha, provide the current, on-ground and real-time evidence base for this ESMP**.**
- **Stakeholder Consultations:**
  Stakeholder consultations are undertaken with VDCs, tribal elders and representatives, local government authorities, and other relevant stakeholders to inform them about the proposed activities, discuss potential impacts and mitigation measures, and incorporate their feedback. As the Forest Department does not own land in South Waziristan Upper, afforestation activities are implemented through voluntary community participation and formal Terms of Partnership (ToPs) developed with tribal elders under FPIC. Consultations and engagement with communities are maintained throughout implementation, with the ToPs defining land access, roles, responsibilities, and benefit-sharing arrangements, while disputes may be addressed through the DFO, VDCs, and WWF-Pakistan's GRM.
- **Assessing the Screening Findings:** As part of the ESMP preparation methodology, the AE-approved ES Screening Reports covering 3,120 ha of forest intervention sites in South Waziristan were reviewed and shared with the Forest Department to validate the site-specific environmental and social considerations. The methodology also considered stakeholder consultations already undertaken and those to be continued during implementation to validate identified risks, refine mitigation measures, and address land tenure and community engagement requirements. Particular attention was given to land tenure and FPIC, as the land is predominantly under customary tribal ownership and afforestation activities are implemented through Terms of Partnership (ToPs) between the KP Forest Department and VDCs, documenting community consent and participation. Although forest fire risk was not identified as a significant risk in the AE-approved screenings, a Forest Fire Management Plan was incorporated into the ESMP as a precautionary measure in view of the dry climatic conditions and elevated temperatures in the area.

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 standards:

- **Standard on Environment and Social Risk Management:** The restoration of 3,120 ha 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 sites covering 3,120 ha of South Waziristan Upper, local tribal communities are present, but there are no Indigenous Peoples as defined in the Recharge Pakistan ESMF. WWF-Pakistan follows a proactive and consent-driven approach to community engagement. Terms of Partnership (ToPs) are developed and signed for the voluntary use of land belonging to local tribal communities for afforestation activities, while consultations with landowners, VDCs, community members, and tribal elders ensure that their rights, concerns, and access are respected and potential conflicts are appropriately addressed.

Sector 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:

- **Security risk** – Adhering to the ESMF's Security Protocol to safeguard project staff, communities, and assets in sensitive locations.
- **Land tenure and access risk** – Clear Terms of Partnership between tribal leaders and the Provincial government to avoid disputes or conflicts over land use.
- **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 South Waziristan-Upper, consist of 3,120 ha-communal land. 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 sensitivity. Local livelihoods are closely tied to natural resources, with customary rights recognized and respected. Communities are actively engaged in planning and implementation for 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:

ESS screening has been conducted on 33 project sites allocated in district South Waziristan Upper region. Security remains volatile in the district however proposed project sites are accessible and can be monitored in close coordination with the Forest Department.

Section 5: Forest Fire Management & Contingency Plan

As the Forest Department is the implementing agency for Activity 3120 ha in South Waziristan Upper, the Forest Fire Management Plan has been developed in line with its role for community engagement through VDCs and existing experience in forest fire management.

Since no forest fire incidents were identified during ES Screening, the Plan is incorporated as a precautionary and contingency measure, considering the dry climatic conditions and elevated temperatures in South Waziristan Upper. It is aligned with the Forest Department's existing fire management practices and provides a contingency-based approach appropriate to the low observed risk and communal land context.

Table 1: Forest Fire Management Plan-FFMP

Project Area for FFMP : Target area covers 3120 ha in South Waziristan (2780ha of ANR, Dry Afforestation and 340ha of Block Plantation) 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	High Risk Season: March - June (pre-monsoon dry season). Secondary Risk: October - November (dry months). Primary Causes: Negligence by shepherds/tourists; intentional burning for grass regeneration; careless disposal of cigarettes; and fuelwood collection. Although the observed fire risk is considered low, seasonal fire risk may increase during the dry and high-temperature periods, particularly in newly established dry plantation areas.	Physical Barriers: s: Establish Fire Lines, fire-line width and location will be determined by the KP Forest Department based on site conditions, fuel load, slope, and plantation configuration.Fuel Reduction: Clear dry grass and litter before summer, with priority clearance around newly planted dry-plantation blocks Equipment: Provide basic equipment (fire beaters, water backpacks, first aid kits). Enforcement: Uncontrolled grazing and intentional burning will be prohibited within newly established plantation areas during the establishment period, in accordance with community-agreed protection measures	KP Forest Department (Assessment), Communities/VDCs (Maintaining fire lines, litter clearance). KP Forest Department (Equipment supply).	Compliance with the Forest Fire Management Plan (Incident Report to PMU)

Activity	Indicators	Specific Measures/Actions	Responsibility	Monitoring/Reporting
II. Community Awareness & Land Use	Intentional/Accidental fire set by users. Resistance to protection measures.	Awareness: Conduct community awareness sessions and install hazard signboards, including specific messaging on protecting newly established dry plantation blocks. Protection: The landowner will be responsible for compensating the loss if damage is caused by negligence or intentional burning. VDC Role: VDCs will play a frontline role in reporting and mobilization.	Communities/VDCs (Awareness, Enforcement). Forest Department, WWF-Pakistan (Training, technical support).	Record of community awareness sessions and signboards.
III. Response & Contingency	**Unlikely Fire Eruption**.	**Early Detection:** Patrolling by Community Watchers of VDCs during risk periods, with increased patrol frequency around dry plantation blocks in their establishment phase **Immediate Alert**: Watcher reports incident within **30 minutes**. **First Response:** Fire squads and community mobilized with beaters/water. **Backup Support**: Where available and operationally accessible, Rescue 1122 and other relevant emergency services may be requested for support.	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.	**Assessment:** Damage assessment and reporting with GPS & photos. **Recovery:** Replanting of damaged areas, using the same dry-plantation species mix to maintain site suitability **Enforcement:** Where fire damage is caused by negligence or intentional burning, the incident will be investigated, and appropriate corrective or preventive measures will be taken in accordance with applicable rules and agreed community arrangements. Emergency communication arrangements will be established with community watchers/VDCs and	KP Forest Department, WWF-Pakistan, Communities/VDCs. KP Forest Department,	Monthly and seasonal monitoring of recovery efforts. Compliance with the Forest Fire Management Plan (Incident Report to PMU)

Activity	Indicators	Specific Measures/Actions	Responsibility	Monitoring/Reporting
		the relevant Forest Department staff. Access and security conditions will be considered when planning fire response activities	WWF-Pakistan, Communities/VDCs	
VI. Safety Provision for Firefighting Personnel	Safety Provision	Firefighting will only be undertaken when conditions are considered safe. Personnel will use appropriate protective equipment and will not be exposed to uncontrolled or rapidly spreading fires	KP Forest Department, WWF-Pakistan, Communities/VDCs	Compliance with the Forest Fire Management Plan (Incident Report to PMU)

Section 6: Security Management Plan for District and South Waziristan Upper

Security Brief:

A rising trend in terrorist attacks and deteriorating security environment in the districts South Waziristan Upper has disturbed overall security situation in the area. Law Enforcing Agencies (LEAs) are frequently targeted by miscreants. Consequently, frequency of intelligence-based operations (IBOs) by the security forces in the project area have 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 under South Waziristan Upper. 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/consent), 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 Consent processes, and sustaining neutrality and trust to avoid involvement in tribal or political conflicts in South Waziristan Upper.

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 South Waziristan Upper 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. Rarely, cases of forest fires are reported, which may be a safety and environmental risk.
Criminal Activity	Potential security risks to project personnel, vehicles, and assets exist in some areas of South Waziristan Upper; however, these risks are considered manageable through established security measures, coordination with local stakeholders and authorities, and implementation of the project Security Management Plan.

6.3 Security Management Procedures and Protocols

Security Context and Management Approach

The security situation in South Waziristan Upper may fluctuate throughout project implementation. While prevailing conditions generally permit development activities, localized security incidents, movement restrictions, or law-enforcement advisories may arise. Accordingly, Recharge Pakistan applies a precautionary, adaptive, and risk-based security management approach aligned with the ESMF Security Protocol, WWF-Pakistan Security Plan, Government of Khyber Pakhtunkhwa procedures, and district-level security arrangements.

The ESMF Security Protocol applies specifically to afforestation activities in South Waziristan Upper and governs site selection, staff mobilization, field travel, community engagement, and monitoring. The full details are included in the Project's ESMF, but key measures include:

- Pre-approved, daylight-only field travel using GPS-tracked vehicles.
- Regular coordination with local forest staff, tribal elders, and district authorities.
- Preference for local labor and established community engagement mechanisms to minimize social tensions.
- Immediate suspension and evacuation of personnel where security risks become unacceptable.
- Appropriate PPE and safety measures to address environmental hazards, including poisonous wildlife and fire risks, in accordance with the Forest Department's Fire Management Plan.

Site Selection and Security Risk Assessment

Based on prevailing security conditions, accessibility, routes, and law-enforcement presence afforestation sites are identified by the KP Forest Department, in coordination with local forest staff, district authorities and local communities. The existing presence and experience of Forest Department staff in South Waziristan Upper provide localized knowledge of security conditions and established operational practices, reducing exposure to unfamiliar or high-risk areas.

Security Decision-Making and Escalation

Implementation decisions are guided by:

- Official security advisories or movement restrictions issued by relevant authorities.
- Security assessments and field reports from the SIU/PMU.
- Real-time information from Forest Department staff, district administration, and local stakeholders.

Where risks increase, activities may be delayed, modified, temporarily suspended, or relocated. The KP Forest Department is responsible for immediate field-level reporting; the SIU assesses risks and recommends appropriate action; and the PMU retains overall decision-making authority in accordance with the ESMF Security Protocol.

The Forest Department will also coordinate with Rescue 1122 to support emergency response. Where significant security concerns require suspension, decisions will be coordinated through the Recharge Pakistan Divisional Coordination Committee (DCC), involving Deputy Commissioner South Waziristan Upper as a member under the chairmanship of the Commissioner, DI Khan Division.

Overall, these measures ensure that security considerations are integrated into site selection, field operations, and implementation decisions throughout the project lifecycle.

6.3.1 Operational Security Protocols

A. Travel and Field Protocol:

- All travel to Activity 1.1.1 3120 ha 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.

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 Upper.
- All labor will be sourced locally to minimize risks of societal conflict or resentment due to external labor influx.

C. Mandatory stoppage: If security agencies issue official orders or if the Manager, Admin & Security in consultation with District Coordination Committee 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.

D. 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 Precautionary Fire Management Plan is integrated into site-level planning. The PMU/SIU ESS staff will monitor compliance. Table below explains the allocated budget regarding basic PPEs requirement 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
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 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 (consent processes/Jirgah) to ensure local acceptance and prevent potential social conflict risks.
All Project Staff	Mandatory adherence to No Night Travel rule. Maintain functional GPS/Vehicle Tracking, and use of *walkie talkie* /official mobiles for communication in remote areas. 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 DCC involving District Administration SWU

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 Serious Incident Reporting Template shared by AE.

6.6 Emergency Contacts (Internal/External)

Contact	Name/Role
PMU Security Focal Point	Senior Manager, Admin & Security
Local Law Enforcement	Focal Person Security Regional Police Office, Division D I Khan (representing 4 districts including D.I.Khan, South Waziristan Upper, South Waziristan Lower and Tank)
National Emergency	Rescue 1122 / Police/15
Manager SIU D I Khan-RP	Recharge Pakistan

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 in South Waziristan Upper, 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							
Compliance with Forest fires plan by Forest department (if needed): Although the screening reports did not mention the need of forest fire plans but keeping in view the fact that the climate of South Waziristan Upper is dry with raised temperature in summer the risk of fire incidents may occur a contingency based approach is considered more practical and effective. This approach focuses 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.	Based on the fire incident report of forest fire incident will be immediately submitted as serious incident on (Serious Incident reporting template shared by AE) to PMU	Forest coordinator/ESS Officer SIU	Incident log	In case of fire incident	FD KPK Forest team SIU ESS/M&E Officer-SIU	Fire Incident Reporting Incident Investigation Impact Assessment Emergency Response Corrective Actions Preventive Measures Incident Closure	

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	
Compliance with security protocols: Given the prevailing security dynamics in South Waziristan Upper— where Law Enforcement Agencies-LEAs periodically face incidents 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 under this ESMP 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/consent processes) to secure community consensus, and the exclusive 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.	Adherence to Security Management Procedures and Protocols as outlined in Section 6: Security Management Plan as follows: Operational Security Protocols as outlined in Appendix 2: WWF Pakistan Security Plan of 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/consent processes) for community consensus. Local labor prioritized to reduce social risks. Immediate suspension and evacuation if security threats arise. Environmental Health and Safety (EHS) Use of protective gear due to poisonous wildlife (snakes, scorpions). In case of forest fire incidents, Fire Management Plan by Forest Department integrated into site	Senior Manager, Admin & Security (PMU), Forest department SIU Security Staff.	Security Management System exists. Procedures and Protocols in place	Monthly	Admin & Security PMU Manager SIU FD Forest Department	Fire Management / Incident Reporting Fire incidents reported and recorded promptly. Incident response and corrective actions implemented. Serious incidents reported as per AE requirements. Security Protocols Security protocols and approved travel procedures followed. Daylight travel and GPS tracking maintained. Security incidents reported and escalated as required.	

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	
	operations. Compliance monitored by SIU Forest and ESS staff. Security oversight; engagement with LEAs and Sr.Manager Admin & Security-PMU 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 on Serious Incident reporting template						
ToP between Landowners and Forest department to implement the activity under this ESMP 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, tribal communities voluntarily provide access under a consent process. These agreements, developed in consultation with tribal elders by the forest department and SIU team of EE, ensure respect for customary land	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 on tribal land accessed through voluntary, consent based Terms of Partnership (ToPs) between tribal leaders/Village	FD/SIU	ToP Agreement	Once	Forest Department/VDC and Social Team SIU	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	
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 participation and support.	Development Committees (VDCs) and the KP Forest Department. ToPs clearly define land access, duration, roles, responsibilities, and benefit sharing arrangements prior to implementation. Continuous engagement with VDCs and tribal representatives will be 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 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 consent processes and forest	Documentation of the consultation meetings that have taken place to date, and those that will follow for this activity		Meetings logs Consultation findings/reports	Monthly	FD SIU Social Team	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	
management practices.							
Community Conflict: Disputes over jobs or benefits, since the local community and community members will be engaged as labor for ANR activites, there is a risk of community conflicts during the implementation period.	Prioritize hiring of local labor from the relevant community. Engage with tribal elders (*jirgah*) to ensure transparency and consent in hiring and project activities, following the consent process.	FD SIU PMU	Number of local vs. non-local hires. Record of community/ jirgah meetings.	Monthly	FD, SIU-Mobilization Officers	The majority of labor is local. Documented consent from community leaders	Covered under staffing and community engagement budget.
Occupational Health & Safety-OHS Hazards: Activities under this ESMP 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 maintained for immediate response.	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 reduce exposure risks.	FD	Regular check for PPE use. Record of safety briefings. - Accident/incident log. Monitoring reports	Daily	FD Site Supervisor SIU ESS/M&E Officer	100% PPE compliance- All incidents promptly reported, investigated and corrective actions implemented	FD
Post-Completion							
Post-Completion Site Management Responsibilities	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	FD's monitoring plans & reports	
	Provide technical support, ensure safeguards compliance, participate in field verification, and prepare consolidated post-completion reports		Field Verification & Monitoring Reports	Quarterly	Forest and 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	
			Consolidated Post-Completion Reports				
	Support surveillance to prevent illegal cutting, grazing, and encroachment. • Report issues or risks (fire)	Watchers/VDC CBOs Landowners	Watchers reports	Monthly	Watchers /VDCs CBOs Landowners	Watchers reports, 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 (SWD Upper), District Administration D.I Khan and local VDCs/CSOs.

8.2 Consultation Process:

Consultations were conducted during the ES Screening of Activity 1.1.1 under this ESMP 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.
- **Consent Process:** A consent process was conducted with the CBO, community, and tribal elders (*Jirgah*), supported by signed consent undertakings, ensuring informed participation, broad community support, and documented consent prior to implementation.
- **Regular Meetings:** The SIU, particularly Community Mobilization Officers, continues to conduct regular meetings with CBOs, VDCs, and the Forest Department throughout implementation to provide updates, obtain feedback, and address emerging E&S issues. Currently, when direct engagement with women is constrained by security conditions, their perspectives are captured through CBOs, community elders, and household representatives. As conditions permit, the project will progressively strengthen direct and women-inclusive engagement. As it currently stands, the deployment of SIU's female staff to South Waziristan District presents significant challenges due to security risks, prolonged travel, and the uncertain security situation in the area. Such visits typically require an overnight stay of two to three nights. However, suitable hotels or rest facilities with adequate safety and accommodation arrangements for female staff are currently unavailable in the district. At the same time, male staff cannot directly engage with local women, as such interaction is generally not acceptable under the cultural norms and traditions of the local tribal communities.

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.
- **Forest Department/WWF-Pakistan SIU/PMU:** 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** & Forest team will conduct monitoring in accordance with the frequency set in the ESMP, verify compliance by forest department, and report to the ESS Manager.
    - **Community Mobilization Officers, SIU** will lead stakeholder engagement, the FPIC process, and oversee the implementation of consultation plan with VDCs etc.

9.2 ESMP Monitoring Plan:

To ensure the effectiveness of mitigation measures monitoring will be conducted at assigned levels under this ESMP and 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 Forest department, SIU ESS/M&E Officer & Forest team will conduct regular site inspections to ensure the adhering to the ESMP (e.g., use of PPE, FPIC documentation records etc).

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.

Section 10: Grievance Redress Mechanism (GRM)

The project's existing Grievance Redress Mechanism (GRM) will remain active throughout the project to address community and worker concerns quickly and transparently. The ESS & Forest team has trained forest department staff on ESMP compliance, with similar training planned for Village Development Committee (VDC) members.

Community members can raise complaints verbally through VDCs, SIU staff, or Forest Department focal persons via in-person meetings, phone calls, or voice notes on the GRM's phone/WhatsApp and email channels. All grievances are screened for validity, then handled through separate processes depending on whether they come from workers or communities or other stakeholders.

Sensitive cases, such as Sexual Exploitation, Abuse, and Harassment (SEAH), are handled confidentially and with survivor-centered care, following ESMF guidelines, with strict privacy protection and referrals to support services. WWF-Pakistan's local gender team will also run awareness sessions on SEAH for women in project communities, wherever security conditions permit.

10.1 Accessing the GRM:

Grievances can be submitted through 4 level GRM channels, which will be communicated to the community via posters in local languages and awareness sessions. Channels include:

RP 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,

WWF International:

- Whistleblowing platform: wwfinternational.ethicspoint.com

WWF US:

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

Green Climate Fund (GCF):

- Independent Redress Mechanism (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. In 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 in light of 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 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 DI Khan will try their best to carry out consultations with women in South Waziristan with the facilitation of 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 / Consent Status
Khaichai Kalai(Jandola)	Tank	22-12-2025	SIU DI Khan and KP forest department	N: 32,345963, E: 70,114896	14 (07 Men, 07 Women)	Khaichai (Bhittani) Tribe	≈ 250 HHs .	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Khoye (Jandola)	Tank	22-12-2025	SIU DI Khan and KP forest department	N: 32,355539, E: 70,151666	5 (5 Men, 0 Women)	Khaichai (Bhittani) Tribe	≈ 250 HHs	Consent Process was completed. Community reaffirmed their commitment to fully support and participate.
Sarang Baba Raghazai (Jandola)	Tank	22-12-2025	SIU DI Khan and KP forest department	N: 32,340437, E: 70,113132	3 (3 Men, 0 Women)	Taran (Bhittani).	≈ 300 HHs	Consent Process was conducted. Community welcomed the initiative and pledged full cooperation and participation.

Shawak Abad (Jandola)	Tank	22-12-2025	SIU DI Khan and KP forest department	N: 32,321005, E: 70,134256	5 (5 Men, 0 Women)	Aba Khel (Bhittani)	≈ 400 HHs	Consent Process was successfully conducted. Community welcomed the initiative and pledged full cooperation and participation.
Kotanai Narai (Jandola)	Tank	13-04-2026	SIU DI Khan and KP forest department	N: 32,327314, E: 70,135422	06 (06 Men, 0 Women)	Umer Khel (Bitanni)	≈ 150 HHs	Consent Process was successfully completed. Community welcomed the initiative and pledged their full cooperation and participation
Baazai Makeen (Makeen)	SW-Upper	22-10-2025	SIU DI Khan and KP forest department	N: 32,621254, E: 69,838123	06 (06 Men, 0 Women)	Band Khel - Mehsood	≈ 400 HHs	Consent process was successfully completed. Community welcomed the initiative and pledged their full cooperation and participation
Barwand (Pakai), Serwekai	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,339254, E: 69,846151	03 (03 Men, 0 Women)	Michi Khel - Mehsood	≈ 300 HHs (All Mameetkhel sub-caste).	Consent Process successfully completed. Community appreciated efforts and committed to fully supporting and participating in the project.
Baskai Raghzai Barwand	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,339264, E: 69,846105	09 (09 Men, 0 women)	Nighzan Khel - Mehsood	~ 300 HHs	Consent Process was completed. Community expressed appreciation for interventions and assured their full participation.
Chaparra (Sararogha)	SW-Upper	20-04-2026	SIU DI Khan and KP forest department	N: 31,815838, E: 70,917204	09 (09 Men, 0 Women)	Shahmirai - Mehsood	~80 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Chini Kalai (Serwekai)	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,321152, E: 69,845075	05 (05 Men, 0 Women)	Michi Khel - Mehsood	~300 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Ghawat Khoh (Tiarza)	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,407661, E: 69,672671	04 (04 Men, 0 Women)	Nano Khel - Mehsood	~400 HHS	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.

Karach Khel (Ladha)	SW-Upper	15-12-2025	SIU DI Khan and KP forest department	N: 32,704063, E: 69,982228	06 (06 Men, 0Women)	Karach Khel - Mehsood	~160 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Kot Langer Khel (Ldha)	SW-Upper	16-12-2025	SIU DI Khan and KP forest department	N: 32,585075, E: 69,822151	04 (04 Men, 0 women)	Kot Langar Khel- Mehsood	~300HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Landai Raghzai (Serwekai)	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,333194, E: 69,831731	06 (06 Men, 0 women)	Michi Khel - Mehsood	~300HH	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Ahmad Wam (Sararogha)	SW-Upper	16-04-2026	SIU DI Khan and KP forest department	N: 32,532984, E: 69,99558	05 (05 Men, 0 Women)	Shaman Khel - Mehsood	~150 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Shahmirai (Sararogha)	SW-Upper	16-04-2026	SIU DI Khan and KP forest department	N: 32,518991, E: 70,023558	13 (13 Men, 0 Women)	Shahmirai – Mehsood	~700 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Shakha Khel (Sararogha)	SW-Upper	15-12-2025	SIU DI Khan and KP forest department	N: 32,560957, E: 70,002911	05 (05 Men, 0 women)	Shakha Khel - Mehsood	~300 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Sherwangai (sararogha)	SW-Upper	16-04-2026	SIU DI Khan and KP forest department	N: 32,468217, E: 69,958504	10 (10 men, 0 women)	Gararrai-Mehsood	~280 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Spin Kharray (Ladha)	SW-Upper	16-12-2025	SIU DI Khan and KP forest department	N: 32,531109, E: 69,928058	04 (04 Men, 0 women)	Shabi Khel - Mehsood	~800 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.

Taghekai Izzat Khel (Serwakai)	SW-Upper	16-12-2025	SIU DI Khan and KP forest department	N: 32,498534, E: 69,837195	04 (04 Men, 0 Women)	Izzat Khel – Mehsood	~80 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Tarakai – Mola Khan Sarai (Serwekai)	SW-Upper	17-12-2025	SIU DI Khan and KP forest department	N: 32,300371, E: 69,883122	04 (04 Men, 0 women)	Sham Khel – Mehsood	~1500 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Tingey Mela (Kaniguram Lower)	SW-Upper	16-12-2025	SIU DI Khan and KP forest department	N: 32,523234, E: 69,786883	07 (07 Men, 0 women)	Burki	~700 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Baskai Raghazai Barwand (Tiarza)	SW-Upper	17-04-2026	SIU DI Khan and KP forest department	N: 32,469323, E: 69,708601	07 (07 Men, 0 women)	Neghzan Khel - Mehsood	~600 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.
Zhawar Sirogh (Makeen)	SW-Upper	16-12-2025	SIU DI Khan and KP forest department	N: 32,627257, E: 69,844707	04 (04 men, 0 women)	Pao Khel - Mehsood	~ 200 HHs	Consent process was completed. Community expressed appreciation for interventions and assured their full participation.

II. Community Consultation Plan

COMMUNITY CONSULTATION -MANAGEMENT PLAN FOR ACTIVITY 1.1.1 IN YEAR 2026		
Step wise community Consultative	**Responsible**	**Planned Measures for Community consultative Process**
TOP Signing with Landowners	Forest Dept	The Forest Department conducted consultation meetings with Tribal Elders and landowners of the designated forest sites. In South Waziristan-Upper case, where the forest sites have been provided by

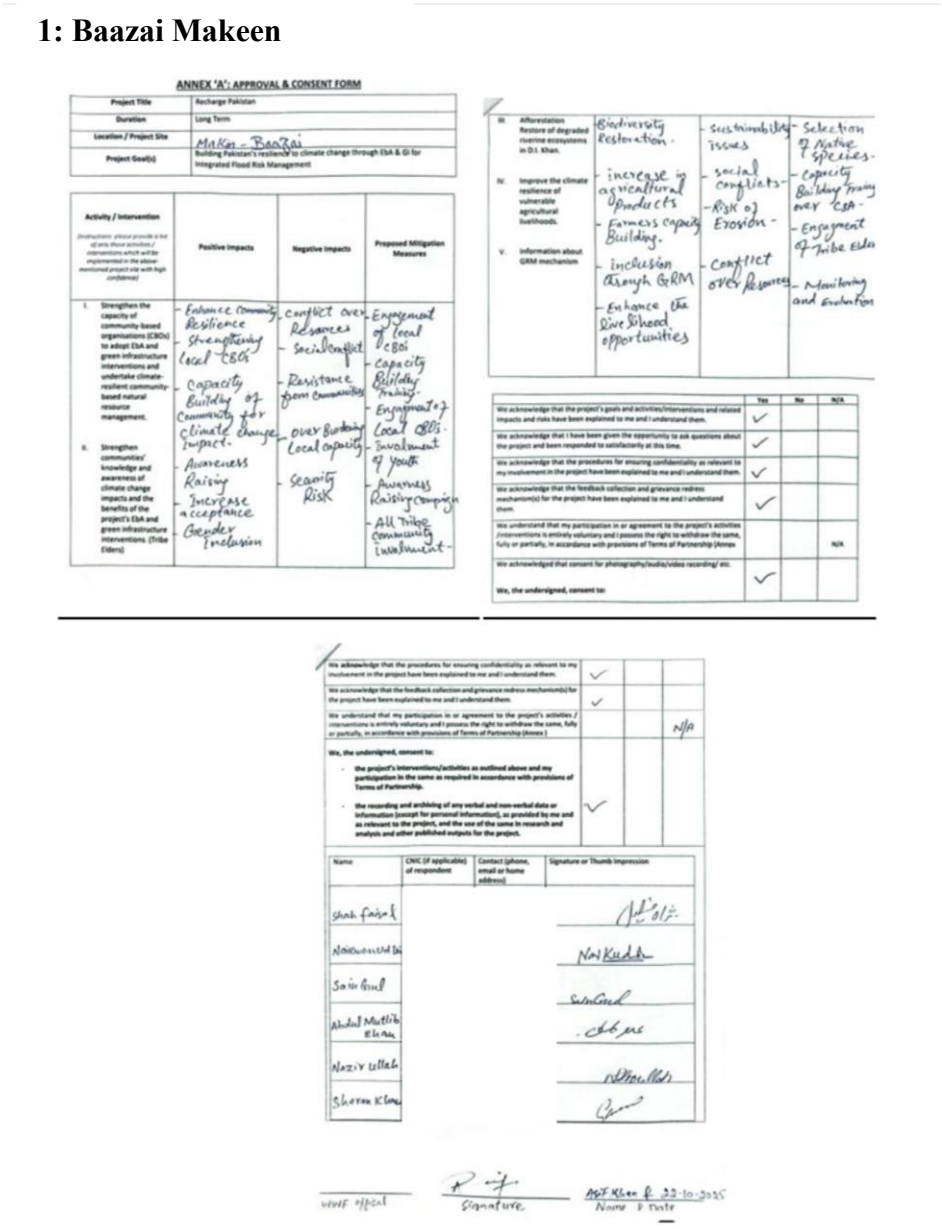
		local communities department provided TOPs with VDC . Meetings will be conducted with VDCs to reinforce their roles under the signed ToPs, ensure continued cooperation, and address implementation-related issues.
Formation of Watch & Ward Groups	CDOs of Forest Dept	Following the formation of Village Development 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 plan will be developed in consultation with forest department through consultative services of consultant
Capacity Building of VDC and Watch & Ward Group	Forest Dept	Watch & Ward Plans will be prepared for SWU afforestation sites, followed by capacity-building of Watch & Ward Groups and VDCs during implementation. The training will focus on site protection, community-based monitoring and reporting, fire and grazing prevention, and coordination with the Forest Department and VDCs. October – November 2026
Process/ Compliance Monitoring	SIU DI Khan PMU RP	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. 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.

Annex II- Consent Forms South Waziristan Upper

Below are the scanned images of the signed consent documentation.

The text reads: The community was informed about the proposed intervention identified in Point III of the Consent Form: "Afforestation – Restoration of Degraded Ecosystems in D I Khan Landscape," including its objectives, expected benefits, and potential impacts and risks. The community voluntarily provided its consent to support and participate in the implementation of the proposed activities in accordance with the agreed Terms of Partnership.

1: Baazai Makeen



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	Makin - Baazai
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
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.	- Enhance community Resilience - Strengthening local CBOs - Capacity Building of Community for climate change impact.	- conflict over Resources - Social conflict - Resistance from Communities - over Burdening Local capacity - Scarcity Risk	- Engagement of local CBOs - Capacity Building Training - Engagement of Local CBOs - Involvement of youth - Awareness Raising Campaign - All Tribe Community Involvement -
II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions (Tribe Elders)	- Awareness Raising - Increase acceptance - Gender Inclusion		
III. Afforestation Restore of degraded riverine ecosystems in D.I. Khan.	- Biodiversity Restoration.	- sustainability issues	- Selection of Native species.
IV. Improve the climate resilience of vulnerable agricultural livelihoods.	- increase in agricultural Products - Farmers capacity Building.	- social conflicts - Risk of Erosion -	- Capacity Building Training over CSA - Engagement of Tribe Elders
V. Information about GRM mechanism	- inclusion through GRM - Enhance the livelihood opportunities	- conflict over Resources	- Monitoring and Evaluation

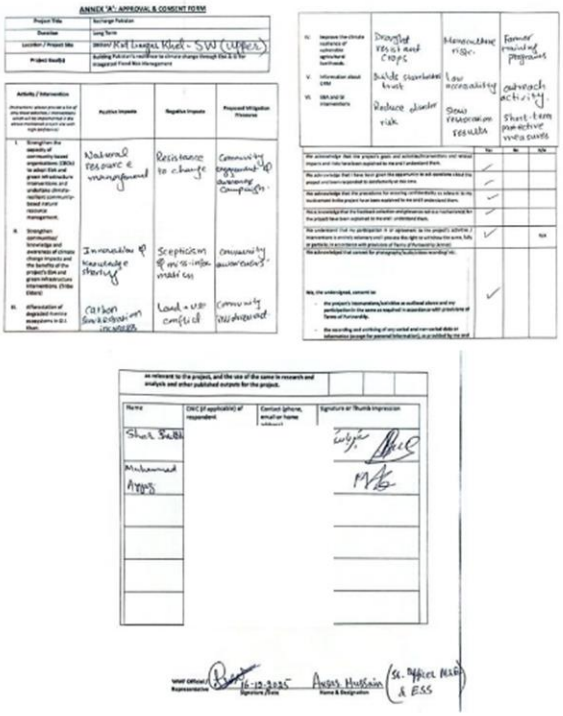
	Yes	No	N/A
We acknowledge that the project's goals and activities/interventions and related impacts and risks have been explained to me and I understand them.	✓		
We acknowledge that I have been given the opportunity to ask questions about the project and been responded to satisfactorily at this time.	✓		
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:			

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: - 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
Shah faisal			[signature]
Naikwon Ud Din			Nai Kudda
Sain Gul			SainGul
Abdul Mutlib Khan			[signature]
Nazir Ullah			[signature]
Sheran Khan			[signature]

WWF official — Signature — Asif Khan 22-10-2025 Name & Date

2: Kot Laugar Khel



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Exchange Pakistan
Duration	Long Term
Location / Project Site	District Kot Laugar Khel - SW (UPSCA)
Project Goal(s)	Building Pakistan's resilience to climate change through the G & D for Integrated Flood Risk Management

Activity / Intervention	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
I. Strengthen the capacity of community-based organizations (CBOs) to adopt ESA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	Natural resource management	Resistance to change	Community engagement & awareness campaigns
II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's ESA and green infrastructure interventions. (Tribe Elders)	Innovative knowledge sharing	Scepticism & mis-information	community awareness
III. Afforestation of degraded riverine ecosystems in G-1 Khel.	carbon sequestration increased	Land-use conflicts	Community involvement

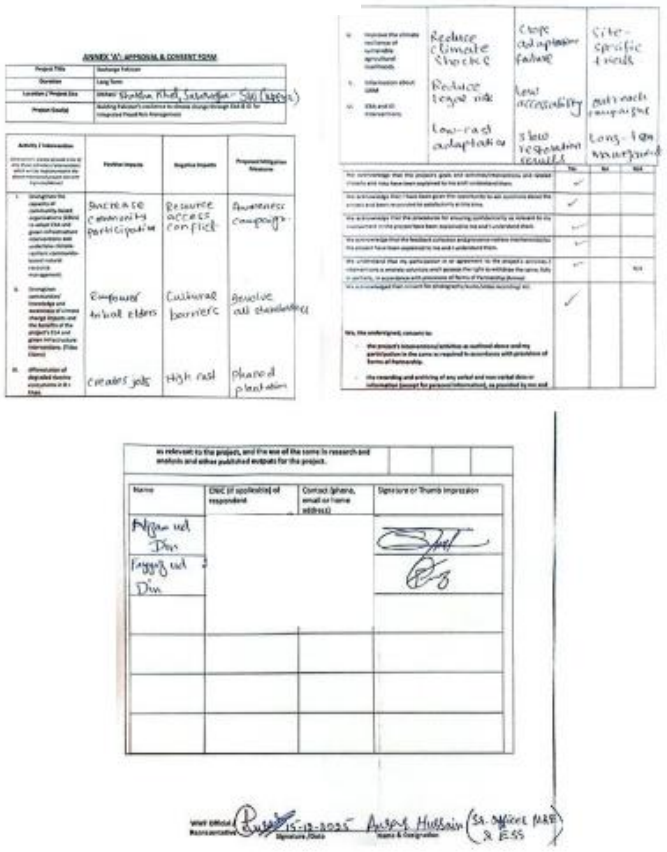
iv. Improve the climate resilience of vulnerable agricultural livelihoods.	Drought resistant crops	Homeostatic risks	Farmer training programs
v. Information about CRM	Subsidy coordination levels	Low accessibility	outreach activity.
vi. ESA and GI interventions	Reduce disaster risk	Slow response results	Short-term reactive measures

	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 on this one.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to me by 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 (ToPs).	✓		N/A
We acknowledge that I consent for photography/audio/video recording/ etc.	✓		
We, the undersigned, consent to: - the project's representative/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
Shah Sahib			
Muhammad Awais			

Visit Official Representative: 16-12-2025 Signature / Date — Awais Hussain Name & Designation (Sr. Officer M&E & ESS)

3: Shaka Khel



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Exchange Pakistan
Duration	Long Term
Location / Project Site	District Shaka Khel, Intervention - SW (UPSCA)
Project Goal(s)	Building Pakistan's resilience to climate change through the G & D for Integrated Flood Risk Management

Activity / Intervention	Positive Impacts	Negative Impacts	Proposed Mitigation Measures
I. Strengthen the capacity of community-based organizations (CBOs) to adopt ESA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	Increase community participation	Resource access conflicts	Awareness campaigns
II. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's ESA and green infrastructure interventions. (Tribe Elders)	Empower tribal elders	Cultural barriers	Involve all stakeholders
III. Afforestation of degraded riverine ecosystems in G-1 Khel.	Creates jobs	High cost	Phased plantation

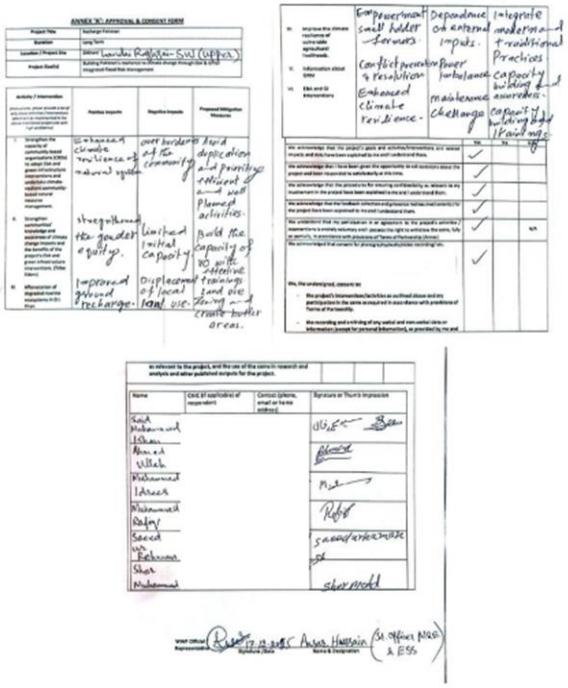
iv. Improve the climate resilience of vulnerable agricultural livelihoods.	Reduce climate shocks	Crops adaptation failure	Site-specific trials
v. Information about CRM	Reduce legal risk	Low accessibility	outreach campaigns
vi. ESA and GI interventions	Low-cost adaptation	Slow response results	Long-term management

	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 on this one.	✓		
We acknowledge that the procedures for ensuring confidentiality as relevant to me by 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 (ToPs).	✓		N/A
We acknowledge that I consent for photography/audio/video recording/ etc.	✓		
We, the undersigned, consent to: - the project's representative/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.	✓		

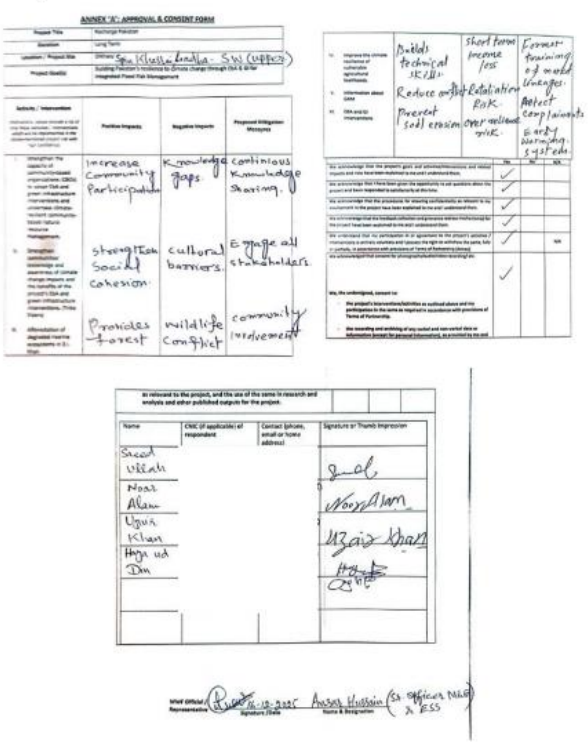
Name	CNIC (if applicable) of respondent	Contact (phone, email or home address)	Signature or Thumb Impression
Mirjan wali Din			
Fayyaz wali Din			

Visit Official Representative: 15-12-2025 Signature / Date — Awais Hussain Name & Designation (Sr. Officer M&E & ESS)

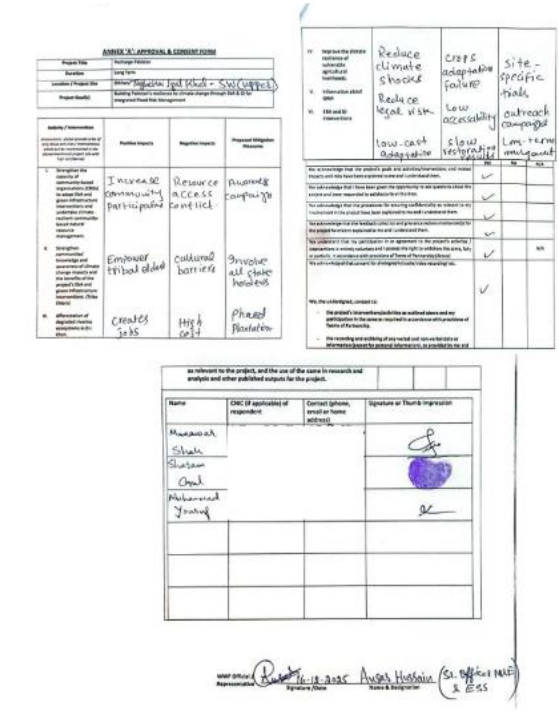
4: Landai Raghzai



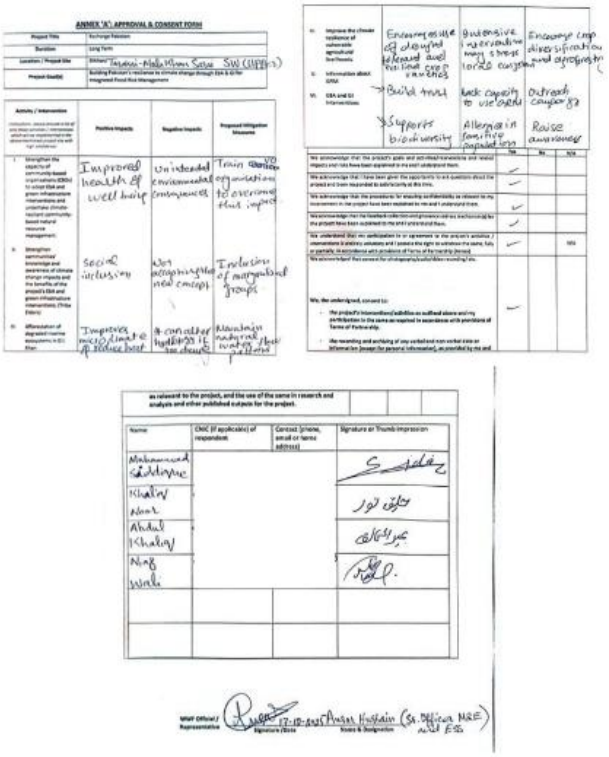
5: Spin Kharay



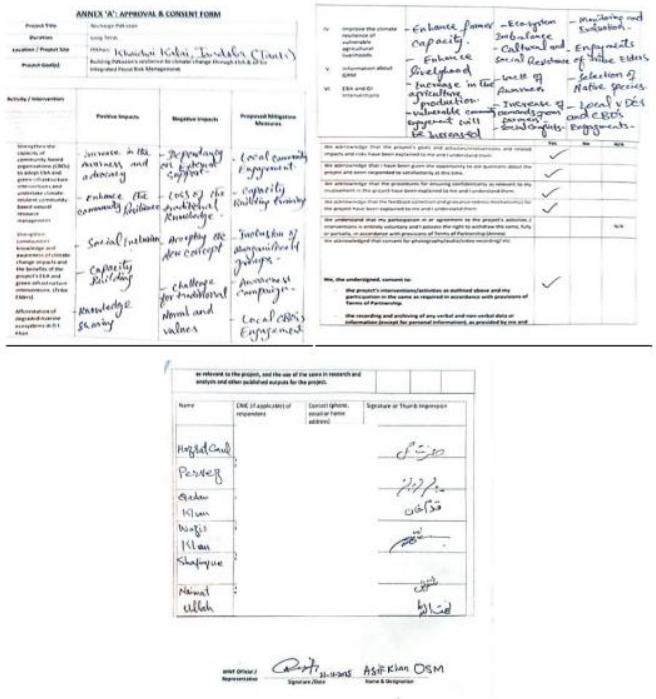
6: Taghekai Izzat Khel



7: Tarakai Mala Khel



8: Khaichai Kalai



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	District Khaichai Kalai, Tehsil & Dist
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
Strengthen the capacity of community based organizations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate resilient community based natural resource management.	- Increase in the awareness and advocacy - enhance the community resilience - Social sustainability - Capacity Building - Knowledge sharing	- Dependency on support - (Loss of) the traditional knowledge - Accepting the new concept - challenge for traditional norms and values	- Local community Engagement - Capacity building training - Inclusion of marginalized groups - Awareness campaigns - Local CBOs Engagement
Strengthen conducive knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribal Elders)			
Afforestation of degraded riverine ecosystems in D.I. Khan			

IV. Improve the climate resilience of vulnerable agricultural livelihoods.	- Enhance farmer capacity. - Enhance livelihood - Increase in the agriculture production. - vulnerable community engagement will be increased	- Ecosystem Imbalance - Cultural and social Resistance - well off farmers - Increase of community gram Conflicts	- Monitoring and Evaluation. - Engagements of Tribe Elders - Selection of Native species. - Local v DFI and CBOs Engagements.
V. Information about GRM			
VI. EbA and GI interventions			

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 acknowledge that consent for photography/audio/video recording/ etc	✓		

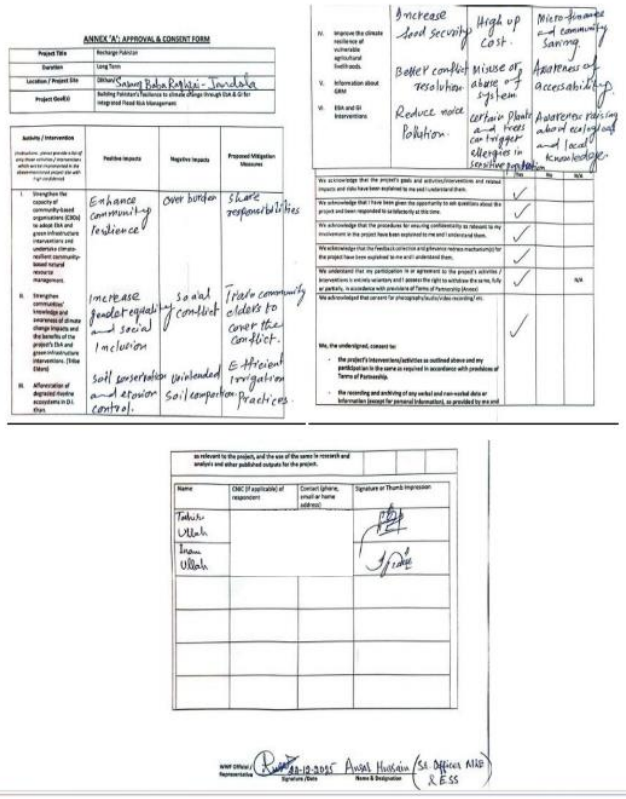
We, the undersigned, consent to:

- 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 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
Hashat Gul			
Pervez			
Qadar Khan			
Hafiz Khan			
Shafique			
Nimat Ullah			

WWF Officer / Representative — Signature /Date: 21-11-2015 — Name & Designation: Asif Khan OSM

9: Sarang Baba Raghazai



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	District Sarang Baba Raghazai - Tehsil & Dist
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
I. Strengthen the capacity of community based organizations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate resilient community based natural resource management.	Enhance community resilience	over burden	Share responsibilities
II. Strengthen community knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Tribal Elders)	Increase gender equality and social inclusion	Social conflict	Train to community elders to cover the conflict.
III. Afforestation of degraded riverine ecosystems in D.I. Khan	soil conservation and erosion control	unintended Soil compaction	Efficient irrigation practices

IV. Improve the climate resilience of vulnerable agricultural livelihoods.	Increase food security	High up cost.	Micro-finance and community saving.
V. Information about GRM	Better conflict resolution	Misuse of abuse of system	Awareness of accessability.
VI. EbA and GI interventions	Reduce water Pollution.	certain Plants and trees can trigger allergies in sensitive people.	Awareness raising about ecology and local knowledge.

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 acknowledge that consent for photography/audio/video recording/ etc	✓		

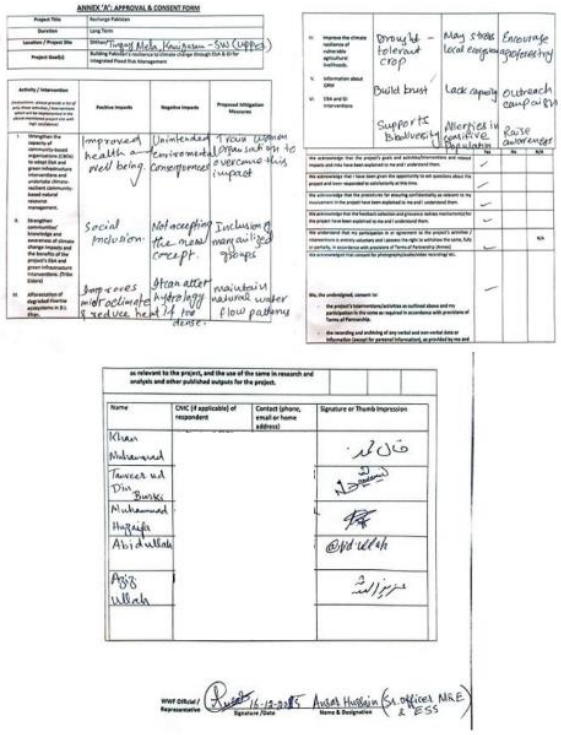
We, the undersigned, consent to:

- 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 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
Tahsin Ullah			
Inam Ullah			

WWF Officer / Representative — Signature /Date: 22-12-2015 — Name & Designation: Awais Hussain (SA Officer NRB & ESS)

10: Tingay Mela



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	District Tingay Mela, Khushkaam – Swat (Upper)
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
i. Strengthen the capacity of community-based organizations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	Improved health & well being.	Unintended Environmental consequences	Train women to overcome this impact
ii. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Title Ebbnt)	Social inclusion.	Not accepting the new concept.	Inclusion of marginalized groups
iii. Afforestation of degraded riverine ecosystems in B1. Khan.	Improves microclimate & reduces heat	Affect hydrology of area	maintain natural water flow patterns

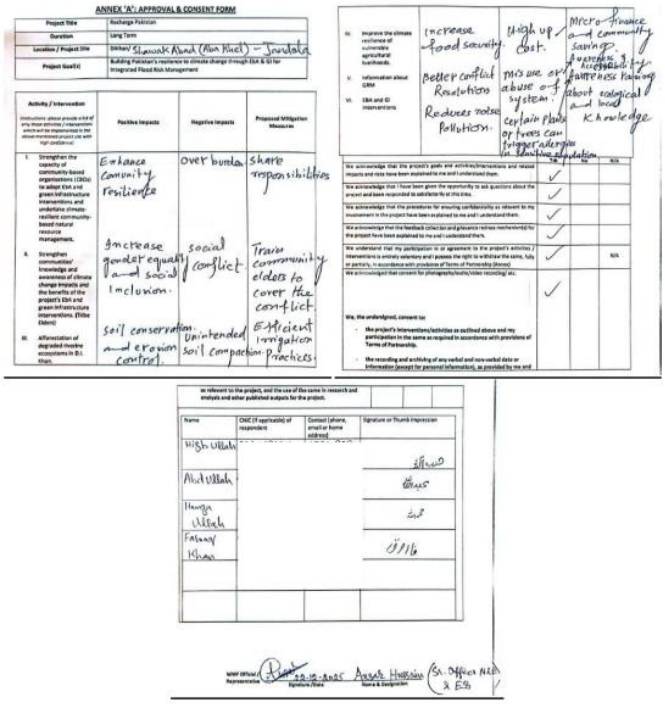
Improve the climate resilience of vulnerable agricultural livelihoods.	Drought tolerant crop	May create local conflicts	Encourage agroforestry
v. Information about CBM	Build trust	Lack capacity	Outreach campaign
vi. EbA and GI interventions	Support to Biodiversity	Affect on sensitive population	Raise awareness

	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 an 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 acknowledge that consents for photographs/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
Khan Muhammad			
Tanveer ud Din Burki			
Muhammad Hufeeza			
Abid Ullah			
Aziz Ullah			

WWF Official Representative — Signature/Date 16-12-2025 — Name & Designation: Ansar Hussain (Sr. Officer NRE & BSS)

11: Shawak Abad



ANNEX 'A': APPROVAL & CONSENT FORM

Project Title	Recharge Pakistan
Duration	Long Term
Location / Project Site	District Shawak Abad (Main Khel) – Jandola
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
i. Strengthen the capacity of community-based organizations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	Enhance community resilience	over burden	share responsibilities
ii. Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions. (Title Ebbnt)	Increase gender equality and social inclusion.	social conflict	Train community elders to cover the conflict
iii. Afforestation of degraded riverine ecosystems in B1. Khan.	soil conservation and erosion control.	Unintended soil Compaction	Efficient irrigation Practices

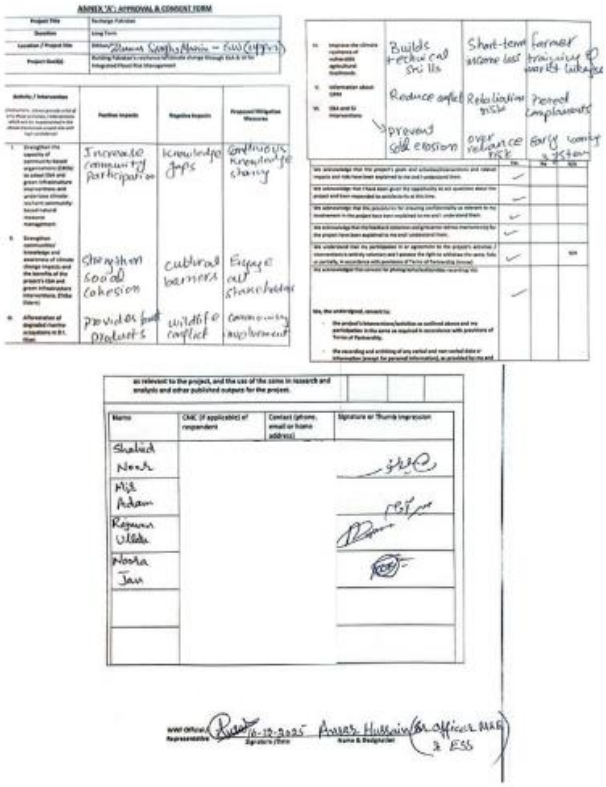
Improve the climate resilience of vulnerable agricultural livelihoods.	Increase food security.	High up cost.	Micro-finance and community savings.
v. Information about CBM	Better conflict Resolutions	mis use or abuse of system.	Awareness raising about ecological and local knowledge
vi. EbA and GI interventions	Reduces noise Pollution.	certain plants or trees can trigger allergies or sensitive population	

	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 an 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 acknowledge that consents for photographs/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
Hijb Ullah			
Abid Ullah			
Hunza Ullah			
Farman Khan			

WWF Official Representative — Signature/Date 20-12-2025 — Name & Designation: Ansar Hussain (Sr. Officer NRE & BSS)

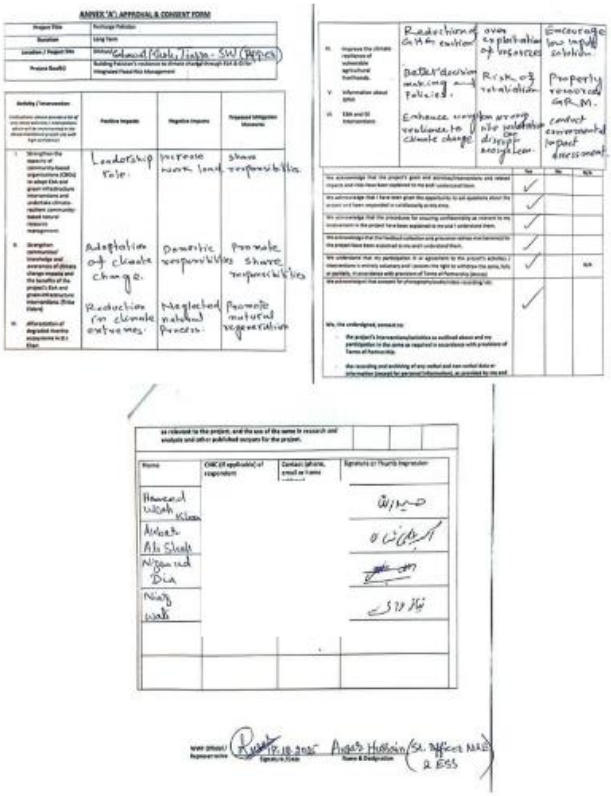
12: Zawar Sirogh



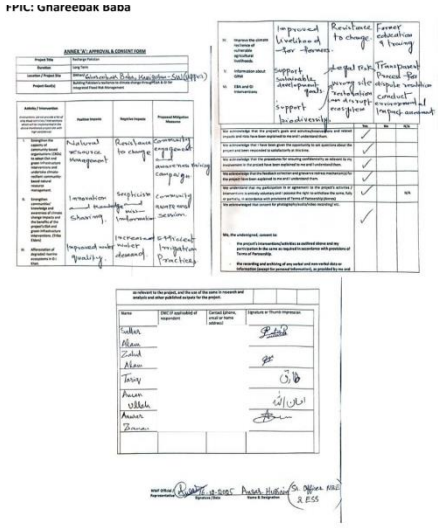
13: Karach Khel - Shaktai



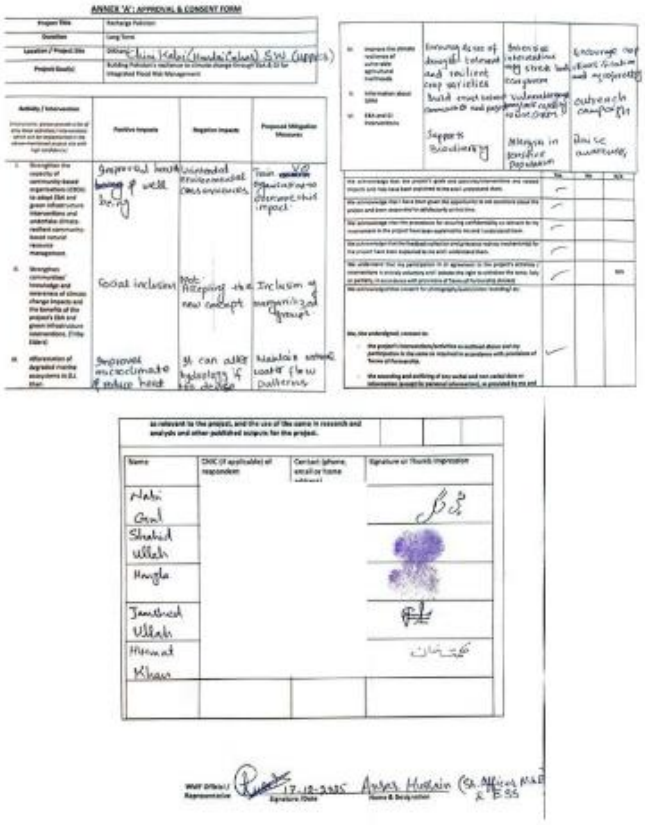
14: Ghawat Khoh



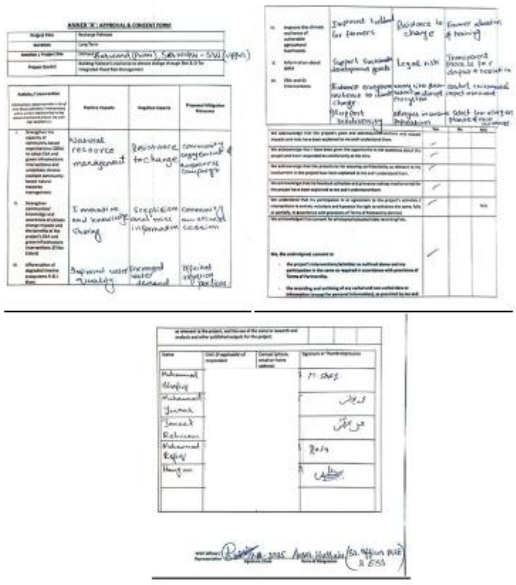
15: Ghareebak Baba



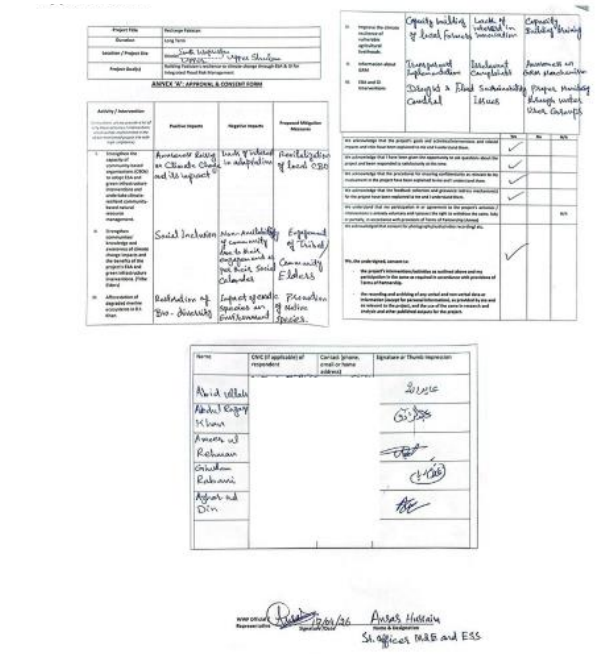
16: Chinni Kalai



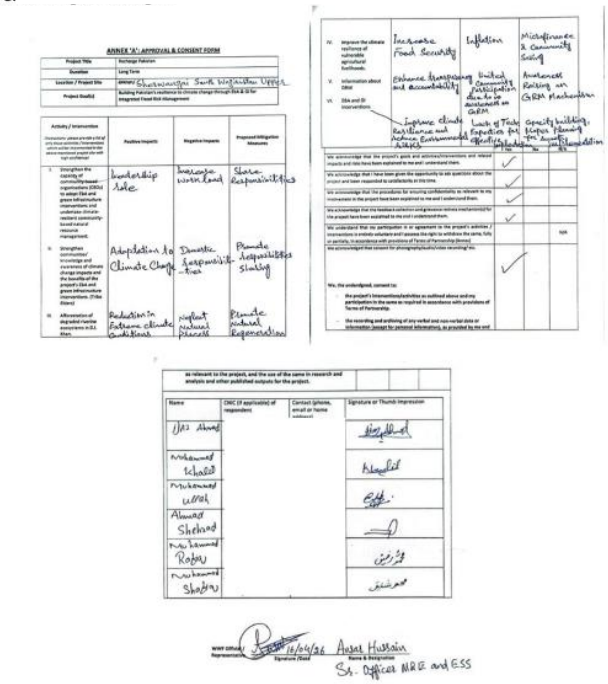
17: Barwand Serwakai



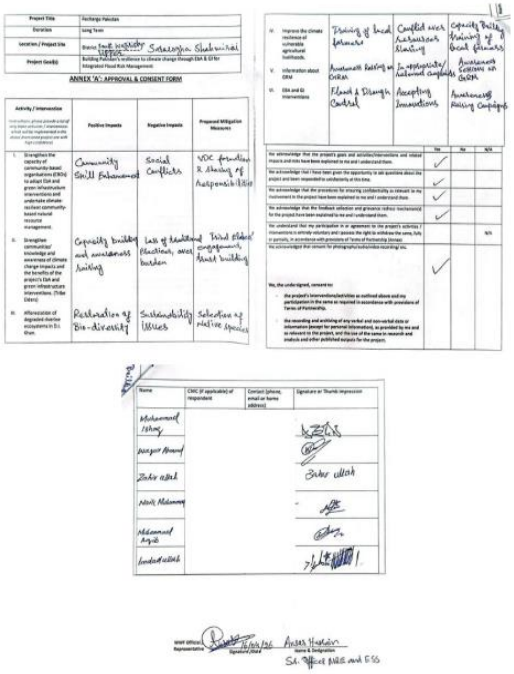
18: Upper Shulam



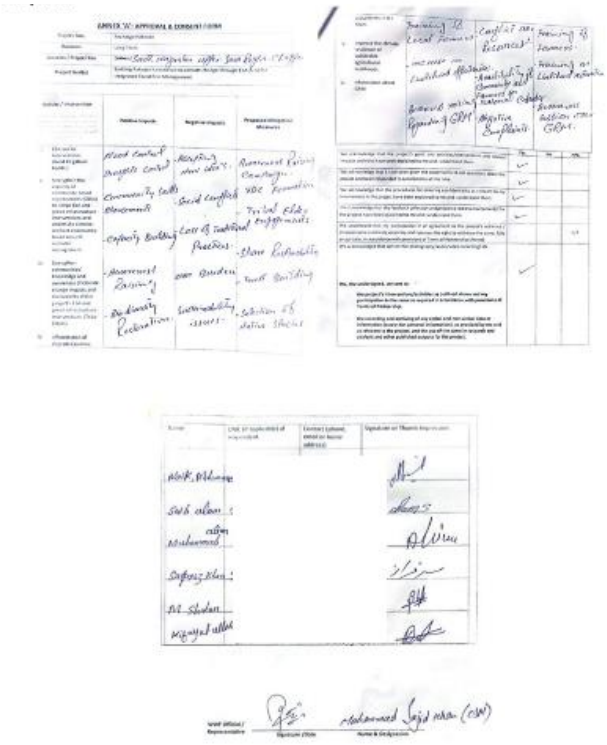
19: Sherwangai Sararogha



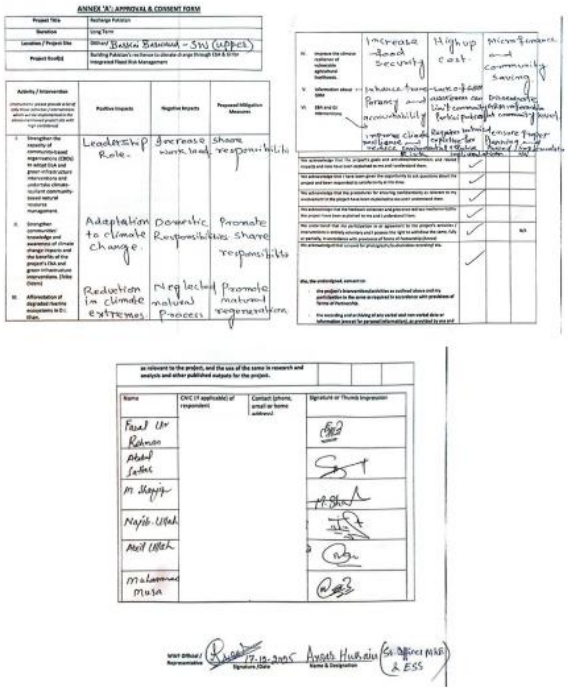
20: Shahmirai



21: Chaparra



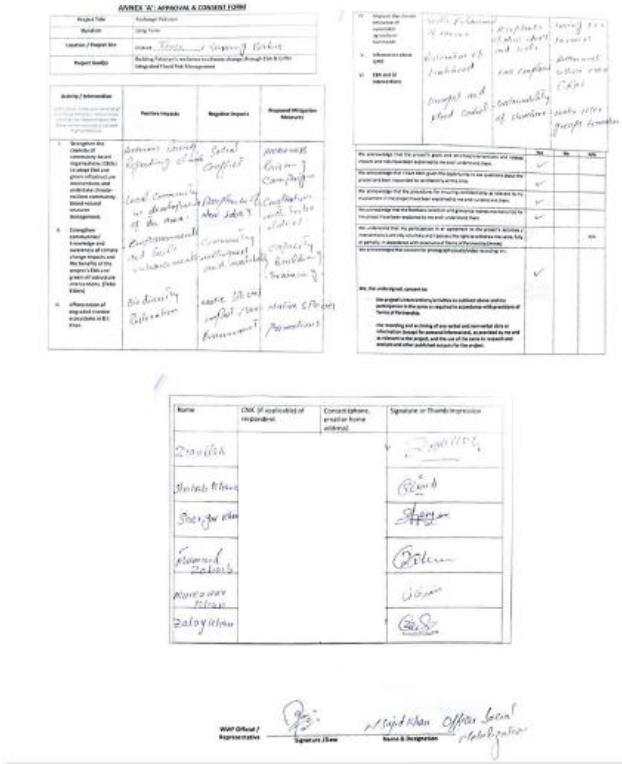
22: Baskai Barwand



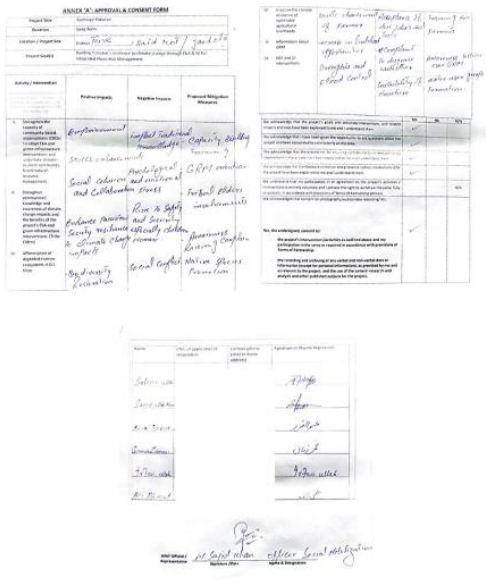
23: Ahmad Wam-Sararoga



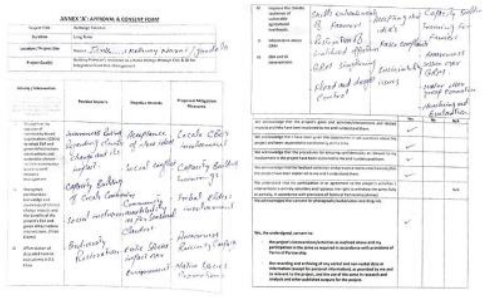
24: Sarang Baba Ghar



25: Saeed Kot



26: Kotnai Narai

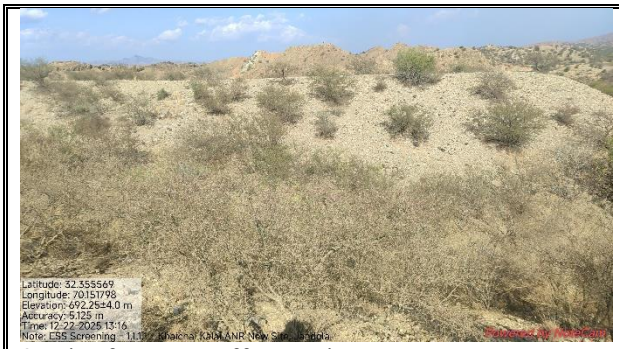






Annex III: Pictures of Screening Activities and Community Consultations

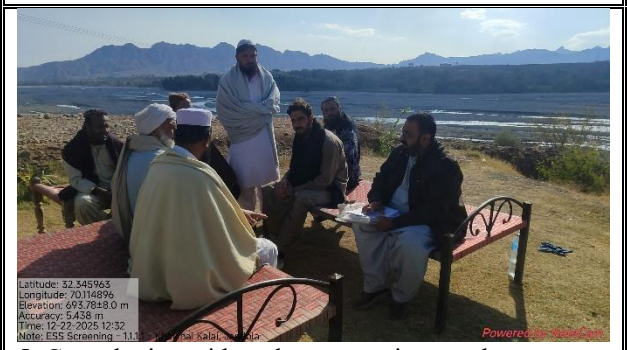
Community Consultation: Khaichai Kalai - Jandola



3: Site for ANR afforestation



4: Site for ANR afforestation

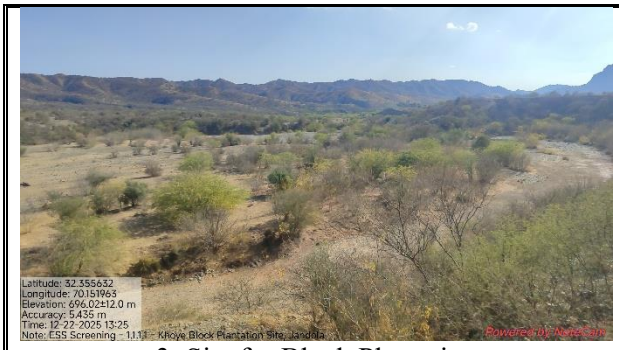


5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Khoye – Jandola



3: Site for Block Plantation



4: Site for Block Plantation



5: Consultation with male community members



6: Consultation with male community members

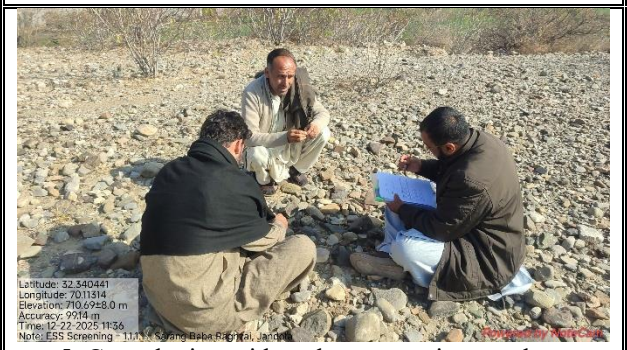
Community Consultation: Sarang Baba Raghazai – Jandola



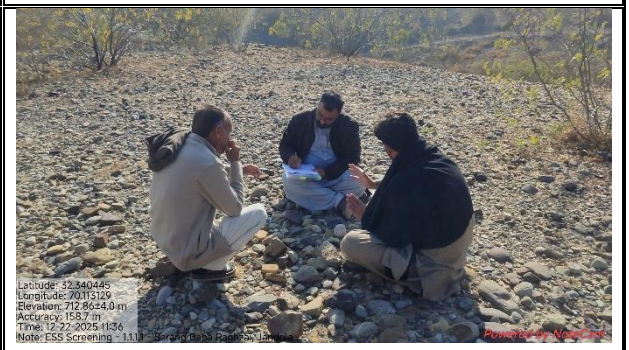
3: Site for Block Plantation



4: Site for Block Plantation

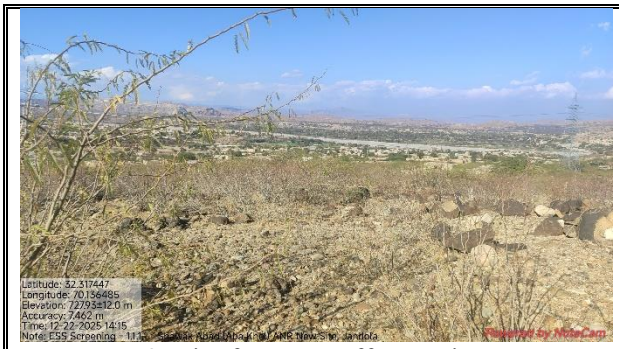


5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Shawak Abad (Aba Khel) – Jandola



3: Site for ANR afforestation



4: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Khalipai Sar – Jandola

	
3: Site for ANR afforestation	4: Site for ANR afforestation
	
5: Consultation with male community members	6: Consultation with male community members

Community Consultation: Kotanai Narai – Jandola

	
3: Site for Block Plantation	4: Site for Block Plantation
	
5: Consultation with male community members	6: Consultation with male community members

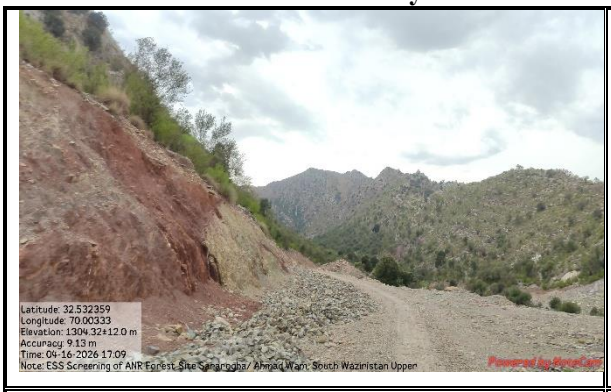
Community consultation: Saeed Kot – Jandola

	
3: Site for ANR afforestation	4: Site for ANR afforestation
	
5: Consultation with male community members	6: Consultation with male community members

Community consultation: Sarang Baba Ghar – Jandola

	
1: Site for ANR afforestation	2: Site for ANR afforestation
	
5: Consultation with male community members	6: Consultation with male community members

Community Consultation: Ahmad Wam – Sararogha



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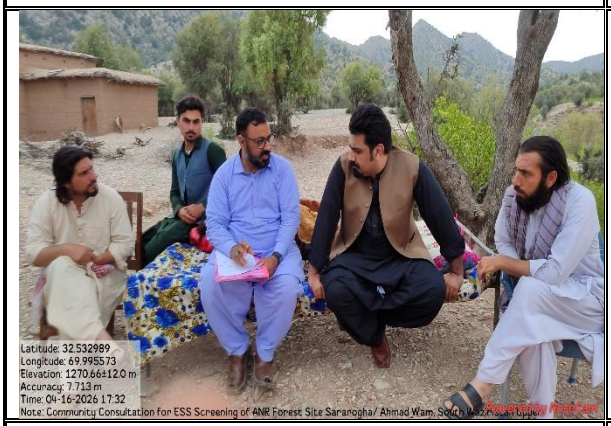
2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Baskai Raghzai Barwand – Tiarza



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community consultation: Chaparra – Sararogha



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Shahmirai – Sararogha



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Sherwangai – Sararogha



3: Site for ANR afforestation



4: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community consultation: Upper Shulam – Sararogha



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Baazai Makeen- Makeen



1: Site for ANR afforestation



2: Site for ANR afforestation

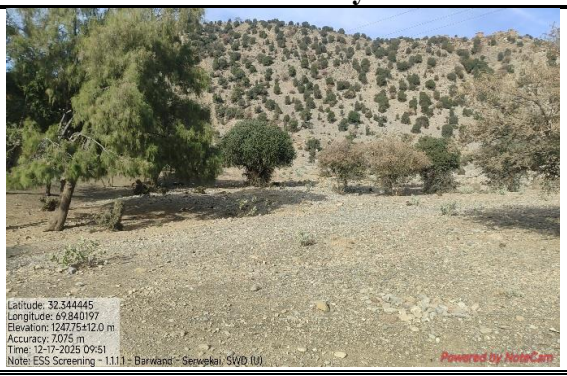


5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Barwand (Pakai) – Serwekai



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Chinni Kalai (Kundai Ghar) – Serwekai



3: Site for ANR afforestation



4: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Gareebak Baba – Kaniguram Upper



1: Site for ANR afforestation



2: Site for ANR afforestation

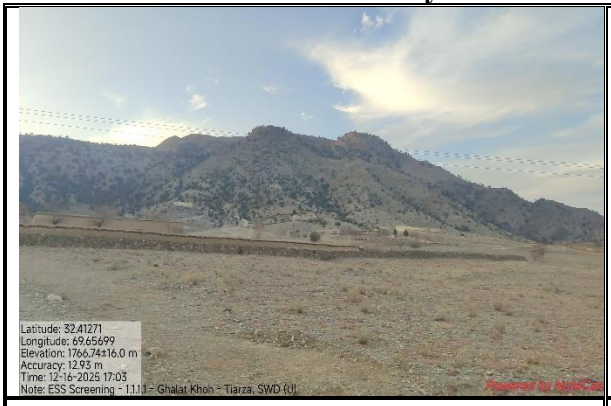


5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Ghawat Kot – Tiarza



1: Site for ANR afforestation



2: Site for ANR afforestation

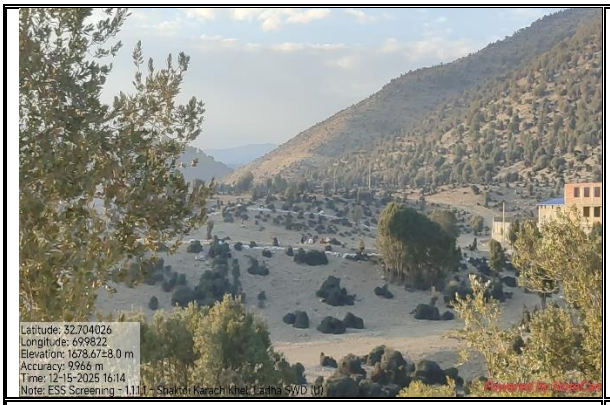


5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Karach Khel (Shaktoi) – Ladha



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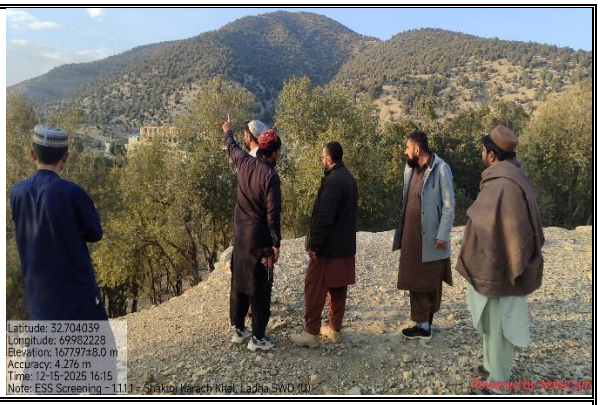


2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Kot Langar Khel – Ladha



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Landai Raghzai – Serwakai



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Mazaray (Pangai) – Ladha



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Shakha Khel – Sararogha



1: Site for ANR afforestation



2: Site for ANR afforestation



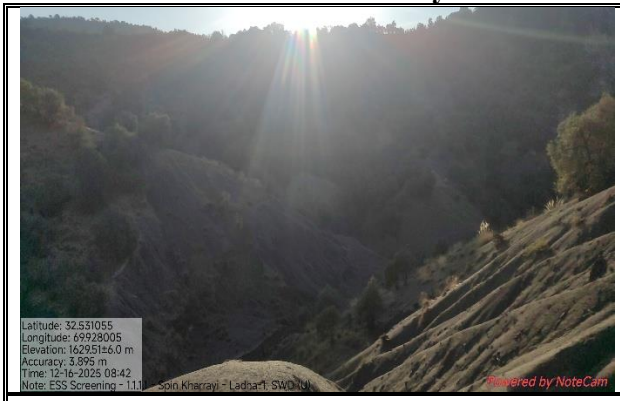
5: Consultation with male community members



6: Consultation with male community members

C

ommunity Consultation: Spin Kharay – Ladha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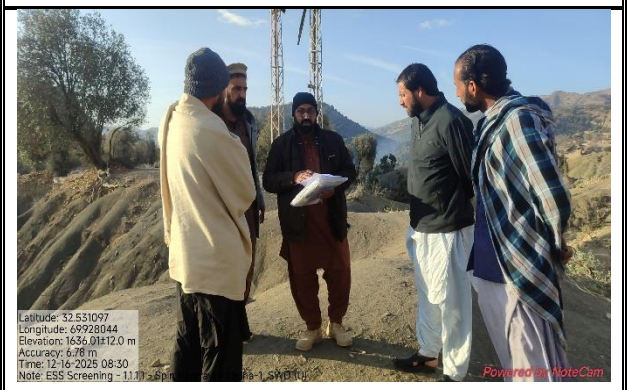
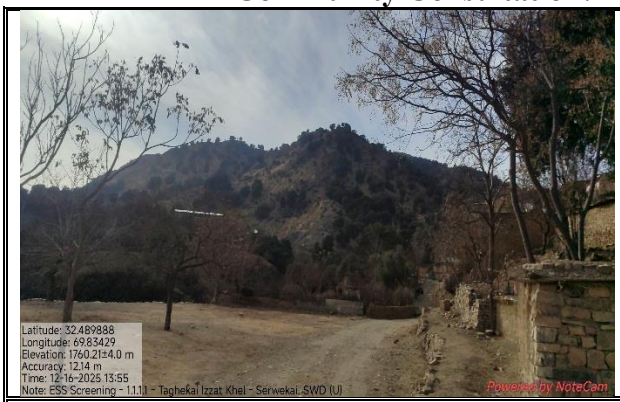
	
5: Consultation with male community members	6: Consultation with male community members

Community Consultation: Taghekai Izzat Khel- Serwekai

	
1: Site for ANR afforestation	2: Site for ANR afforestation
	
5: Consultation with male community members	6: Consultation with male community members

Community Consultation: Tarakai (Mola Khan Sarai) – Serwekai



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Tingey mela – Kaniguram Lower



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

Community Consultation: Zhawar Sirogh – Makeen



1: Site for ANR afforestation



2: Site for ANR afforestation



5: Consultation with male community members



6: Consultation with male community members

ANNEX IV: List of Implementation Sites

Sr.	Area Name	Area in Hactare	Site/Area		GPS Coordinates
1	SWU	1040ha	Baazai - Makeen	80ha	N: 32,603754, E: 69,842849
			Barwand (Pakai), Serwekai	160ha	N: 32,344445, E: 69,840197
			Chinni Kalai (Kundai Ghar), Serwekai	40ha	N: 32,321165, E: 69,845228
			Ghawat Khoh - Tiarza	280ha	N: 32,412716, E: 69,656989
			Karach Khel – Shaktoi	40ha	N: 32,704032, E: 69,982187
			Kot Langar Khel – Ladha	40ha	N: 32,585078, E: 69,822166
			Landai Raghzai – Serwekai	40ha	N: 32,333183, E: 69,831684
			Mazaray (Pangai) – Ladha	40ha	N: 32,461766, E: 69,894774
			Shakha Khel – Sararogha	40ha	N: 32,5310, E: 69,9280
			Spin Kharray – Ladha	40ha	: N: 32,531104, E: 69, 928038
			Taghekai Izat Khel – Serwekai	80ha	N: 32,489688, E: 69,833876
			Tarakai – Mola Khan Sarai, Serwekai	40ha	N: 32,279847, E: 69,917711
			Tingay Mela – Kaniguram Lower	40+40ha	N: 32,509394, E: 69,794406
			Zhawar Sirogh – Makin	40ha	N: 32,627199, E: 69,844593
2	SWU	900+370ha	Sararogha, Ahmad Wam	200+80ha	N: 32,533028, E: 69,995495
			Baskai Barwand – Tiarza	160ha	N: 32,338727, E: 69,851286

			Chaparra - Sararogha	80+240ha	N: 32,524783, E: 69,020783
			Shahmirai - Sararogha	240ha	N: 32,503357, E: 70,020715
			Sherwangai - Sararogha	120ha	N: 32,468452, E: 69,958363
			Upper Shulam	100+50ha	N: 32,471868, E: 69,714506
3	Jandola	270ha	Khalipai Sar	80ha	N: 32,321136, E: 70,142069
			Saeed Kot	40ha	N: 32,325745, E: 70,092837
			Sarang Baba Ghar	80ha	N: 32,338252, E: 70,112955
			Kotanai Naraie	70ha	N: 32,330221, E: 70,094314
4	Jandola	540ha	Khaichai Kalai	320ha	N: 32,355602, E: 70,151788
			Khoye	50ha	N: 32,355176, E: 70,152841
			Sarang Baba Raghzai	50ha	N: 32,340503, E: 70,113112
			Shawak Abad (Aba Khel)	120ha	N: 32,317478, E: 70,136556

ANNEX V: 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 VI: Terms of Partnership (TOP)

The TOPs with communities are attached for the respective sites and rest of the TOPs are under preparation by Forest Department SWU and will be incorporated once this ESMP has been reviewed by AE.

English Version of TOP for Reference & Understanding:

TOP (ANR Closure)

Agreement for promotion and conservation of Natural Resources (Closure)

Recharge Pakistan Program

This agreement is made on the day of ...-----.., dated ...., between the Forest Department (First Party) ..... South Waziristan Forest Division, ... Forest Sub-Division, and the Village Development Organization (Second Party) of Village ....., regarding the promotion and protection of natural regeneration at the site ....., covering an area of ..... Kanal/Acre/Hectare.

1: Responsibilities and Duties of the Forest Department:

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

g) To identify the proposed area for the protection and promotion of natural regeneration.
g) To hand over the proposed area to the concerned Village Development Committee (VDC) for the protection and promotion of natural regeneration.
g) To prepare a map of the designated area (for current and future reference) in consultation with the Committee.
g) To provide all kinds of technical assistance related to this project.
g) 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.
g) 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):

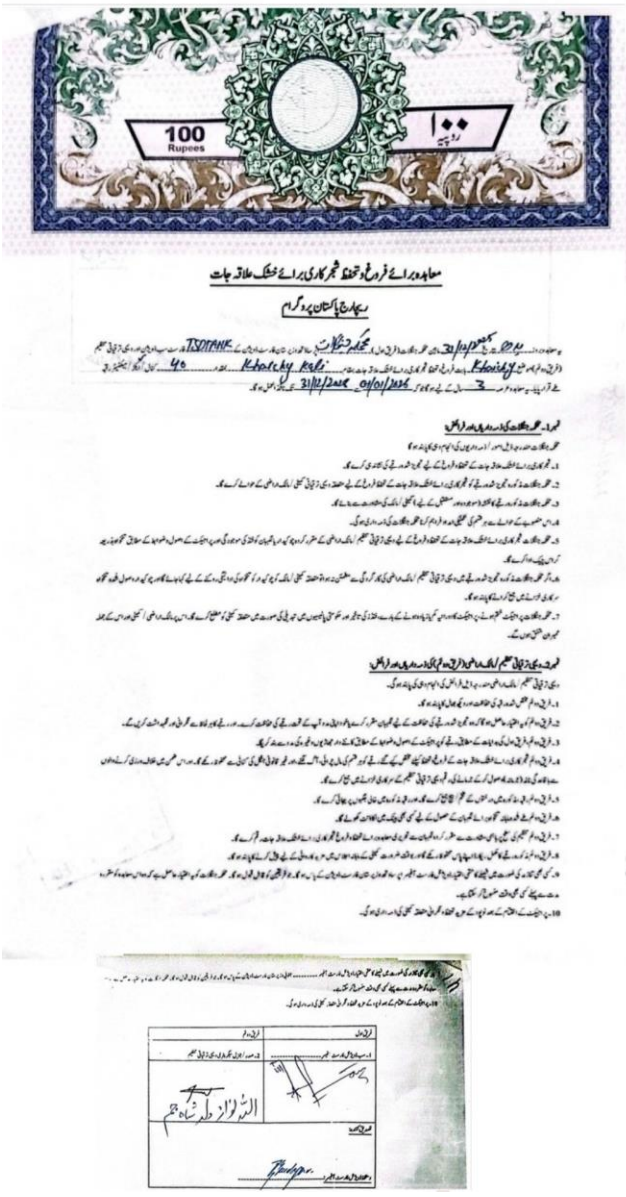
The Village Development Organization shall be bound to perform the following duties:

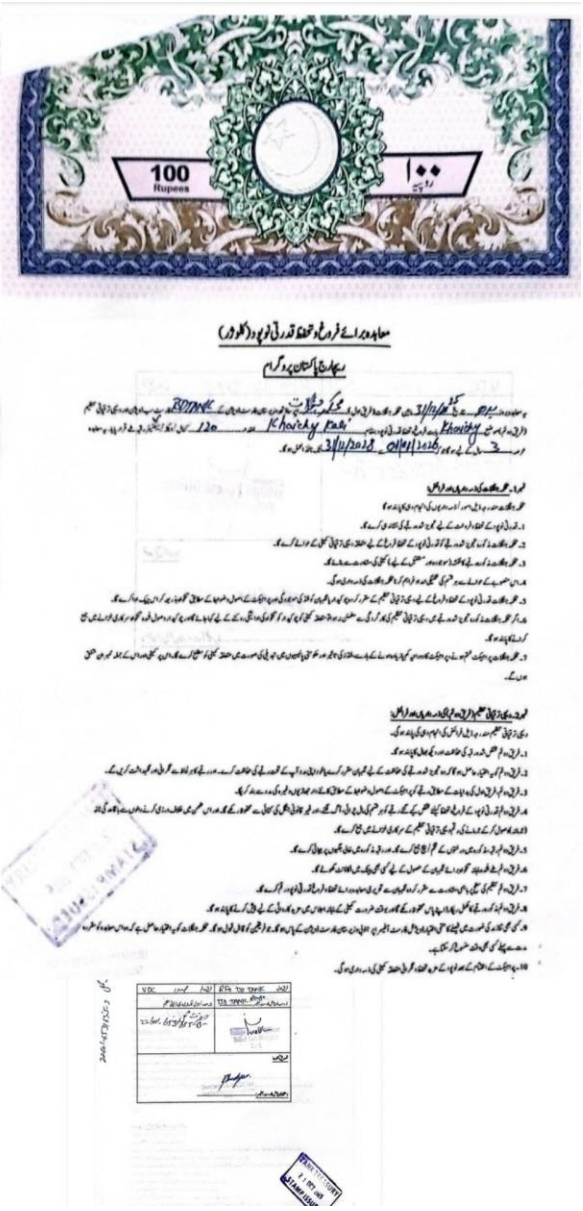
j) The Second Party shall be responsible for the protection and maintenance of the designated area.
j) The Second Party shall have the authority to appoint a guard for the protection of the proposed area or to protect the area through community self-help. The area shall be fully supervised and maintained in all respects.
j) 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.
j) 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.
j) The Second Party shall collect tree seeds from the designated area and carry out sowing in vacant spaces within the same area.

j) The Second Party shall open a bank account for receiving the fixed monthly salary of the watchman.
j) 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.
j) 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.
j) 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 Officer	**President / General Secretary, Village Development Committee**……..
Signature: ……..	**Signature:** ……..
Verified by: **Signature: Divisional Forest Officer:**	

Khaichai Kalai (Dry + ANR)





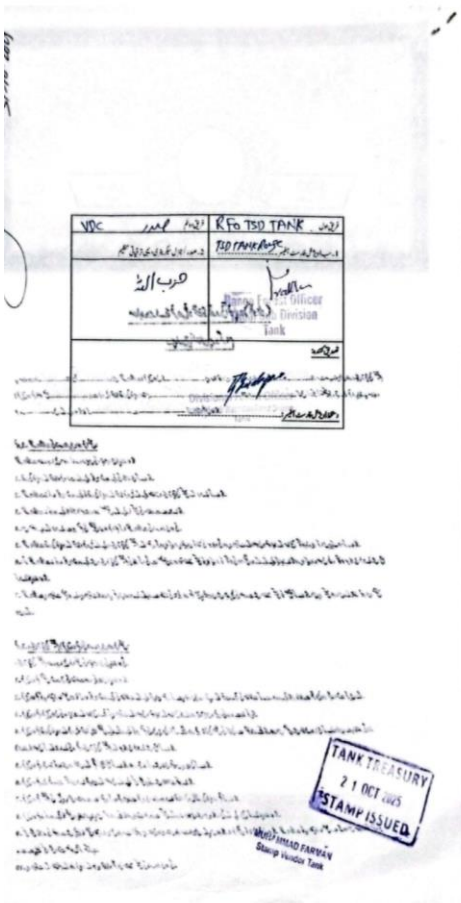
Khoye



Sarang Baba Raghzai



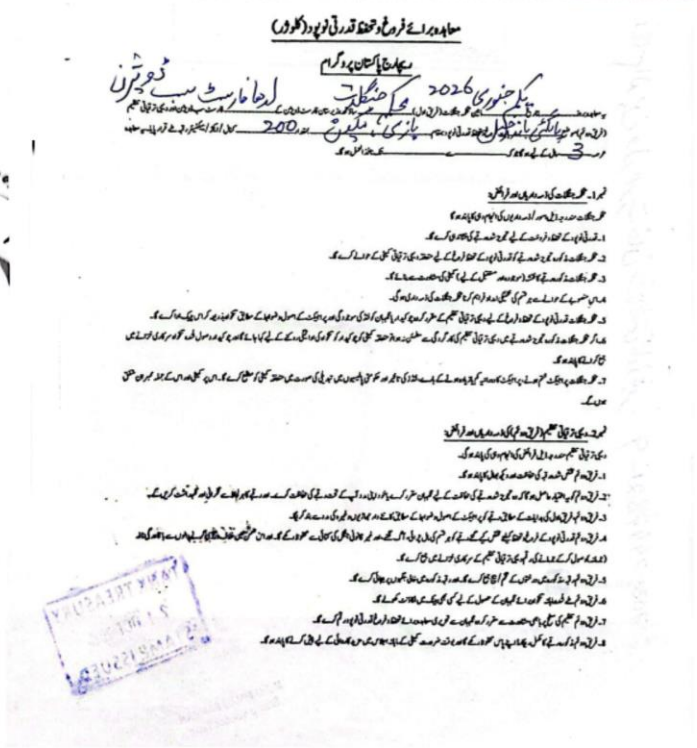
Shawakabad

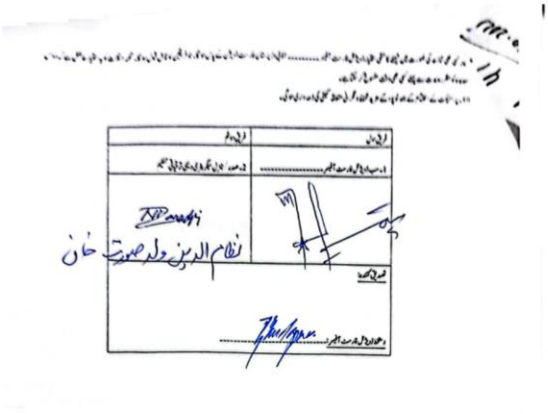




Baazai Makeen







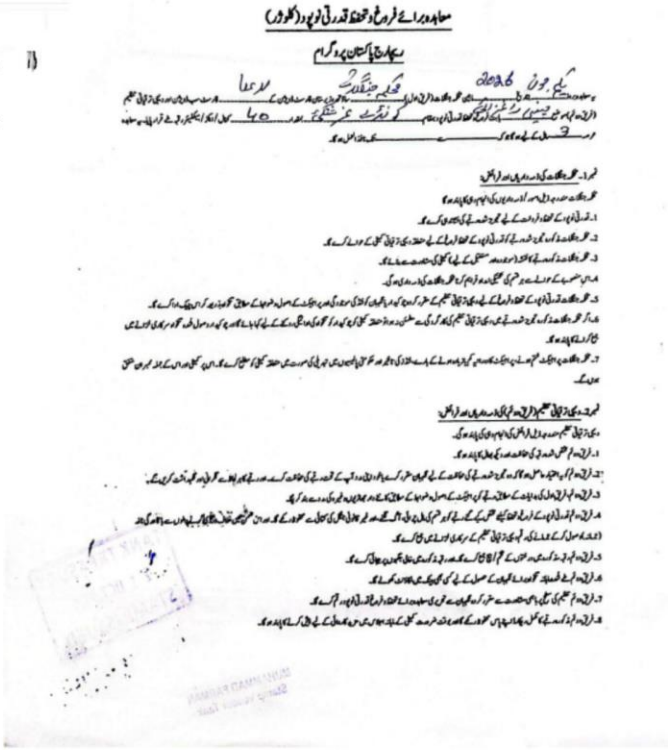
Barwand (Pakai), Sarwekai



Chinni kalai





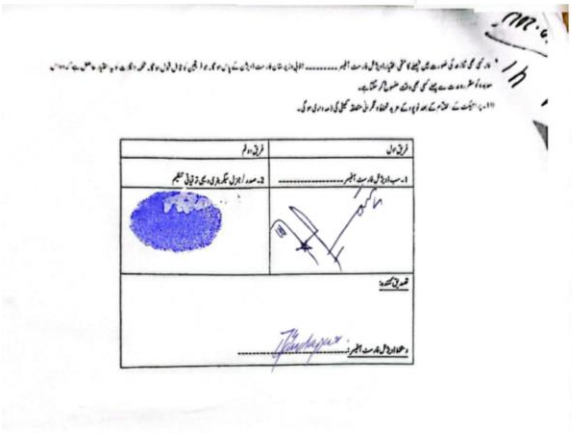


Ghawat Khoh-Tiazra



Karach Khel-shaktoi

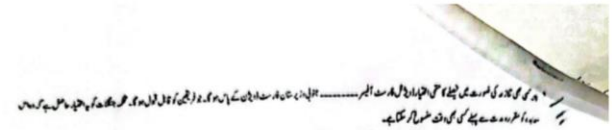


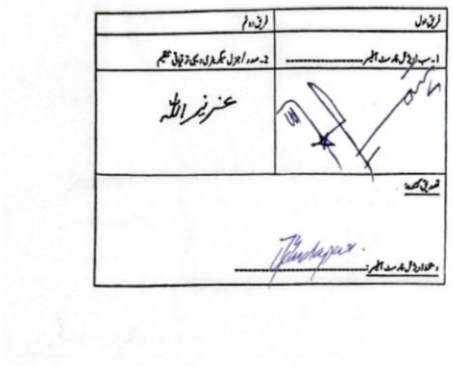




Kot langar khel-Ladha

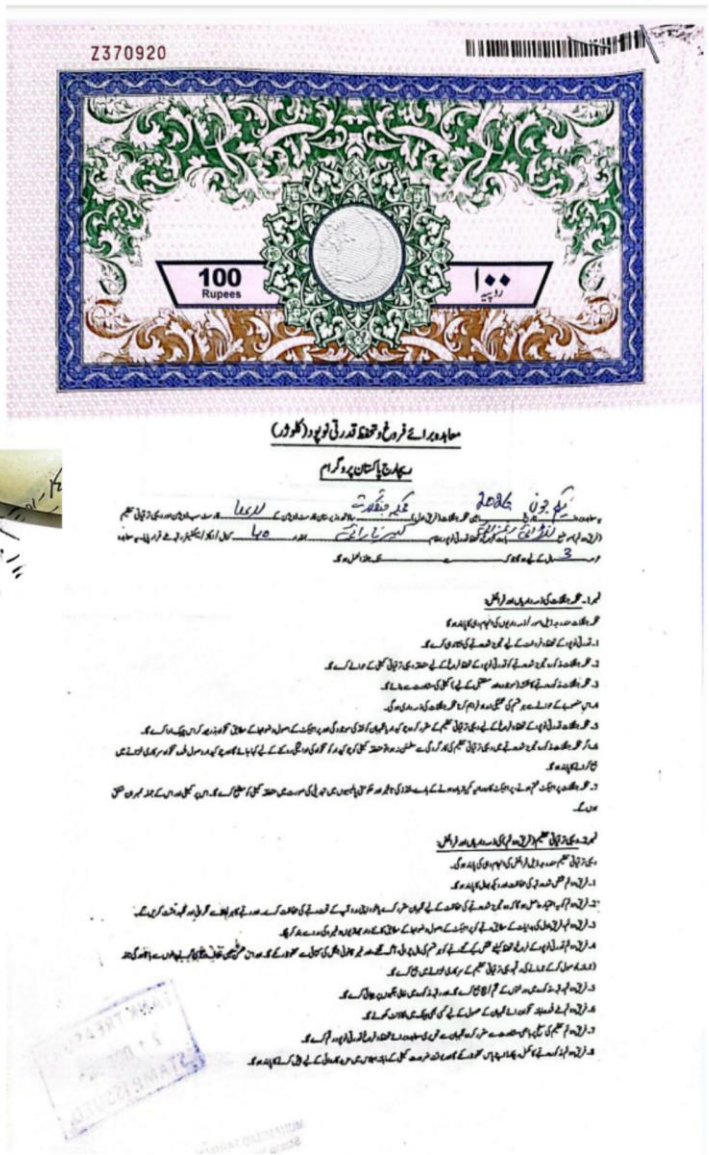


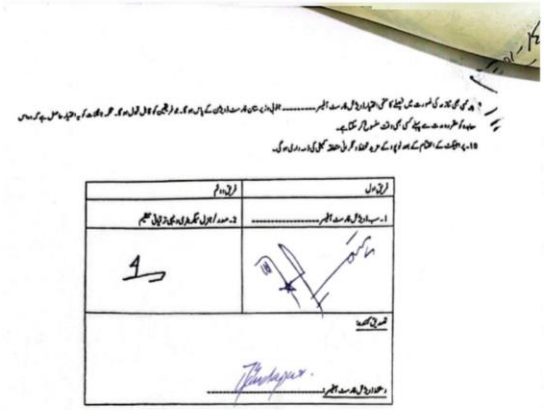




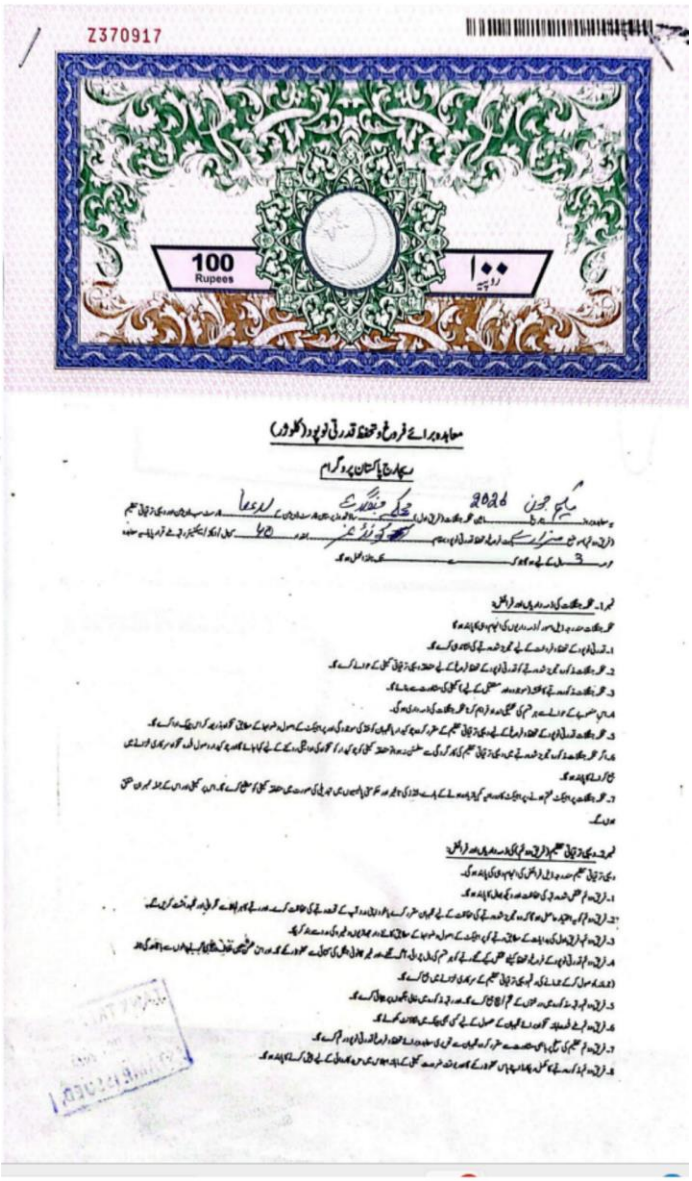


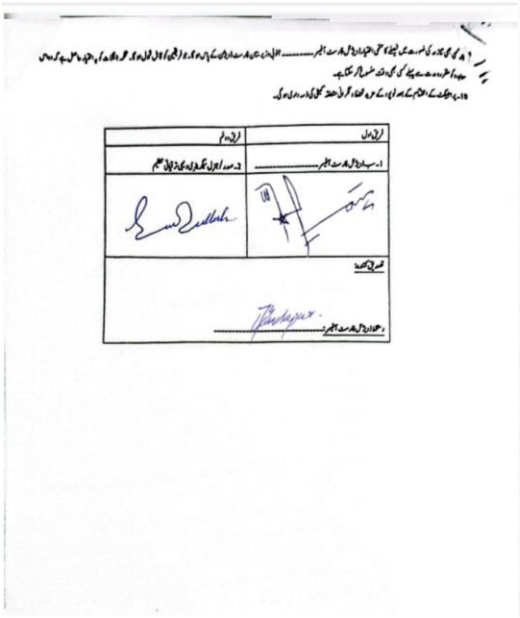
Landai Raghzai





Mazaray- pangai- Ladha





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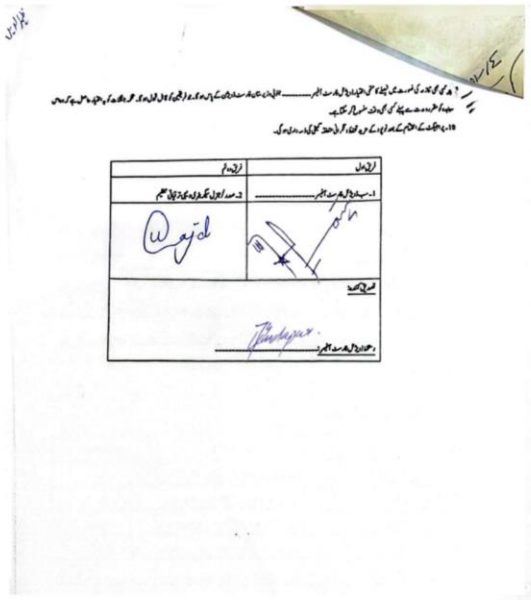
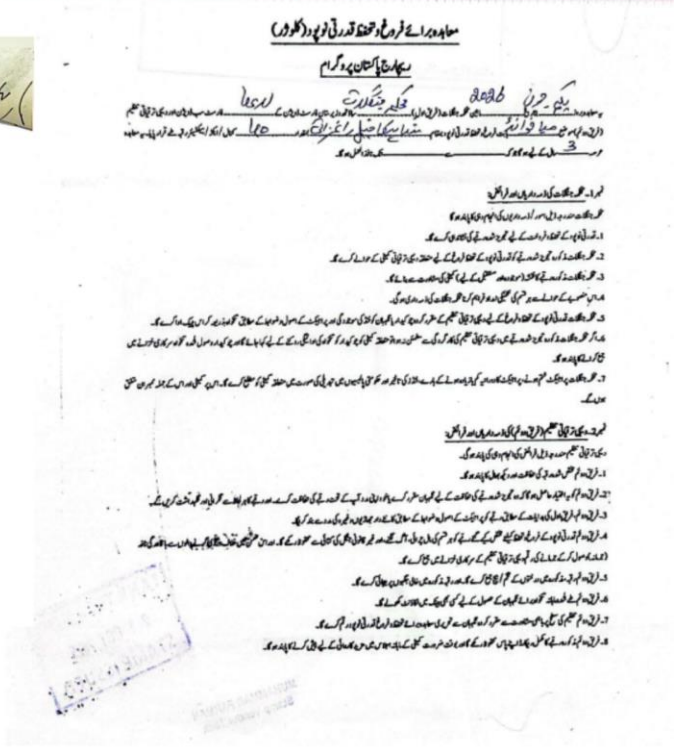
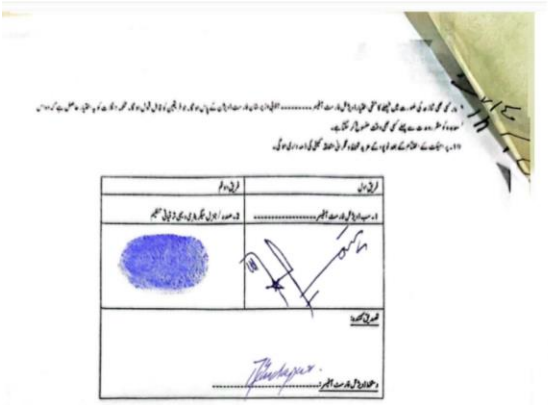
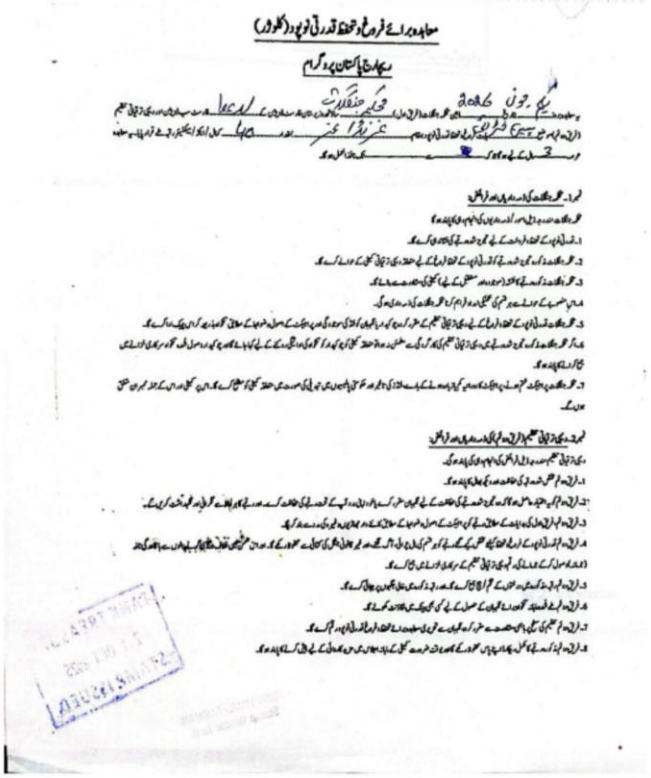




Spin kharay







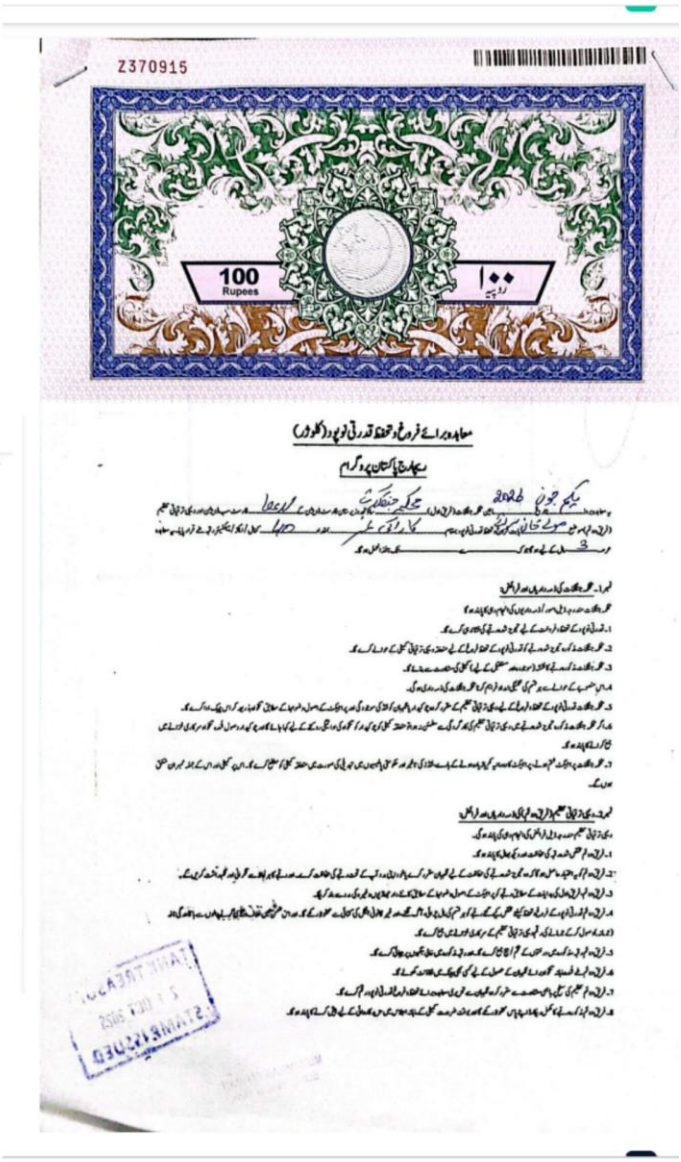
Taghekai Izat Khel

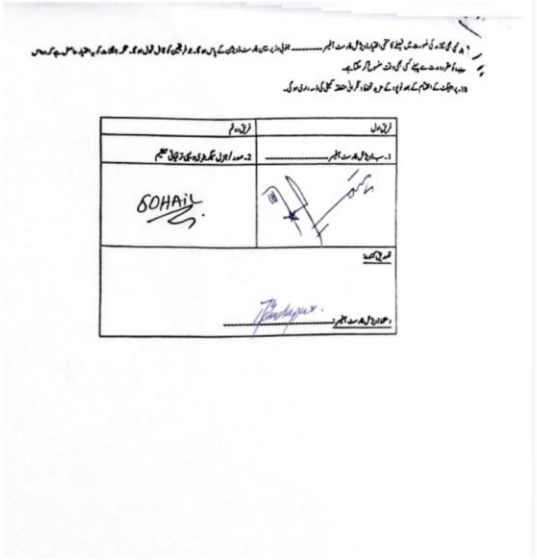






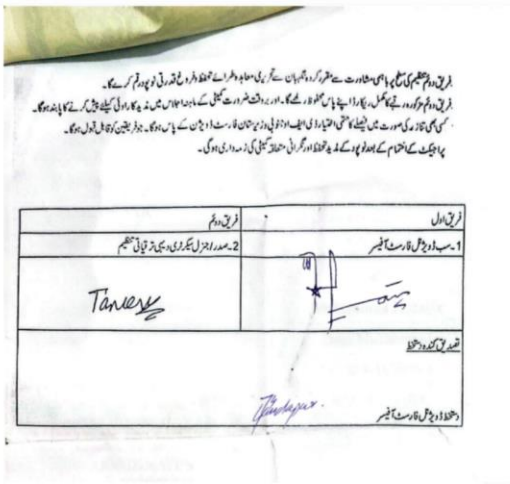
Tarakai-mola khan sarai

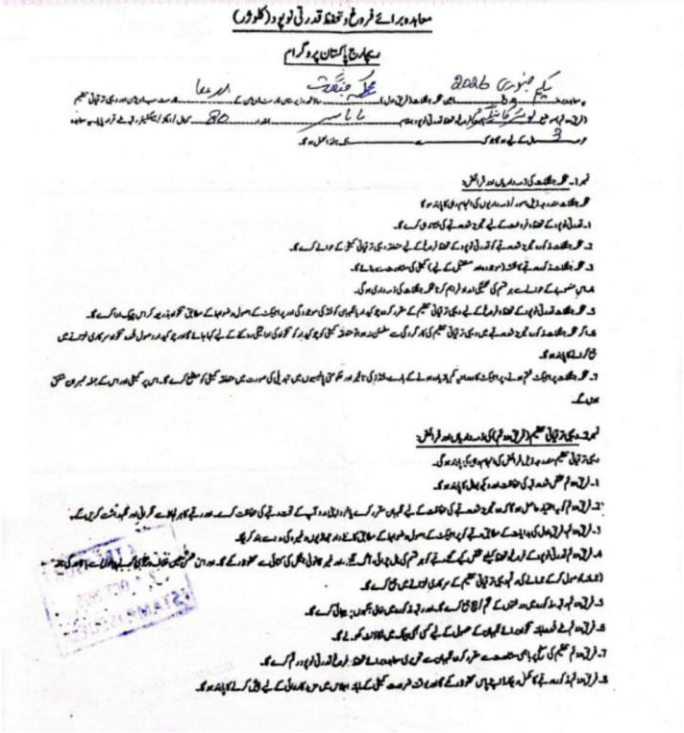




Tingey Mela (lower kanigoram)

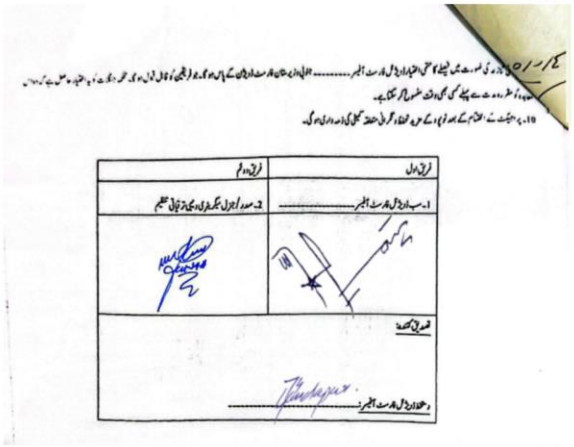


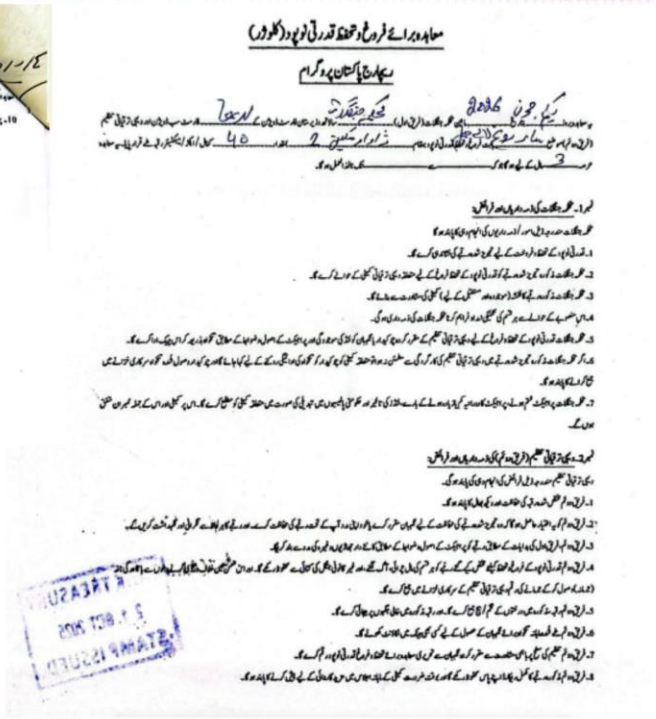




Zhawar sirogh

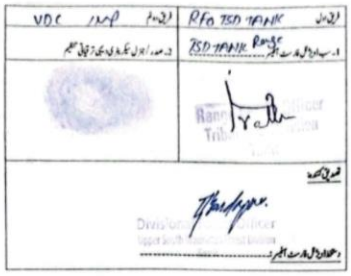






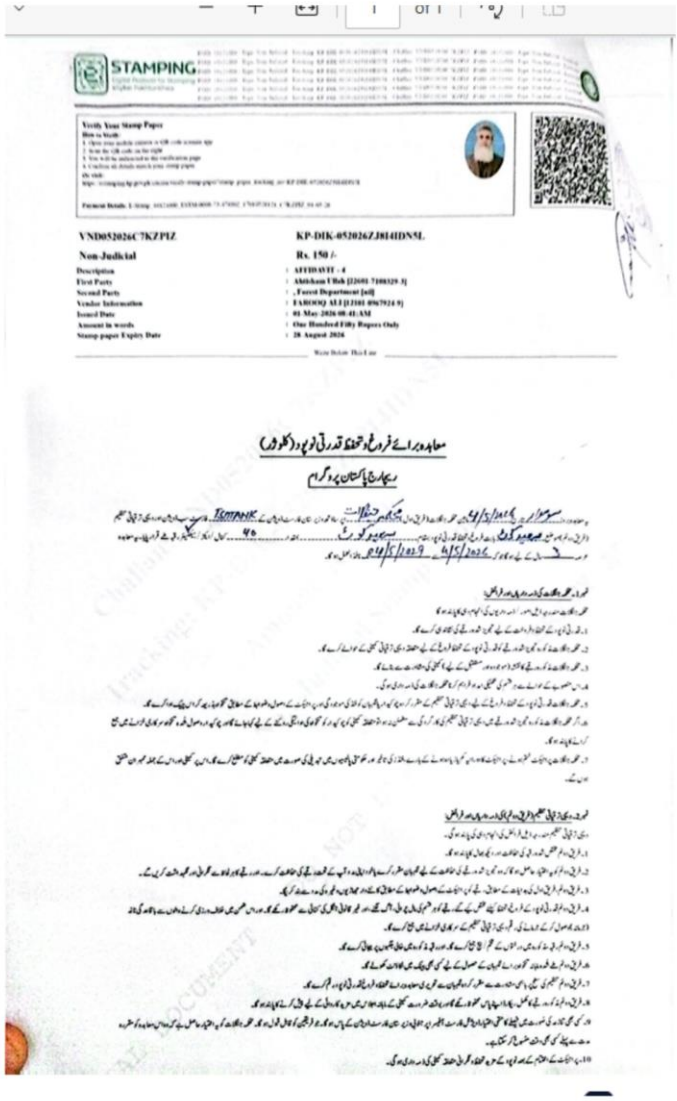
Khalipai sar

*NB: This and other similar looking ToPs have been executed on e-stamp paper, while the remaining ToPs have been executed on manual stamp paper. Both forms of stamp paper are legally valid in Pakistan, subject to compliance with the applicable stamp duty and legal requirements





Saeed Kot



STAMPING

Verify Your Stamp Paper

VND052026C7KZPIZ

KP-DIK-052026ZJ8I4IDN5L

Non-Judicial

Rs. 150 /-

Description : AFFIDAVIT - 4

First Party : Abdulaam Ullah [22601 7108329 3]

Second Party : , Forest Department [all]

Vendor Information : FAROOQ ALI [12101 0967924 9]

Issued Date : 01 May 2026 08:41:AM

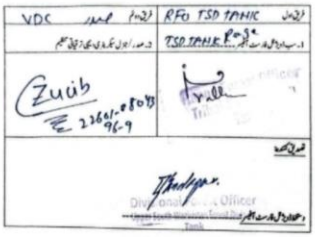
Amount in words : One Hundred Fifty Rupees Only

Stamp paper Expiry Date : 28 August 2026

معاہدہ برائے فروغ و تحفظ قدرتی نوپود (کلوڈر)

ریچارج پاکستان پروگرام

Sarang Baba Ghar



VDC	RFO TSD TANK
	TSD TANK Rage
Zuib 22601-0808 96-9	



STAMPING

Verify Your Stamp Paper

VND052026PEATSDJ

KP-DIK-052026UWUD01NJQA

Non-Judicial

Rs. 150/-

Description : AFFIDAVIT - 4
First Party : Muhammad Zohaib [22601-0804396-9]
Second Party : , Meqema Janglat [NIL]
Vendor Information : MOHSIN KAMAL [12101-4459204-5]
Issued Date : 01-May-2026 09:57:AM
Amount in words : One Hundred Fifty Rupees Only
Stamp paper Expiry Date : 28-August-2026

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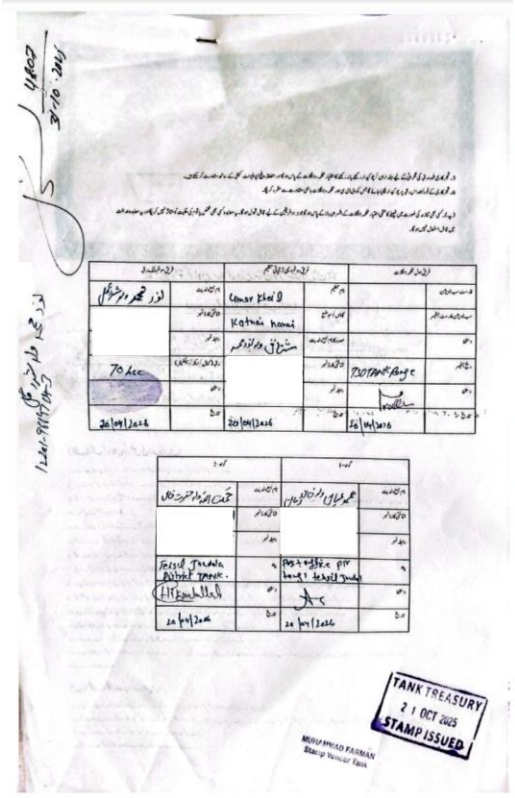
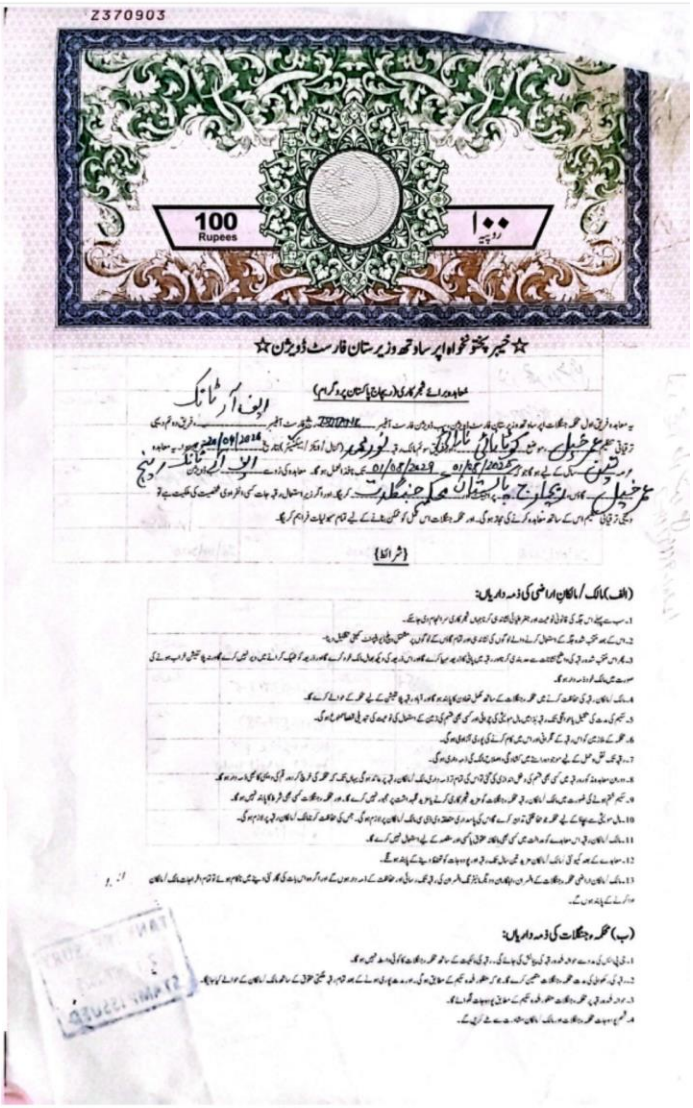
معاہدہ برائے فروغ و تحفظ قدرتی نوپود (کلوڑ)

ریچارج پاکستان پروگرام

Kotanai Naraie





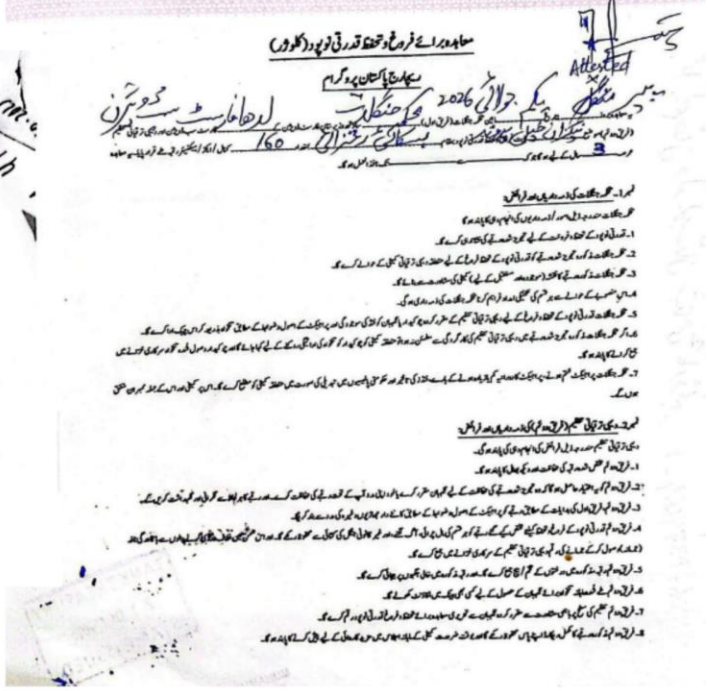
Sararogha (Ahmed wam)



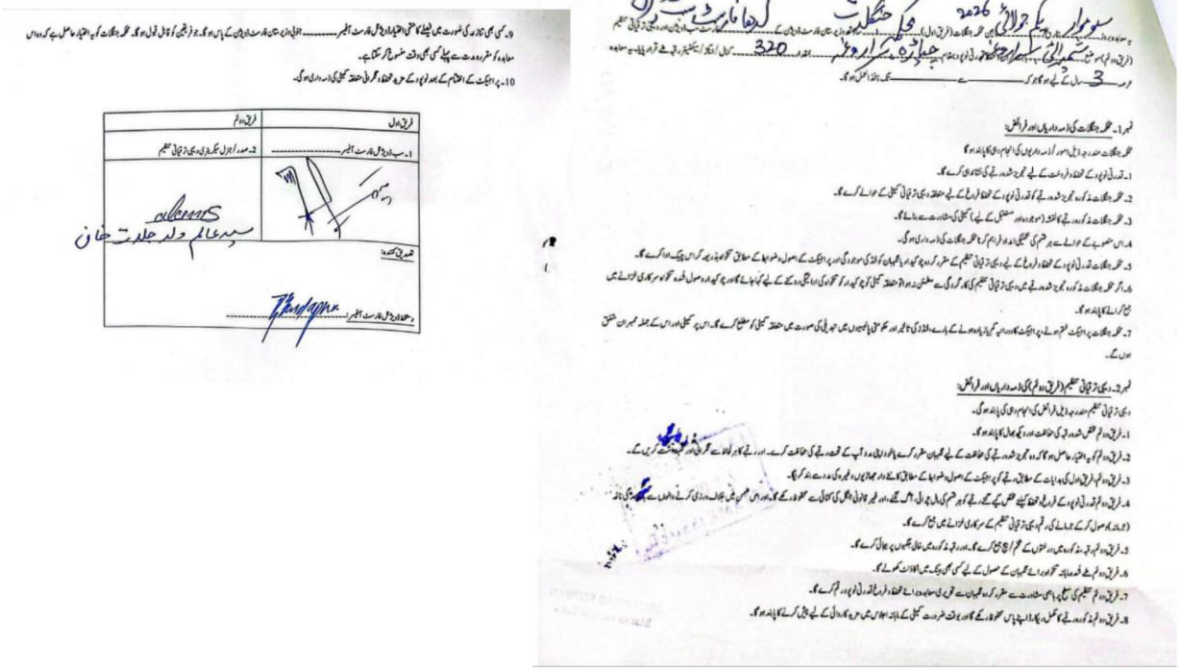
Baskai Raghzai Barwand







Chaparra – Sararogha



Shahmirai



Sherwangai




100
Rupees
معاہدہ برائے فروغ و تحفظ قدرتی نوپود (کلوژن)
ریپلانٹ پاکستان پروگرام

Upper Shulam

