

Community Health and Safety Plan

10 May 2023

CEPF Grant 113639

Fauna & Flora International

Engaging local stakeholders to conserve the Tonkin snub-nosed monkey

Vietnam, Indo-Burma Hotspot

Grant Summary

1. **Grantee organization:**

Fauna & Flora International

2. **Project title:**

Engaging local stakeholders to conserve the Tonkin snub-nosed monkey

3. **Grant number:** CEPF-113639

4. **Grant amount (US dollars):** 110,000

5. **Proposed dates of grant:** September 1st 2023 to August 31st 2025

6. **Countries where activities will be undertaken:** Vietnam

7. **Summary of the project:**

The Tonkin snub-nosed monkey (*Rhinopithecus avunculus*) is listed as Critically Endangered on the IUCN Red List, owing to its very high threat of extinction, and in 2018 was listed among the World's 25 Most Endangered Primates. Over the last several decades, the species has undergone a dramatic reduction in its population size and geographical extent, with probable extinctions of important populations occurring as recently as the last 10-15 years (in Cham Chu Nature Reserve), although population surveys in this key landscape have not occurred for 15 years. This is primarily due to the loss and fragmentation of its habitat, reductions in habitat quality, and hunting of the species for meat and traditional medicine. Today, the species is known to occur definitively in only two sites, both in Ha Giang Province in far northern Vietnam.

The most important remaining stronghold for the species, holding about 80% of the global population, is the Tonkin Snub-nosed Monkey Species and Habitat Conservation Area at Khau Ca (Khau Ca SHCA) – which is now part of the newly gazetted (operationalized) Du Gia - Dong Van National Park. Tonkin snub-nosed monkeys were discovered at this site by Fauna & Flora (FFI) in 2002 and have subsequently been the focus of two decades of sustained conservation action for the species. Over this time, key achievements include the establishment of the 2,026ha Khau Ca SHCA in 2009; the long-term maintenance of a community-based conservation team (6 members) to reduce threats and foster local support for the species, support research on the basic ecology and behavior of the species (conducted by FFI and Dr Le Khac Quyet, now FFI staff), and to support the production of an updated Species Conservation Action Plan (2022-2030). The results of this work are that the population appears to have experienced a promising recovery, from around 60 individuals in 2002 to an estimated 120-160 individuals in the most recent FFI survey in 2019 and updated data in 2021. Despite this hopeful trend, significant challenges remain.

Khau Ca SHCA was subsumed into Du Gia - Dong Van Karst Plateau National Park in 2015, as a southern extension linked by a small corridor of degraded forest (through the Din Dam area), although the National Park was not fully operational and Khau Ca SHCA remained firmly under the direct management of Ha Giang Forest Protection Department (FPD). On paper, the new park brings with it additional government investment, a ranger force, and the attention of a management board. In practice, the increased investments have not yet materialized (the Management Board of Du Gia - Dong Van National was established in 2021 with only 7 staff), and Fauna & Flora's community-based conservation team remains at the very front-

line of protection and monitoring efforts in this Tonkin snub-nosed monkey stronghold. We currently support a team of 6 members, who carry out 15 days of patrolling per month using Spatial Monitoring and Reporting Tool (SMART), with patrols planned informed by recent SMART data, by the FPD in cooperation with Fauna & Flora staff. The teams are working to the best of their ability in the face of ongoing threats to the forest and to the monkeys. Primate trade continues in Vietnam, including in PAs. Although illegal, hunting with guns remains a traditional practice in and around Khau Ca SHCA. Illegal logging of high-value timber and clearance for agriculture also continues within the Khau Ca forest, as evidenced by recent SMART records generated by the community conservation teams. The ever-present threat to Khau Ca from larger-scale, highly organized illegal loggers also exists. Given all this, it is now vital to step up the protection afforded by the community conservation teams in Khau Ca SHCA, with greater professionalization, training, and oversight.

The other known population of Tonkin snub-nosed monkey is in the Tung Vai forest of Quan Ba District, Ha Giang Province (its habitat is around 3,000 hectares within the 5,000 hectares of protection forest), which is currently designated as a watershed protection forest. This small population was only discovered by Fauna & Flora as recently as 2007 and, since then, Fauna & Flora has been working to bolster and recover the species in this vital site. In particular, with very limited legal protections in place, Fauna & Flora is supporting a strong community conservation team with 9 members, who carry out 15 days of SMART patrolling per month. As with the Khau Ca SHCA, the Tung Vai patrol groups work part-time and patrol routes are planned by the Quan Ba FPD in cooperation with Fauna & Flora. Fauna & Flora has also been supporting the gazettelement process for a new PA in this forest. This process is underway and will, when finalized, result in formal protection for the Tonkin snub-nosed monkey, as well as an allocated budget from the government. In the meantime, the community conservation team is acting as a 'last line of defense' for this population, and urgently needs greater support, training and oversight.

Fauna & Flora surveys of the Tung Vai population have shown a worrying trend since its discovery, with approximately 30-40 individuals estimated in 2010 and 2013, but only 15-20 individuals confirmed in 2016. The most recent survey in 2020 failed to find the species during the formal survey period, although community conservation team members later reported observations. It is likely that the monkeys are becoming more cryptic and harder to find due to human disturbance and/or their population is decreasing. A better, more systematic monitoring of this population is urgently needed. Threats to this population remain exceptionally high. Opportunistic hunting to supplement incomes is widespread in-and-around the Tung Vai forest, and enforcement of gun laws is all-but-non-existent. Moreover, the hunting (potentially including monkeys, although this has not been recorded) is inextricably linked to cardamom cultivation in the understory of the forest, as this activity is the principal reason for people to be present in the forest. Despite the ostensive protection of Tung Vai forest as an important watershed, agriculture has expanded unchecked in recent years, which has led to human disturbance, hunting and declines in habitat quality for the Tonkin snub-nosed monkey.

The global population of the species thus currently stands at less than 200 individuals, fragmented into two known populations, only one of which appears stable. Over the long-term, this is a very precarious state for the species. Since 2017/18, Fauna & Flora has been focusing on habitat connectivity for this species and have worked to retain a viable corridor of habitat linking its habitat in Khau Ca to the much larger Du Gia - Dong Van Nature Reserve (now National Park). Work has centered on a small, but crucial, connecting area of forest. Fauna & Flora is working with local communities, authorities, and rangers to maintain this key forest link, though community-based protection of the forest, and tree-planting.

Along with the development of Khau Ca SHCA, from 2009-2010, Fauna & Flora has been facilitating the collaborative model of PA management at Khau Ca through a Management Advisory Committee (MAC). Members of the committee are representatives of local authorities and ethnic minority communities in Tung Ba, Minh Son, and Yen Dinh communes. This model has been most successful in facilitating an increased engagement and active role of local authorities in supporting livelihood development interventions and also law enforcement. Under this grant, the project intends to strengthen the role of the communities in managing the PA. This project is designed to shift our focus in Ha Giang and thus to help create a more sustainable, locally-led conservation environment, through; (1) Higher capacity, more engaged and systematic Community Conservation Teams, with a clearer focus on species monitoring; (2) Continuing on from successful work, the project will support, encourage and incentivize communities in forest recovery and management as part of on-going habitat corridor maintenance and restoration around Khau Ca.

The Tonkin snub-nosed monkey, as well as its forest home, remain under threat in the last two sites known for the species. Despite significant conservation gains and successes over the last 20 years, some threats persist, and there are - crucially - new threats and new opportunities posed by the operationalizing of the new National Park (which Fauna & Flora has long supported and advocated for), which has subsumed Khau Ca. The threat from opportunistic gun hunting is ever-present, and recent intensive logging of high-value timber by criminal gangs in other nearby forests are a stark reminder of what can happen in the absence of forest monitoring. Covid-19, and the complex relationship this has with cardamom value (and other commodities) and cross-border trade, has been a key driver of an upswing in forest exploitation, and a further reminder that context and threats are ever changing, and again, the need for vigilance (monitoring). Fauna & Flora has supported community-based patrol teams as the bedrock of their conservation interventions for the species, and threats have been measurably reduced as evidenced by recent SMART records. However, we also know there are ample opportunities to make the work of the community teams more effective, through greater professionalization and by providing them with full-time support from Fauna & Flora staff on the ground. Without this project, and against the backdrop of changing or emerging threats, there is a real chance that previous successes will be eroded, and that the Tung Vai population might disappear altogether. It remains very difficult to raise funds for this globally important, albeit CR and endemic, primate, and without CEPF support, Fauna & Flora and counterparts, will be unable to facilitate local empowerment in conservation now, when (and where) it is most needed.

Goal: The overall goal of the project is that the Tonkin snub-nosed monkey (CR) populations in Ha Giang are measurably improved and more sustainably protected via an increase in the power and engagement of local communities in conservation.

Objective 1: By project end, a newly established, systematic approach to patrolling and monitoring is operational in the last two known populations of the species (Khau Ca SHCA and Tung Vai forest), using the latest developments in smartphone-based data collection and with oversight from local Fauna & Flora staff.

Expected outputs:

Output 1.1. Comprehensive framework and data model for patrolling and monitoring (2 sites): The project will produce a systematic grid-based monitoring/implementation system and plan, data models and databases.

Output 1.2. Capacity of the old Community Conservation Team (CCT)/new Species Monitoring Team (SMT) members assessed, and built accordingly, through training sessions and supported learning, to be ready for the implementation of activity 1.3.

Output 1.3. Standard Operating Procedures (SOP) and field manual for monitoring teams: Revise/produce new Terms of References for monitoring team members, produce training manuals, SOP guidelines, monthly patrol plans, SMART/Mergin (Input) Maps data reports, 'heatmaps' of patrol effort coverage, and occupancy maps of snub-nosed monkey distribution.

Output 1.4. The model(s) developed for Ha Giang sites will also support reciprocal, iterative learning and improvement with similar patrol/monitoring models now under piloting in Cao Bang (Cao vit gibbon), Ha Nam (Delacour's langur), and Pu Mat NP (northern white-cheeked gibbon) and will support potential replication in new sites.

Output 1.5. Community safeguards and grievance redress reviewed, maintained, and updated for both sites, as required. Safeguard/GRM/Social Impact Assessment reports made available (and data included in project MEL).

Output 1.6. An increase in the percentage of the community monitoring team's salary and operational costs covered by PFES, or 'Payment for Forest Ecosystem Services', in the Vietnam context, towards greater local ownership, sustainability, and INGO exit from the landscape.

Expected activities:

Activity 1.1. Develop a systematic forest patrol framework and implementation plan for Khu Ca SHCA and Tung Vai forest: Fauna & Flora will instigate a full review of community patrolling efforts to date, including successes/failures. These learnings, along with Fauna & Flora's recent successes working in other sites, will then be used to develop with the respective FPD units a comprehensive and scientific framework for patrolling that defines objectives, responsibilities, required oversight, indicators and reporting milestones.

Activity 1.2. Training needs assessments, training (and re-training for existing patrol personnel) for community monitoring teams and PA staff/rangers and the provision on-sight oversight technical support – through the hiring of a new community-patrol team coordinator, provided. These are in addition to existing, remote support from Fauna & Flora's CCT/SMART Manager and also new Protected Area Law Enforcement Advisor (currently onboarding), both based in Hanoi.

Activity 1.3. Establish Species Monitoring Teams in both sites: As an evolution of the existing community patrol teams, Fauna & Flora will establish Species Monitoring Teams in Khu Ca SHCA and Tung Vai forest, with collaborative development of new manuals, ToRs and SOPs, to put into practice the agreed monitoring frameworks. Fauna & Flora will carefully consult with Denver Zoo, which is providing limited support to a research assistance team of 4 local people at Khu Ca, to avoid overlap and add value. Dr. Quyet works with both teams.

Activity 1.4. Annual SMART/Input data reports and annual Monitoring, Evaluation and Learning (MEL) reports developed and shared with other provincial government counterparts and monitoring teams at other Fauna & Flora sites, along with central FPD and the Department of Protected Areas (under the Vietnam Administration of Forestry), and combined with a study tour for at least 4 monitoring team members to visit other Fauna & Flora sites and learn from teams there.

Activity 1.5. Community safeguards and grievance redress reviewed and/or developed in line with the new patrol and monitoring teams, and the ongoing PA gazette process in Tung Vai: Fauna & Flora has already supported development of safeguards and active, continuing Grievance Redress Mechanisms in both sites, but all will be reviewed again, with and by local community members, as well as FPD rangers and the PA Management Board, and any risks, concerns and required changes or updates agreed upon and actioned. FPIC will be used before (and as part of) all project design steps, and prior to the implementation of key project milestones. The project will also undertake social impact assessments (start, middle and project end), as part of safeguard reporting and MEL.

Activity 1.6. Building on past success, and strong relationships with government counterparts, consult with FPD-DARD, and advocate with provincial authorities/decision makers, to increase the proportion of community-based forest/monkey monitoring costs that is covered by the state (PFES) to 50%.

Activity 1.7. Fauna & Flora will facilitate a study tour to Pu Mat National Park to exchange lessons learned in best practices of community-based monitoring and species protection with the Save Vietnam's Wildlife and Fauna & Flora project teams in Pu Mat.

Objective 2: Continuing with existing and successful interventions, which support, encourage, and incentivize the local communities in forest recovery and management, such that by project end, there has been a maintaining or increasing of habitat connectivity and available habitat for Tonkin snub-nosed monkey at Khau Ca (Du Gia - Dong Van National Park) and Tung Vai.

Expected outputs:

Output 2.1. At Khau Ca: Through land use planning for five local households living inside Du Gia - Dong Van National Park, in Din Dam, and assistance with forest regeneration and augmented where appropriate by enrichment (native trees) planting, in degraded areas (between Khau Ca and Du Gia), the project will improve the availability and security of Tonkin snub-nosed habitat.

Output 2.2. At Khau Ca: Official and legal forest management contracts signed between the five households and Du Gia - Dong Van National Park.

Output 2.3. At Tung Vai: The project will (continue to) reduce the scale and impact of cardamom production in Tung Vai through more sustainable land use (zoning and land sparing), in the short terms (by end PY1), and through gazettement of the new Protected Area, in the longer term (by project end).

Output 2.4. At Tung Vai: A program of sustainable cardamom production, co-developed and supported, as a way to maintain community (forest) benefits and to reduce threats to the Tonkin snub-nosed habitat.

Expected activities:

Activity 2.1. Undertake a specific Free, Prior, and Informed Consent (FPIC) process with the 5 Hmong households in the Din Dam Area.

Activity 2.2. Continuing to engage five local households in Din Dam area, Fauna & Flora will support and facilitate a participatory land use mapping and planning process; and provide seedlings and technical assistance for conducting Assisted Natural Regeneration (ANR) and tree planting.

Activity 2.3. Facilitate a process and assist with recording meeting minutes and drafting agreements/contracts to secure the right of local households in Din Dam to legally manage the 'corridor' area through signed forest protection/management contracts with Du Gia - Dong Van National Park.

Activity 2.4. Through a combination of local, participatory land use planning, and ongoing protected area advocacy with the authorities, work towards gazettement and associated zoning of the new Special Use Forest (PA) by the end of the project.

Activity 2.5. Building on Fauna & Flora's previous work here, the project will support, encourage and incentivize local communities to reduce the area of cardamom under cultivation in Tung Vai, and especially to return the 'core' area to intact forest, through land use planning, skills training, alternative seedling provision (fruit trees), awareness/consultation and livelihood support. Fauna & Flora will provide direct labor payments for adult family members for tree planting and habitat restoration in the corridor.

Activity 2.6. For the 5 households in the corridor, Fauna & Flora will develop a small revolving fund with an initial investment of USD 3000 for micro credits to support livelihood interventions. Fauna & Flora will leverage at least an additional USD 3000 from a co-financing donor. Demonstrating the effectiveness of the microfinance facility will also enable us to leverage additional impact investment in the future. Fauna & Flora will provide training and capacity building for the management of microfinance.

Activity 2.7. Fauna & Flora will provide training and capacity building, working especially with local women, for raising livestock (e.g., local chickens) including veterinary support and providing materials, such as chicken coops and veterinary supplies.

The project will ensure that protected area management and the government program for forest protection contracts and payments for forest ecosystem services (PFES) are better aligned. In particular, Fauna & Flora will facilitate the management board to allocate forest protection contracts to the 5 local, indigenous Hmong households concerned, to receive PFES as an incentive to forego access and protect forest in the wildlife corridor between Snub-nosed monkey habitat in Khau Kha and the larger Du Gia – Dong Van National Park. Since Khau Kha Species and Habitat Conservation Area has been integrated into Du Gia – Dong Van National Park, Fauna & Flora will provide training and support to the National Park management unit for METT assessment and reporting. Fauna & Flora will introduce the management board to IUCN green-listing and encourage them to move towards becoming a candidate. The management board has currently very few human resources and limited finances. However, analyzing the gaps will enable the management board to lobby the provincial people's committee for a higher allocation and funds.

8. **Date of preparation of this document:** May 10th 2023

9. **Risks to community health and safety:** This section will assess the risk of each activity to community health and safety, against criteria of probability and severity, and describe in detail all higher risks.

Activity	Risks	Extent
Develop a systematic forest patrol framework and implementation plan for Khau Ca SHCA and Tung Vai forest	This is an ongoing CCT activity in both Khau Ca and Quan Ba. This activity only requires an update to forest monitoring by CCT to more systematic patrolling routes.	"Low"
Training needs assessments, training (and re-training for existing patrol personnel) for community monitoring teams and PA staff/rangers and the provision of on-site oversight technical support – through the hiring of a new community-patrol team coordinator, provided	No risk.	n/a
Establish Species Monitoring Teams in both sites: As an evolution of the existing community patrol teams, FFI will establish Species Monitoring Teams in Khau Ca SHCA and Tung Vai forest, with collaborative development of new manuals, ToRs and SOPs, to	This activity requires a re-arrangement of existing CCT. If there will be possible risk, it may include possible injury from falling during patrol.	"Low"

put into practice the agreed monitoring frameworks		
Annual SMART/Input data reports and annual Monitoring, Evaluation and Learning (MEL) reports developed and shared with other provincial government counterparts and monitoring teams at other FFI sites, along with central FPD and the Department of Protected Areas (under the Vietnam Administration of Forestry), and combined with a study tour for at least 4 monitoring team members to visit other FFI sites and learn from teams there.	Possible risks may include possible injury resulting from traveling to other project sites for exchange visit.	"Low"
Community safeguards and grievance redress reviewed and/or developed in line with the new patrol and monitoring teams, and the on-going PA gazettement process in Tung Vai	No risk.	N/A
Building on past success, and strong relationships with government counterparts, consult with FPD-DARD, and advocate with provincial authorities/decision makers, to increase the proportion of community-based forest/monkey monitoring costs that is covered by the state (PFES) to 50%	No risk. Most of this activity will be conducted in the office and through some consultation meetings with stakeholders. Covid-19-related risk mitigation measures will be employed, for e.g., social distancing and replacing in-person meetings with online meetings where possible.	n/a
FFI will facilitate a study tour to Pu Mat National Park to exchange lessons learned in best practices of community-based monitoring and species protection with the Save Vietnam's Wildlife and FFI project teams in Pu Mat	Covid-19 pandemic-related risks persist. The project will strictly follow government guidelines and restrictions, and transmission risk-mitigation best practices, including mask-wearing, hand washing and use of hand sanitizer, and social distancing.	"Low"
Undertake a specific Free, Prior, and Informed Consent (FPIC) process with the 5 Hmong households in the Din Dam Area	No risk.	n/a

<p>Continuing to engage 5 local households in Din Dam area, FFI will support and facilitate participatory land use mapping and planning process; and provide seedlings and technical assistance for conducting Assisted Natural Regeneration (ANR) and tree planting</p>	<p>No risk.</p>	<p>n/a</p>
<p>Facilitate a process and assist with recording meeting minutes and drafting agreements/contracts, secure the right of local households in Dim Dam to legally manage the 'corridor' area through signed forest protection/management contracts with Du Gia - Dong Van National Park</p>	<p>No risk.</p>	<p>n/a</p>
<p>For the 5 households in the corridor, FFI will develop a small revolving fund with an initial investment of USD 3,000 for micro credits to support livelihood interventions. FFI will leverage at least an additional USD 3,000 from a co-financing donor. Demonstrating the effectiveness of the microfinance facility will also enable us to leverage additional impact investment in the future. FFI will provide training and capacity building for the management of microfinance</p>	<p>No risk.</p>	<p>n/a</p>
<p>Through a combination of local, participatory land use planning, and ongoing protected area advocacy with the authorities – toward gazettement by project end – and associated zoning of the new Special Use Forest (PA)</p>	<p>Possible risks may include possible injury resulting from visiting the boundary and land use zoning.</p>	<p>"Low"</p>
<p>Continuing on from FFI's previous and FFI work here, the project will support,</p>	<p>No risk.</p>	<p>n/a</p>

encourage and incentivize local communities to reduce the area of cardamom under cultivation in Tung Vai, and especially to return the 'core' area to intact forest, through land_use planning, skills training, alternative seedling provision (fruit trees), awareness/consultation and livelihood support		
FFI will provide training, capacity building for raising livestock (e.g., local chicken) including veterinary support, providing materials chicken coops/veterinary supplies, and working with women	No risk	n/a

10. Risk mitigation measures:

It is Fauna & Flora's (FFI) policy to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the organization and any other persons who may be affected by its undertakings, including visitors and members of the public, insofar as they come into contact with its activities, from any foreseeable hazard or danger. FFI's has a Health and Safety Policy that is included as an attachment with this application.

This project may face three groups of issues related to health and safety of project staff, partners, and other stakeholders: (1) risk to CCT members, rangers, and project staff related to remote fieldwork in the limestone mountain environment; (2) risk to CCT members because of conflict between CCT members and wildlife hunters/traders; and (3) risk to CCT members, rangers, project staff, and stakeholders of Covid-19 transmission when attending meetings and working together in person. The following actions will be in place to mitigate these risks:

1. CCT members, rangers, and staff must follow FFI's Field Safety Manual whenever they go into the forest. They are equipped with sufficient uniforms, shoes, hats, gloves, etc. while on patrol, to protect them from injury. They are also trained in first aid, and each team must always bring a first aid kit with them. Each team must at all times include at least three members while in the forest and carry a walkie-talkie at all times. The project also buys health insurance for all members in the unlikely incident of requiring medical assistance. From 2023, all FFI staff, CCT members, and partners involved in fieldwork/forest patrol are required to complete First Aid training. To date, all FFI staff, CCT members in Ha Giang and FPD partners were trained on first aid training. Fauna & Flora has plans to refresh this training on an annual basis.
2. To avoid any risks that may occur to CCT members during the patrol by wildlife hunters, it was agreed with partners that at least one FPD ranger go patrol with CCT. This is ongoing in Ha Giang. This project will secure the engagement of FPD rangers in patrol with CCT.

3. In addition, the project also applies other strict measures to ensure all employees are safe, for e.g., in relation to travel when going to the field, such as not driving at night, using regular and safe drivers, wearing safety helmets and not drinking alcohol when using bikes.

11. **Measures to avoid risk of communicable disease:** This section will describe the measures that will be taken to avoid the risk of transmission of communicable diseases (e.g., COVID-19) to communities at the project site(s).

Covid-19 disease is not a high risk in Vietnam at this stage. However, the project will require strict compliance with regulations on Covid-19 prevention guided by the Ministry of Health, such as social isolation, personal hygiene, isolation measures, and meetings should they be required again. Additional measures are also recommended such as regular temperature checks, personal hygiene and keeping clean surroundings, regular disease updates, and immediate Covid-19 testing in cases of any suspected symptoms or exposure. With regard to meetings, if the government applies social distancing restrictions, no meetings will be organized. If the meeting is to be with more than 20 people, and this is not allowed under government restrictions, then online meetings will be arranged instead. FFI's remote fieldwork procedures and handbook also mitigate risks related to Covid-19, e.g., protocols for accidents and emergency evacuation plans.

12. **Emergency preparedness plan:** This section will present an outline of your emergency preparedness and response plan for emergency situations affecting community health, safety and security that could be caused by project activities, if relevant.

FFI purchases health insurance and accidental insurance for all CCT members and FFI staff. Rangers have their insurance provided by the government. In all cases of emergency situations, the emergency response service will be called on 115. This service is available at all district levels.

13. **Measures to mitigate risks relating to security personnel:** If the project involves support to security personnel (park guards, community rangers, etc.), this section will describe the measures you will take in relation to hiring, rules of conduct, training, equipping, and monitoring the action of security personnel, to ensure they do not engage in unlawful or abusive acts against local people. Where security personnel are, themselves, community members, risks to their health and safety should be considered under Sections 9 and 10.

As described in section 10, this project will support forest patrol efforts by CCT (hired local people) and FPD rangers, and this project will secure all safety policies and insurances. CCT members and rangers are requested to follow the forest patrol guideline/handbook, refresher training on using equipment and first aid will be provided on an annual basis.

14. **Timeline and resources:** This section will present an implementation timeline for each measure listed in Sections 10 to 13, together with an estimate of resource needs.

Timeline:

- Introduction of Community Health and Safety plan to all CCT members and rangers will be conducted at the beginning of the project;

- Checklist of safety criteria will be developed and implemented throughout project life cycle;
- Refresher trainings will be identified and agreed with partners at the beginning, following by further trainings as required;

Budget:

- To purchase equipment for CCT members. It is estimated \$800 over two years;
- To purchase health insurance for CCT members. It is estimated \$200 over two years;
- To purchase hand sanitizer gel and PPE (e.g., masks) for consultation meetings. It is estimated \$1,000 for at least 10 meetings over two years;
- FFI has a reservation budget to purchase additional equipment when needed and respond to any emergency situations.

15. **Monitoring and evaluation**: This section will outline the steps you will take to monitor and evaluate the effectiveness of the measures listed in Sections 10 to 13.

The project will monitor and evaluate the impact of the proposed intervention, by:

- Conducting monthly meetings and updates with stakeholders, including rangers and CCT members, to gather reflections, reports, and needs of stakeholders related to health and safety issues. These will be discussed and necessary solutions or adjustments to the health and safety plan agreed on.
- The project will encourage CCT members to use regular health insurance and periodic health checks. Any health-related issues of CCT members that may impact their safety when working in the field for FFI will be reported immediately to project staff and relevant partners to ensure that workers' individual health and safety can be ensured.
- FFI will ensure that accidents and near misses are recorded, investigated and reported appropriately, and that any health and safety issues relating to the field are reported to the Country Director and acted on.
- The project manager will coordinate with field staff to ensure regular health and safety monitoring, and equipment maintenance and testing.

16. **Disclosure**: CEPF requires that community health and safety plans are disclosed to affected local communities and other stakeholders. Please describe your efforts to disclose this plan.

The Community Health and Safety Plan will be introduced to all local partners, rangers, CCT members through a meeting with them prior to implementation of this project. At each village, the project will share the plan with villagers through FPIC/awareness-raising meetings at the beginning of the project. If any changes needed or additional measures are considered, the project will revise the plan accordingly.