

**Community Health and Safety Plan**

**30-12-2022**

**CEPF Grant: CEPF-113580**

**NatureLife Cambodia**

***Empowering local communities to co-manage and preserve Stung Sen  
Ramsar Site in the Tonle Biosphere Reserve***

**Stung Sen Ramsar Site, Cambodia**

## **Grant Summary**

1. Grantee organization.  
NATURELIFE CAMBODIA
2. Project title.  
Empowering local communities to co-manage and preserve Stung Sen Ramsar Site in the Tonle Biosphere Reserve
3. Grant number.  
CEPF-113580
4. Grant amount (US dollars).  
\$80,000.00
5. Proposed dates of grant.  
01/06/2023 – 31/05/2025
6. Countries where activities will be undertaken.  
Cambodia
7. Summary of the project [*copy and paste Project Rationale and Project Approach from proposal*].

## **Project Rationale**

Stung Sen Ramsar site is a unique seasonally flooded freshwater swamp forest on the south-eastern edge of Tonle Sap Lake, the largest lake and most concentrated source of freshwater fish in Southeast Asia. This wetland was designated as Cambodia's fifth Ramsar Site (site number: 2365) in November 2018 over an area of 9,293 hectares, located in Phat Sanday Commune, Kampong Svay District, Kampong Thom Province. Stung Sen Ramsar site is composed of gallery forests, low-stature shrubland, seasonally inundated and submerged trees, and extensive mats of herbaceous, aquatic vegetation. The ecosystem is strongly influenced by the water exchange between the Mekong River, the Stung Sen River, and the Tonle Sap Great Lake, providing vital spawning grounds and a migratory pathway for fishes, as well as feeding grounds and habitats for a globally significant assemblage of water-birds and mammals, including Mekong giant barb, striped catfish, golden carp, yellow-head temple turtle, hairy-noised otter, and Indochinese silvered langur. On top of this immense biodiversity value, this wetland provides essential natural resources and livelihoods for impoverished native communities that live there.

Despite the biological riches of this internationally important wetland, the stack of unprecedented pressures on biodiversity and natural resources is increasing rapidly, and the consequences are evident in a multitude of ways.

## **Limited options for livelihood improvement**

The people living in floating villages are among the poorest in Southeast Asia (Varisa, 2006), with some estimates placing 40-60% of households living below the poverty line, rising to 80% in some areas (Serrat, 2005). More recently, a social economic survey conducted in 2020 by NatureLife Cambodia within Stung Sen Ramsar site showed that up to 83% of people still live below the poverty line. According to the most recent Socio-Economic Survey for 2019/20, the national poverty line in Cambodia has been redefined at a daily income of 10,951KHR per person (equivalent to \$2.70 USD). At present, few or no alternative livelihood options besides fishing are

available, so people have little choice other than to continue to overexploit their local resources. The continued rate of poverty in these local communities both limits people from societal development and can have devastating impacts on their local environments. The floating communities are landless; therefore, they entirely depend on the wetland's natural resources, such as fish, other aquatic animals, vegetables, and wood from the forests. Another emerging threat to the wetland's biodiversity and resources is the growing population, a result of people migrating from other parts of Cambodia to exploit fishing resources and commit illegal land encroachment for plantations. These actions, along with increasing overuse of wetland natural resources (overfishing), land encroachment, and unsustainable rates of hunting of animals for food, are having significant negative impacts on biodiversity. Therefore, there is an urgent need to implement livelihood schemes that can create more jobs and provide alternative income sources for local communities.

### **Lack of effective local participation and collective cooperation in Ramsar Sites management**

To date, Toul Neang Sav Plov Loung (TPL) CPA is the only CPA established in Stung Sen Ramsar Site, after being set up by the villagers of Phat Sanday Commune. With technical and financial support from NatureLife Cambodia since 2019, TPL CPA has leveraged resources and funding for CPA management, and has recently obtained official documents from the Ministry of Environment, including a degree of recognition, a 5-year management plan, a 15-year agreement on community management, and other awards for active participation. The CPA has demonstrated active participation through their efforts in regular monthly law enforcement and biodiversity monitoring patrols inside their CPA area and in the surrounding Stung Sen Ramsar Site habitats. The CPA committees' efforts in monthly patrol alone, however, did not seem to combat illegal activities effectively due to the lack of participation from local communities. The technical capacity of CPA committees for rigorous data management and reporting via SMART Patrol remains limited. Open discussion and knowledge sharing between the local authorities and Stung Sen Ramsar Site communities is essential for good cooperation and management, but presently no regular communication or cooperation platforms are in place. This has led to some mistrust among various parties and is significantly limiting the opportunities for collective cooperation for better overall Stung Sen Ramsar Site management.

### **Lack of gender balance in CPA management**

Gender equality in floating communities still falls behind many parts of Cambodia, and this leads to women's participation in community management remaining restricted for multiple reasons. In TPL CPA, only one woman holds a formal role in representing women in the management committees, and women's involvement in decision-making is not common. Khmer culture traditionally ascribes passive roles to women, so their opportunities for self-development or participation in community governance activities are limited. Women are particularly vulnerable to disenfranchisement as they have much more limited access than men to property rights, paid employment, education, and health services. According to Asian Development Bank, twice as many women as men over the age of 15 have never attended school (Serrat, 2005). Lack of education limits their ability to recognize and take opportunities, leading to high demand for technical and vocational education and training amongst women in the area. Low literacy levels, lack of access to environmental education materials, and a dearth of basic information (such as copies of laws, sub-decrees, proclamations, and directives or circulars) have resulted in greatly reduced participation by women in any involvement in decision-making for natural resources management, which in turn leads to worse overall outcomes.

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Citations:

Serrat, O. 2005. The Tonle Sap Basin Strategy. Report by the Asian Development Bank (ADB). [https://www.researchgate.net/publication/276411401\\_The\\_Tonle\\_Sap\\_Basin\\_Strategy](https://www.researchgate.net/publication/276411401_The_Tonle_Sap_Basin_Strategy)

Varisa, O., Kummua, M., Keskinena, M., Sarkkulab, J., Koponenc, J., Heinonen U. & Makkonen K. 2006. Case Study for 2006 HDR - Tonle Sap Lake, Cambodia: Nature's affluence meets human poverty.

<https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.422.4962&rep=rep1&type=pdf>

## **Project Approach**

To address the above threats and challenges, this proposed project was developed with the aim to enhance the co-management functional capacities, gender-equality balance, and ecosystem resilience of the Community Protected Area in Stung Sen Ramsar site with three main objectives: 1) optimizing the effectiveness and cooperation of CPAs to co-manage Stung Sen Ramsar site; 2) developing the resilience and sustainability of the CPAs by promoting biodiversity-friendly livelihood options; and, 3) incorporating gender mainstreaming in the CPA management structure.

### **1) Optimizing the effectiveness and cooperation of CPAs to co-manage Stung Sen Ramsar site.**

To build connections and leverage resources for TPL CPA, NatureLife will facilitate engagement meetings between the CPA committees and other NGOs on the ground to explore potential opportunities for incorporation into the management plans. Through cooperation with the Fisheries Action Coalition Team (FACT), NatureLife will give assistance to TPL CPA to have dialogues and consultation meetings with the Technical Working Group in Stung Sen Ramsar site to exchange knowledge and experience in community management and successful stories of livelihood improvement. On top of that, NatureLife will provide technical support to the CPA to join forces with the Technical Working Group in advocating for community investment funds with the government for the long-term financial sustainability of the CPA. Alongside that, NatureLife will coordinate to set up bi-annual gatherings at the national level. NatureLife will work with the Ministry of Environment to establish and host Stakeholder Forums at Stung Sen Ramsar site at least twice a year to bring together multiple stakeholders on a round table to share experience and resources and improve local connections and network. This forum will create pathways and opportunities to open discussion and transparent communication to address key challenges, threats as well as solutions for Ramsar site management and community development. Themes and topics of discussion will be circulated and prioritized based on realistic issues happening around Cambodia's wetlands and/or Stung Sen Ramsar site and/or TPL CPA.

Through improved communication among stakeholders, NatureLife will arrange a series of training on SMART Patrol to CPA committees to build capacity in data collection and to improve report quality in biodiversity monitoring and law enforcement. TPL CPA will be granted monthly financial support to conduct regular patrols in the CPA and Stung Sen Ramsar site along with government rangers. The report and data from the monthly patrol will be shared openly and regularly during the stakeholder forums. Moreover, to assess impacts against the baseline data in the evaluation report developed by FishBio in 2022, NatureLife will undertake a fish survey and social assessment on community perspectives following the methodologies and tools using FishBio's toolkits and materials.

### **2) The resilience and sustainability of the CPA are developed by promoting biodiversity-friendly livelihood options.**

To address alternative livelihood options in TPL CPA, NatureLife Cambodia will hire a consultant to review the socio-economic assessment report and conduct a feasibility study to identify the production and marketing of the best three livelihood options (IUCN, 2021). The study will be carried out in the TPL CPA to identify livelihood schemes that promote viable local products while

also contributing to biodiversity conservation efforts. Recommendations will then be provided to select the most attractive and effective product options for piloting. Following this, NatureLife Cambodia will develop a draft protocol to pilot and ensure the compliance of this scheme. The draft protocol will eventually be consulted with relevant stakeholders to gather inputs and integrate feedback and will then be coordinated to have official endorsement from respective stakeholders and the Ministry of Environment. Based on the protocol produced, NatureLife Cambodia will support TPL CPA in piloting the selected biodiversity-friendly livelihood option with technical and financial support. A business plan and model will be produced based on the result of the pilot scheme at the local market with recommendations for scaling up and/or replicating for different stakeholders and/or products. It is expected that the economic prospects among CPA members will be elevated, leading to more local communities' engagement in protecting natural resources, and a reduction in overly exploitative practices. The success of achieving these targets will be monitored and evaluated.

### **3) Gender mainstreaming is incorporated into the CPA management structure.**

To close the gaps in gender equality and balance in CPA management structures, NatureLife Cambodia will hire a gender expert to provide a series of training courses to CPA committees and CPA members to increase their understanding of gender-related issues. Local volunteers will be recruited through a consultation meeting with local communities, and they will then be trained through a series of courses, before then going on to teach other CPA members at smaller focus group meetings. The training will be regularly facilitated and monitored by NatureLife staff.

To empower women to take greater leading roles in their communities, and promote gender-mainstreaming, NatureLife Cambodia will hold consultation meetings with key stakeholders and women representatives in TPL CPA to address opportunities and roles that women are able to involve in the CPA management. Following the outcomes of the meetings, NatureLife will produce formation documents to establish a range of women-led initiatives, including a Women's Savings Group, and a Women's Biodiversity Monitoring Patrol Group at the CPA. A series of systematic training events will be provided to build the skills and knowledge of women to undertake activities fully. The Women's Biodiversity Monitoring Patrol Group will be trained on health and safety issues, data collection, report writing, and awareness-raising activities. Materials and financial assistance will be provided to allow them to join monthly patrols with other CPA committees and conduct awareness-raising activities around their CPA, to share patrol results and engage more women and youth in CPA management. The Women's Savings group, on the other hand, will receive training on concepts of saving and lending where they will learn how to maximize profit from biodiversity-friendly products, take advantage of interest-compounding from monthly contributions, and negotiate and secure responsible loans with lower interest rates. An endowment fund will be given by NatureLife Cambodia as an initial investment capital for Women's Savings Group.

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Citation:

The International Union for Conservation of Nature and Natural Resource (IUCN). 2021. Final Report of rapid assessment of zonation and management plans and socio-economic analysis in Boeung Tonle Chhmar and Stung Sen core areas in kampong Thom province. FINAL ASSESSMENT REPORT\_TSBR\_IUCN\_Jan22.pdf

8. Date of preparation of this document.  
30/12/2022

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	RISK	PROBABILITY	SEVERITY
Activity 1.1.3: Hold bi-annual Stakeholder Forum meetings at national level to address key challenges, threats and solutions in the Ramsar site management	The following activities:  1.1.3., 2.2.2, 3.1.1., 3.1.2., 3.2.1., 3.2.3. & 3.3.2	<b>Low</b>	<b>Low</b>
Activity 2.2.2: Conduct a session(s) with the pilot scheme stakeholders in the CPA and MoE Livelihoods Department to receive and integrate feedback for the protocol.	Consist of in organising and holding in-person gathering of groups of people.	The probability of low is based on the current publicly available data for Cambodia (from the COVID-19 Data Repository by the Center for Systems Science and Engineering (CSSE) at Johns Hopkins University) at the time of writing in the last week of December, that new cases Covid-19 have not exceeded 40 at the national level.	The probability of low is based on the current publicly available data for Cambodia (from the COVID-19 Data Repository by the Center for Systems Science and Engineering (CSSE) at Johns Hopkins University) at the time of writing in the last week of December, Cambodia has recorded zero deaths from Covid-19 in more than six months.
Activity 3.1.1: Arrange consultation meetings with local authorities, rangers, and CPAs to recruit volunteer trainers for gender mainstreaming in the CPAs	This therefore presents a risk of transmission of communicable diseases, in particular referring to SARS-Cov-2 (Covid-19).		
Activity 3.1.2: Develop and provide training courses on gender mainstreaming for the volunteer group trainers			
Activity 3.2.1: Hold consultation meetings to address how women of the CPA can be more involved in the monitoring patrols of their CPA.		<i>Note: the situation with regards to Covid-19 or other infectious diseases may change rapidly, in which case this rating would be re-assessed.</i>	<i>Note: the situation with regards to Covid-19 or other infectious diseases may change rapidly, in which case this rating would be re-assessed.</i>
Activity 3.2.3: Train the CPA Women's Biodiversity Monitoring Patrol Group on health and safety issues, data collection, report writing, and awareness raising activities			
Activity 3.3.2: Arrange for series of systematic training workshops to build the capacity to manage savings and investments for the			

members of the Women’s Savings Group.			
Activity 1.2.2: Provide support for the CPA committees in implementing regular monthly law enforcement and biodiversity monitoring SMART patrols. (June, 2023)	The following activities: 1.2.2. & 3.2.4 involve community members and/or CPA personnel, or possibly NLC staff, conducting patrolling activities in their CPA. This carries some Health & Safety risks related to travelling and operating in fairly remote and inaccessible areas, as well as some risk relating to personal injury due to confrontations with people conducting illegal activities. The specific risks are detailed below in section 10. Risk mitigation measures, & in the attached Risk Assessment.	<b>Moderate</b>	<b>Moderate</b>
Activity 3.2.4: Provide technical, material, and financial assistance to allow the Women’s Biodiversity Monitoring Patrol Group to join monthly patrols with Toul Neang Sav Plov Loung CPA committees. (Dec 2023-May 2025) (18 monthly patrols)			
Activity 1.3.1: Carry out a fish monitoring survey for a site in the CPA area and one control site outside the CPA to assess and monitor the impacts of CPA conservation activities compared against a baseline survey carried by FishBio in 2021. (March 2025)	The following activities:  1.3.1., 1.3.2., & 2.1.1.  involve community members and/or CPA personnel, or possibly NLC staff to conduct data collection in the field in remote areas including by	<b>Low</b>	<b>Moderate</b>
Activity 1.3.2: Carry out a social assessment on community perspectives and understanding of conservation activities			

among the CPA community members. (March 2025)	<p>boat on inundated wetlands. This carries some Health &amp; Safety risks related to travelling and operating in fairly remote and inaccessible areas, and on water.</p> <p>The specific risks are detailed below in section 10. Risk mitigation measures, &amp; in the attached Risk Assessment.</p>		
<p>Activity 2.1.1: Develop a ToR and recruit a suitable consultant to conduct detail feasibility study on the selected productions and supply chain pilot schemes for biodiversity-friendly products (such as locally-grown vegetables, bee-keeping, fish production). (June 2023)</p>			

10. **Risk mitigation measures:** This section will describe the measures that will be taken to mitigate all higher risks. Mitigation measures will be presented following the mitigation hierarchy, which requires that risks are anticipated and avoided where possible. Where avoidance is not possible, risks should be minimized to acceptable levels. Any risks that remain following avoidance and minimization should be mitigated.

Activity(s)	Risk	Mitigation / Safeguard measure
<p>Activities: 1.1.3., 2.2.2, 3.1.1., 3.1.2., 3.2.1., 3.2.3. &amp; 3.3.2</p>	<p>There is a potential Health &amp; Safety risk of transmission of SARS-CoV-2 coronavirus variants, or other infectious diseases, posed by any in-person meetings or gatherings.</p>	<p>When conducting training, workshops or meetings held in villages, local communities or on-job field training locations, the venue selected will either be shaded outdoor areas, or in a well-ventilated venue. Typically, such meetings are usually held at commune 'town-halls', which are a standardised layout featuring a meeting area which is open on at least two, allowing for suitable air-flow and ventilation.</p> <p>Social distancing measures will also be observed, alongside all other measures mandated by the Cambodian Government, including but not limited to compulsory wearing of facemasks, and provision of hand sanitiser and fomite-</p>

		<p>transmission reduction and appropriate disposal measures.</p> <p>In the event that the SARS-CoV-2 situation and/or governmental requirements change, protocol for controlling the Health &amp; Safety risk will be adapted accordingly. Teams engaged in staging any event will engage in short risk assessment briefings at the organising stage of any event to plan and delegate roles in risk mitigation.</p>
<p>Activities: 1.2.2. &amp; 3.2.4</p>	<p>Personal injury from attack resulting from confrontation with people conducting illegal activities</p>	<p>Persons taking part in CPA patrols must be vetted and authorised to do so by a competent person in the CPA committee.</p> <p>Each patrol must be led a by an experienced team leader, with knowledge and training of conflict resolution techniques, and knowledge of the boundaries and limitations in terms of the scope of PA Enforcement laws and rules.</p> <p>CPA patrol teams must carry with them communications devices and the contact details of appropriate law enforcement agencies for the local area in which they are operated, and must be instructed to call for backup in any potentially dangerous situation as soon as necessary.</p> <p>In any potential confrontation situation, CPA patrol teams must have designated team leader who has the experience and authority to withdraw their teams from the situation if they deem the potential likelihood of danger unacceptable.</p> <p>This mitigation measure applies equally regardless of the gender make-up of the CPA patrol team members in any particular case.</p>
		<p><b>Motorbike accidents</b></p>

<p>Activities: 1.3.1., 1.3.2., &amp; 2.1.1.</p>	<p>During field data collection for these activities NatureLife Cambodia staff, consultants or accompanying community members may need to operate in remote and hard to access areas, including the use of motorbikes and boats to travel around the project area.</p> <p>This entails the following risks: Motorbike accidents Drowning Exposure to extreme weather Vector-borne diseases Pollution of the environment Fuel burns/explosions Contaminated food/water Poisonous, sharp or spiky vegetation Poisonous or venomous animals</p>	<p>Helmets to be worn at all times, adequate clothing and footwear, experienced drivers, balanced appropriate loads, no tired/drunken driving</p> <p><b>Drowning</b> Ensure that all boats rented or used by project are well maintained and sea-worthy. All project staff must have experience of travelling in small boats. Lifejackets must be worn at all times in boats. The pilots of boats must not be intoxicated.</p> <p><b>Exposure to extreme weather</b> Correct clothing, hats, sunscreen, night blankets, plentiful potable water, people suffering from hyper/hypothermia to be taken to recuperate, travel during electrical storms discouraged where possible.</p> <p><b>Vector-borne diseases</b> Mosquito nets at night, appropriate clothing, insect repellent. Water with significant numbers of leaches avoided where possible. Protective equipment should be worn to prevent contraction of schistosomiasis when wading in shallow ponds. Fuel, oil or any other liquid or solid pollutant must be handled properly and stored in appropriate containers</p> <p><b>Pollution of the environment</b> All project staff litter must be collected in bags and taken off site as there is no organised waste disposal service at the project site all when leaving.</p> <p><b>Fuel burns/explosions</b> Fuel or gas container must be stored and transported in a safe manner and care taken especially when refueling or refilling, smoking forbidden around flammable substances.</p> <p><b>Contaminated food/water</b></p>
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		Good food hygiene procedures, adequate storage containers, correct preparation of drinking water
		<p><b>Poisonous, sharp or spiky vegetation</b></p> <p>Appropriate care when traversing through vegetation either on foot, by boat or other vehicle, suitable clothing and footwear, some knowledge of particularly poisonous, sharp or spiky species. First aid kit taken all trips.</p>
		<p><b>Poisonous or venomous animals</b></p> <p>ID of dangerous species, first-aid kit and training, good practices for operating in wild environments, site emergency plan</p>

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).

The probability of project activities is assessed as low based on the current publicly available data for Cambodia (data obtained from the COVID-19 Data Repository by the Center for Systems Science and Engineering at Johns Hopkins University) at the time of writing in the last week of December, Cambodia has recorded zero deaths from Covid-19 in more than six months. This withstanding, the continued cases of outbreaks reported from certain Asian countries mean that standard procedures for controlling the risk of Covid-19 transmission should still be applied in-line with government recommendations. The situation with regards to Covid-19 or other infectious diseases may change rapidly, in which case these measures and procedures would be re-assessed.

When conducting training, workshops or meetings held in villages, local communities or on-job field training locations, the venue selected will either be shaded outdoor areas, or in well-ventilated venues. Typically, such meetings are usually held at commune 'town-halls', which are a standardised layout featuring a meeting area which is open on at least two, allowing for suitable air-flow and ventilation.

Recommended social distancing measures will be observed, alongside all other measures mandated by the Cambodian Government, including but not limited to the provision of facemasks and hand-sanitiser to all participants, and appropriate PPE disposal measures.

In the event that the SARS-CoV-2 situation and/or governmental requirements change, protocol for controlling the Health & Safety risk will be adapted accordingly. Teams engaged in staging any event will engage in short risk assessment briefings at the organising stage of any event to plan and delegate roles in risk mitigation.

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.

To prepare and plan for emergency situations that may occur during project activities that could affect community health, safety and security the following steps will be taken:

1-Risk Assessment Briefings

Task-based numeric risk assessment plans have been created which detail the risks and hazards incurred by project activities, as well as the mitigation measures and procedures, and these will be covered during the preparation briefings for each activity with project staff and any persons assisting project staff.

2-Communicable diseases (e.g., COVID-19) mitigation policy

As described in Section 11, certain measures and/or procedures will be applied to mitigate the risk of transmission of communicable diseases, and these will be covered during the preparation briefings (for any activity that involves public gatherings) with project staff and any persons assisting project staff.

3-Site-based Emergency Plans

For fieldwork-based activities site a site-based emergency plan will be created for the CPA area, and a completed, printed and laminated Khmer language copy of the plan will be carried on all field trips by project staff. The template for the plan is shown below.

### Site-based Emergency Plan Template

<i>Details - ព័ត៌មានលម្អិត</i>	<i>ENGLISH - ភាសាអង់គ្លេស</i>	<i>KHMER - ភាសាខ្មែរ</i>
<b>Work site location name(s)</b>		
<b>Directions</b> to work site area & address		
<b>Nearest ambulance evacuation point</b> – (brief directions)		
<b>GPS</b> coordinates of nearest ambulance evacuation point		
<b>Phone coverage/networks</b>		
<b>Phone numbers</b> of on-site team members		
<b>Names</b> of team members on-site		
<b>Designated first-aiders(s)</b> on-site		
<b>Known health conditions / allergies</b> of team members		
<b>Emergency numbers</b> (local emergency services, Village Chief, person-on-duty at NLC office)		
<b>Other useful numbers</b> (local guides, transport providers or similar).		

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.

### Consultation meetings

At the onset of the project NatureLife Cambodia will organise a consultation meeting with the CPA Committee, which all aspects of the conduct, training, equipping, and monitoring the actions of security personnel, to ensure they do not engage in unlawful or abusive acts against local people will be covered. The results of these meetings will be recorded in minutes and will inform the patrol protocol to consolidate the mitigation measures. This will also cover the risks and mitigation measures related to those conducting the patrols as well.

### Patrol protocol

A CPA Patrol Protocol will be created based on the outputs of the consultation meetings that will ensure that patrols do not engage in unlawful or abusive acts against local people, and also risk management measures for the patrol members as well.

### CPA Patrols Reports to PDoE

CPA Patrol members are required to submit quarterly patrol reports including any notable incidents relating to security personnel to the PDoE rangers

### Regular Monthly CPA Meetings and Quarterly Meetings with the PDoE

Any notable incidents relating to CPA patrol security will be raised during both the monthly CPA meetings and quarterly meetings with the PDoE.

### Maintenance of an Accident Log

NatureLife Cambodia will maintain a logged record of any injury that requires treatment (exceeding field first-aid kit treatment) occurred from an accident while conducting project activities. If any accidents occur more than three times, or twice in quick succession, these will be reviewed by project senior staff to identify if there is an underlying cause that needs addressing.

### Maintenance of an Incident Log

NatureLife will maintain a log of any incidents that involve unlawful or abusive acts against local people or risk to project staff or community members. Any incidents recorded will be reviewed and appropriate mitigation measures adopted.

### Grievance Mechanism

A grievance mechanism will be in place throughout the project cycle, providing a mechanism for community members to report perceived unlawful or abusive acts to project managers.

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.

- Consultation meetings – these will be conducted at the onset of the project, likely to be in or close to June 2024.
- Patrol protocol – this will be finalised shortly after the consultation meetings.
- CPA Patrols Reports to PDoE - these will be produced quarterly throughout the project duration

- Regular Monthly CPA Meetings and Quarterly Meetings with the PDoE – Monthly/quarterly throughout the project duration
- Maintenance of an Accident Log – Will be commenced on the start of the project and updated on a rolling basis throughout the project cycle.
- Maintenance of an Incident Log - Will be commenced on the start of the project and updated on a rolling basis throughout the project cycle.

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.

Measures to avoid risk of communicable disease:

Evaluation or monitoring of measuring the impact of the proposed mitigation measures with relation to actual transmission of diseases is difficult to measure, but included in minutes or training reports will be information on whether the measures took place as specified and the level of compliance by participants. These will be evaluated on a periodic basis by project coordinators to ensure that compliance with the procedures is taking place.

Measures to avoid risk of injuries resulting from confrontations

Any incidents that result in confrontations that either result in a personal endangerment to the CPA patrol team will be reported to NatureLife Cambodia and recorded in the incident log, if the risk is significant, or recurring, NatureLife will review these with the CPA Patrol team leaders and committee. The risk to local people from CPA patrol teams will be monitored via the grievance mechanism, and at Commune-level community meetings. Evaluation of these risks will be assessed using the case details and the criteria for

Measures to avoid risk of injuries resulting from fieldwork

The primary method for monitoring risk of injuries for fieldwork will be through maintenance of the accident book. Injuries will be rated on the following scale: 1- injury resulted in needing treatment from the first-aid kit only; 2-injury required treatment from a hospital, health centre or private clinic; 3- injury resulted life-changing or long-term injury; 4- injury resulted in death. Any injury rated 2 or more will result in a review of field protocol and practices, as will an injury from a cause that happens more than twice within 6 months.

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.

Elements of the health and safety planning that may affect local communities and other stakeholders focus mainly on the possible ramifications of the increased effectiveness of CPA patrols. The major elements of the plan that need to be disclosed are: the patrol protocols; the opportunities for communities to provide feedback through meetings at the CPA and commune levels; and, the grievance mechanism. The patrol protocols will be formalised into a document that will be kept publicly available at the CPA Committee office, and (after completion of the protocol) the public will be notified of it's existence at all meetings supported by NatureLife under this project. The steps and process for mitigating risks will also be mentioned at all at all meetings open to the public supported by NatureLife under

this project, including the livelihood and gender-mainstreaming components, as will the grievance mechanism process.