WWF PUBLIC CONSULTATION: WWF SOCIAL POLICIES & SAFEGUARD STANDARDS
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WWF POLICY STATEMENT
ON HUMAN RIGHTS
Introduction

WWF seeks to advance our mission - a world in which both people and nature thrive – on the fundamental principle that positive outcomes for both people and nature depend on firmly anchoring and integrating human rights into conservation practices. While the protection of human rights lies with governments (i.e. as the ‘duty-bearer’), WWF recognizes that businesses and organizations, including ours, have an important role in contributing to positive human rights outcomes.

Building on WWF’s earlier commitments as a member of the Conservation Initiative on Human Rights, this policy statement articulates WWF’s commitments and key requirements on human rights. Together with the associated policies on Indigenous Peoples, Gender, Child Safeguarding and the WWF Environmental & Social Safeguards Framework (ESSF) – it forms part of our network’s core standards.

WWF is guided in our efforts by internationally proclaimed human rights as contained in the Universal Declaration on Human Rights, UN Framework Principles on Human Rights and the Environment, the UN Guiding Principles on Business and Human Rights and other applicable international and regional instruments. Further, WWF is committed to respecting customary rights and additional rights under national law, provided that they are not inconsistent with international human rights principles.

Adherence to core standards is mandatory across our network and underpinned by our core values of courage, integrity, respect and collaboration. The human rights policy statement applies to all of WWF’s network and work, including place-based projects, partnerships, policy advocacy, communications, institutional operations and other initiatives.

Principles

Implementation of our human rights commitments is driven by WWF’s use of seven guiding principles to progressively put these into practice by employing a human rights-based approach across all our work. The principles are:

1. **Respect human rights.** Respect internationally proclaimed human rights and do not contribute to infringements of human rights while pursuing our mission

2. **Advocate for governments, as duty-bearers, to fulfil their obligations** to rights holders

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1 Including, but not limited to, the nine UN Core International Human Rights Instruments, ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples (UNDPR), the UN Declaration on the Rights of Peasants and Other People Working in Rural Areas (UNDROP), the UN Declaration on the Right to Development, the ILO core labour standards, and the regional Aarhus and Escazú conventions on access to environmental information, participation in decision-making and access to justice. As defined in international human rights instruments, “human rights” are universal, inalienable, indivisible and interdependent fundamental freedoms. Most human rights are ascribed to individuals, but some protect individuals as part of a collective or are exercised collectively (e.g., the rights of indigenous peoples). WWF also recognizes the right to a safe, clean, healthy and sustainable environment (R2E) and is a signatory to the campaign for its universal recognition.

2 “Customary rights” are generally not covered by international law (other than those of indigenous peoples), but upholding and respecting local communities’ rights to manage or use lands, waters and resources is critical to many conservation initiatives.
3. **Promote human rights within our work.** Promote the protection and realization of human rights within the scope of our activities, including respect for the right of Free Prior and Informed Consent (FPIC) processes for Indigenous Peoples\(^3\)

4. **Identify and mitigate negative human rights impacts.** Ensure that instances of potential and actual negative human rights impacts connected to our activities are identified and appropriate steps are taken to either prevent or mitigate those impacts.

5. **Help protect the vulnerable.** Make special efforts to prevent harm to those who are vulnerable to infringements of their rights, and to support the protection and fulfilment of their rights within the scope of our activities.

6. **Encourage good governance.** Support the improvement of governance systems that can secure the rights of Indigenous Peoples and local communities in the context of our work on conservation and sustainable natural resource use, including elements such as legal, policy, and institutional frameworks, and procedures for equitable participation and accountability.

7. **Support rights holders** to exercise their substantive and procedural rights and to ensure that the accountability for upholding these rights is understood. To help to identify social and power inequalities, capacity constraints and additional forms of injustice that constrain the exercise of legitimate rights, including inequities in the distribution of environmental costs and benefits.

**WWF’s own and managed activities**

In order to promote and respect human rights in relation to WWF’s activities - both direct and those which it manages - WWF will:

- Develop and implement human rights due diligence in all landscapes and seascapes where we work to identify and mitigate the human rights risks that our work may pose, through systematic application of the ESSF and, where necessary, additional measures.

- Mainstream gender as a cross cutting consideration across all offices, strategies, and activities. Support gender-responsive actions and/or gender-transformative interventions.

- Identify risks of discrimination, including the threat of violence and take steps to address those risks.

- Promote and uphold the rights and the welfare of children, and safeguard them against actions that place them at risk of any form of violence or harm.

- Make specific efforts to protect those most vulnerable to rights infringements. Put in place safeguards to identify and avoid involuntary resettlement and ensure that any restriction of access to legally titled areas and/or customarily used resources is voluntary, mitigated and compensated.

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\(^3\) Where potentially affected peoples are not officially recognised as Indigenous, but are peoples who are historically, socially and culturally distinct and have customary practices that are inextricably linked to nature, the principles of FPIC will be extended to them. Said peoples may include tribal, ethnic minority, nomadic, hunter-gatherer and pastoralist (nomadic, semi-nomadic, transhumance) communities.
- Conduct context specific security and conflict assessments in relation to all place based activities, as detailed in the ESSF

- Establish grievance and remedy mechanisms and communicate these mechanisms to affected rights holders and

- Ensure that our human rights commitments are consistently reflected in our communications, including by elevating the voices of rights holders.

**Partnership**

Partnerships are key to WWF’s work. In order to promote human rights through its partnerships, WWF will:

- Practice and advocate for **human rights principles in engagements with partners**. Assess the human rights records and policies of potential partners, and potential impacts of initiatives proposed; and include compliance with specified requirements in agreements

- In our relationships with governments and law enforcement and security entities, ensure written agreements include compliance with **human rights standards and recognised good practices for law enforcement** and security

- Through our **partnerships with the public and private sector**, promote the *UN Guiding Principles on Business and Human Rights* and human rights due diligence and

- Build **partnerships with other civil society organizations** on principles of equity, organizational autonomy and mutual accountability.

**Promotion and advocacy**

WWF will seek to promote and advocate for human rights through the following actions:

- Promote **equality, equity and social justice** within the scope of our projects, programmes, partnerships, advocacy and other influencing work at multiple levels

- Promote and contribute to **enabling conditions** and the **improvement of governance systems** that can secure human rights, provide for equitable and inclusive participation – particularly for groups who tend to be under-represented – and foster accountability

- Support and advocate for the rights of Indigenous Peoples to **access, use, own and make decisions** over land and natural resource management, including respect for the principle of Free Prior and Informed Consent (FPIC)

- Support the **capacities and opportunities for rights holders to represent themselves** in policy influencing and decision-making spaces

- Encourage and support **respect for customary rights to areas and resources** - whether or not they are formally recognized – and compliance with national laws and regulations that strengthen the protection and promotion of human rights
- **Speak to violations against environmental human rights defenders** and to the responsibility of the duty-bearers at local and national level, without putting at risk staff or partners.

**Transparency, accountability and resourcing**

It is essential to build transparency and accountability into a human rights approach. WWF will:

- Disclose information on risk assessments and mitigation measures developed through the human rights due diligence process, and provide **access to grievance mechanisms** as required by the respective ESSF standards

- **Regularly monitor, evaluate and report on** the implementation of our human rights commitments and progress of our risk mitigation measures, including **independent monitoring and review** by the **Office of the Ombudsperson**.

To ensure **sufficient resources, capacity, expertise** and **adequate institutional arrangements** to implement our human rights standards across all operations, WWF will:

- Ensure the availability and inclusion of **expert staff**, including security, social and human rights specialists

- Provide **training on WWF’s commitments on human rights**, tailored to different staff responsibilities and facilitate ongoing learning and adaptation and

WWF POLICY STATEMENT ON INDIGENOUS PEOPLES AND CONSERVATION
Introduction

Indigenous Peoples’ rights to their lands, territories and resources are often insecure for lack of formal tenure and recognition, and/or are contested by governments, dominant societies, private sector actors, and other groups like migrant settlers. Some Indigenous Peoples live in remote and ecologically rich areas, and in situations of high insecurity and internal displacement due to regional and national armed conflicts.

Indigenous Peoples as individuals are entitled to all human rights recognized in international law, in addition to the ones specified in UNDRIP. Key United Nations bodies addressing Indigenous Peoples’ issues include the Permanent Forum on Indigenous Issues (UNPII), the Expert Mechanism on the Rights of Indigenous Peoples, the Special Rapporteur on the situation of human rights and fundamental freedoms of Indigenous Peoples; and the Inter-Agency Support Group on Indigenous Issues. This Policy is aligned with WWF’s commitments and key requirements on human rights and the associated policies on Child Safeguarding as well as WWF’s Environmental & Social Safeguards Framework (ESSF) – it forms part of our network’s core standards.

WWF fully endorses the following international instruments and considers their implementation critical for effective biodiversity conservation and sustainable development:

- Agenda 21, 1992
- Convention on Biological Diversity
- ILO Convention 169 (Convention Concerning Indigenous and Tribal Peoples in Independent Countries)
- UN Declaration on the Rights of Indigenous Peoples
- IUCN motions, including IUCN RESWCC3.056

Requirements

WWF will implement activities and engage with the right holders, duty bearers and stakeholders based on the following considerations:

1. WWF recognizes Indigenous Peoples as rightful custodians, collective owners and caretakers with the right to exert control over their territories, lands, waters, and resources therein, that they have traditionally owned or otherwise occupied and used;

2. WWF recognizes and advocates for the right of Indigenous Peoples to the conservation and protection of the environment and the productive capacity of their lands, waters, territories and resources;

3. WWF recognizes the right of Indigenous Peoples to self-determination and to define and pursue their own social, economic, and cultural development priorities for their well-being and for protection of their territories and resources;

4. WWF respects and promotes the right of Indigenous Peoples to uphold their food, water and energy security and sovereignty in ways that are culturally appropriate and environmentally sustainable;
5. WWF respects and recognizes the intellectual property rights of Indigenous Peoples and promotes their right to practice, educate and transmit their traditional knowledge, cultural heritage and expressions, languages, spiritual values as well as their technologies and sciences to the younger generations;

6. WWF respects and recognizes the right of Indigenous Peoples to maintain control over their genetic and biological resources and enjoy equitably and fairly from any economic or other benefits realized from the use of such resources and associated traditional knowledge in line with the Nagoya Protocol.

7. WWF recognises and commits to upholding the right of Indigenous Peoples to a process of Free, Prior and Informed Consent (FPIC) for any activities that could impact them, their rights, lands, waters and territories, resources or livelihoods, including in all issues of resettlement, relocation, and restriction of access to resources.

8. WWF recognizes the right of Indigenous Peoples living in voluntary isolation to freely decide to remain in isolation, maintain their cultural values, and freely decide if, when and how they wish to contact and/or integrate with the outside world in accordance with the IUCN Congress Resolution - RESWCC3.056

9. WWF recognizes the importance of partnering with Indigenous Peoples and promotes equitable and inclusive partnerships with them. WWF commits to respectfully engaging and exchanging with Indigenous partners, and to mutual learning regarding, among other issues, conservation practices, sustainable use and restoration of biodiversity in their territories.

10. WWF commits, within the scope of our activities, to addressing the threats to Indigenous Peoples, their territories, lands and resources.

11. WWF recognizes and promotes the right of Indigenous Peoples to access information, inclusion and effective participation, non-discrimination and justice in decision-making on issues affecting or potentially affecting them and the conservation of their territories and resources.

Operationalizing of the Policy Statement

Application of this policy is supported by the allocation of financial, human, and organizational resources and the guidance document, that provides stepwise approaches and best practices in place-based programs/projects, policy advocacy interventions and all other spheres of WWF’s work.
WWF POLICY STATEMENT ON GENDER EQUALITY
Introduction

Gender equality is a fundamental human right, and a necessary foundation for a sustainable, resilient and peaceful world in which people live in harmony with nature. The objective of gender equality is to ensure a society in which women, men, boys, girls and people of other gender minorities, have access to the same opportunities, rights and obligations in all spheres of life. WWF considers gender equality essential to achieve sustainable and inclusive conservation as well as human wellbeing. People's behavior and natural resource management decisions are shaped by complex and interlinked cultural, social and economic structures and processes, including age, race, ethnicity, wealth, religion and gender. Therefore, WWF understands that conservation is about facilitating social change and its work is largely about influencing and changing people's behavior, policies and economic activities towards a just, inclusive, equitable and sustainable use of natural resources. WWF considers gender equality as a critical priority topic in our conservation work and across all parts and levels of the Network.

This Policy is aligned with WWF's commitments and key requirements on human rights and the associated policies on Indigenous Peoples, Child Safeguarding as well as WWF’s Environmental & Social Safeguards Framework (ESSF) – it forms part of our network's core standards. The Policy is also aligned with international laws and standards including the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) (1979), the Declaration on the Elimination of Violence Against Women (1993) and the global agenda set out in the Sustainable Development Goals (SDGs).

Requirements

WWF will engage with right holders, duty bearers, stakeholders and partners to advance gender equality in all aspects of its work and at all levels of the organization based on the following considerations:

1. **Equality as a right:** Gender equality is an essential component of a Human Rights-Based Approach, and of critical importance in the fulfilment of WWF’s organizational mandate;

2. **Inclusion and participation:** Promote an enabling environment for individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions;

3. **Contextualization:** A deep understanding of context and gender issues is required to effectively address gender inequalities and to develop strong partnerships with local counterparts in all WWF activities;

4. **Combatting all forms of Gender-Based Violence:** Gender-based violence constitutes a human rights violation. WWF is committed to the elimination of all forms of gender-based violence; and

5. **Collaboration and learning:** Collaboration and continuous learning are key enabling conditions for achieving WWF's desired impact on gender equality, through fostering and participating in communities of practice, collaborating with organizations and stakeholders working on gender equality, supporting adaptive management based on data and insights, and sharing learning widely.
WWF's Required Actions

Gender equality is cross-cutting in all of WWF’s work and is ensured through the following steps:

- **Mainstreaming gender** across all WWF offices, strategies, programs and projects to ensure they are gender-responsive at a minimum, striving to achieve gender transformative interventions over time

- Engagement with women, girls, boys and men and people of all genders is considered at every stage of implementation;

- **Development of appropriate measures** to promote gender equality and diversity in recruitment, orientation, promotion, retention, and duty of care; and

- **Investments in training** on gender sensitivity for all staff and development of opportunities to enhance knowledge on gender mainstreaming.

At global Network level:

- WWF's policy and advocacy efforts influence international frameworks and policies to incorporate the principle of gender equality;

- Promote diversity and inclusion including equal participation of men women, girls and boys in decision-making spaces;

At activity level:

- Ensure WWF’s activities do not exacerbate existing inequalities and inequities and where possible meaningful actions are taken towards reducing the gender gaps;

- WWF engages men, women, and people of all genders equally in working toward gender equality, starting from women’s and men’s own definition of problems, their analysis and strategies.

- Activities shall be based on strong, gender-sensitive contextual analysis (gender analysis), including a power analysis. The analysis should seek to understand gender roles and relations in each specific context relevant to the project.

- Develop strategies/action plans for all place based work, including monitoring, evaluation and learning plans to measure progress in efforts to mainstream gender equality within programs/projects.

**Operationalizing WWF Gender Policy:**

Application of this Policy is supported by the allocation of financial, human, and organizational resources and a guidance document that provides stepwise approaches and best practices to mainstreaming gender equality in place-based programs/projects, policy advocacy interventions and all other spheres of WWF’s work.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT
Introduction

This Standard defines the steps WWF needs to take to identify and manage potential environmental and social risks and benefits associated with WWF funded activities in a landscape or seascape (hereafter ‘landscape’).

The objectives of this Standard are to (1) improve planning through the identification and selection of alternatives to enhance benefits, and to avoid or - if avoidance is not possible - minimize, mitigate, offset or compensate for adverse social and environmental impacts on affected communities; and (2) ensure effective management of environmental and social risks and opportunities within a landscape from conception to closure.

Requirements

1. Safeguards Risk Screening

The safeguards risk screening is the first step in WWF’s safeguards process. All landscapes in which WWF works must be screened to (1) identify potential negative social or environmental impacts and (2) identify opportunities to strengthen design or implementation. The screening also determines the overall risk category of the landscape (see Categorization below).

The landscape lead (i.e. the person appointed by the implementing office to oversee activities) leads the screening process, working with their team. Beyond the proposed activities themselves, screening (i.e. due diligence) is also undertaken on partners and context i.e. socio-political and other ‘enabling environment’ factors that influence implementation. Once completed, the screening is submitted to a WWF accredited Environment and Social Safeguards Reviewer (“safeguards reviewer”), who will analyze the document, ensure the screening is comprehensive, take account of all likely risks, assign the risk category to the landscape and when satisfied, approve. The safeguards reviewer captures this review and approval via a categorisation memo, which will be publicly disclosed on the official WWF website (panda.org).

The landscape screenings and categorisation memos will be reviewed periodically (differing time frame depending on risk category) but also when new activities in the landscape are being proposed. Any updates to the categorisation memo will be disclosed on the official WWF website. More information on the process is available in the Environmental and Social Safeguards Framework document.

2. Risk Categorization

The safeguards reviewer will categorize the landscape into one of the following risk categories and record the outcome in the categorization memo. The memo shall clarify whether any additional assessment (e.g. an environmental and social impact assessment) is required, and if so, the scope and content of such.

- **Low-risk landscapes** are likely to have minimal to no social and environmental impacts. Examples of such activities include:
• Medium-risk landscapes have potential adverse social and/or environmental impacts. This includes funds from or related to WWF for field-based activities that support:

  o creation and management of government or private protected areas;
  o creation and management of indigenous and community conservation areas;
  o community-based natural resource management;
  o sustainable development activities for local communities, such as investment in livelihoods, community health and education;
  o construction of small-scale infrastructure, such as visitor amenities, ranger outposts and community facilities;
  o direct expenditures on measures to reduce negative environmental impacts in the field, including from forestry, fisheries and agriculture.

The above are medium-risk only if they occur in places that are not considered high-risk in the context of human rights abuses (see below).

• High-risk landscapes have the potential for significant adverse social or environmental impacts at scale or have compound, multiple risks including the potential for human rights abuses. These include activities that:

  o trigger multiple safeguards standards with no pre-existing mitigation;
  o activities that are proposed in fragile or conflict- or violence-affected states; or
  o regions of states that have a history of systemic human rights abuses.

In addition, WWF maintains an Exclusion List\(^1\), as set out in the Framework document, which lists activities that are considered ineligible for WWF and WWF supported activities. A landscape will not be screened and categorized until an excluded activity is removed.

3. Impact Assessments and Environmental and Social Mitigation Frameworks

The safeguards reviewer will use the results of the safeguards risk screening phase to determine:

• If any further impact assessments are required at the landscape level and what areas should be further assessed. Such impact assessments (e.g. social and environmental

\(^1\) See Exclusion List here
impact assessment, socio-economic impact assessment) are carried out to fill gaps in information and explore the potential impacts identified in the screening in more depth;

- If it is necessary to develop an environmental and social mitigation framework (at landscape level) or an environmental and social management plan (at activity level) and its scope. An environmental and social mitigation framework (ESMF), for example, can include measures to address access restrictions or impacts on Indigenous Peoples or if warranted, such issues can be addressed via dedicated plans. Please refer to the Framework document for further explanation.

The determination will be captured in the categorization memo.

If a landscape is categorised as **high risk**, independent environmental and social safeguards expertise must be engaged by the implementing office to lead further assessments and develop the mitigation framework or management plan. These will be reviewed by a safeguards reviewer and escalated to the WWF Conservation Quality Committee for final approval.

If a landscape is categorised as **medium risk**, the implementing office will carry out the impact assessment and develop the mitigation framework or management plan with internal resources, however under certain conditions (e.g. planning for complex FPIC processes) an external expert may be contracted to support the development of specialized components of the assessment and mitigation measures. These will be reviewed and approved by the safeguards reviewer.

If a landscape is categorized as **low risk**, there is no requirement to undertake any further impact assessment or develop a mitigation framework, - unless new activities with a different risk profile are proposed for the landscape. After the categorization memo has been signed and disclosed, no further action is required for low risk landscapes.

<table>
<thead>
<tr>
<th>Risk Category</th>
<th>Impact Assessment required</th>
<th>Mitigation Framework required</th>
<th>Led by</th>
<th>Final reviewed and sign-off (in addition to local and donor approvals)</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>As specified in the cat memo</td>
<td>As specified in the cat memo</td>
<td>Independent (external) expert</td>
<td>Conservation Quality Committee</td>
</tr>
<tr>
<td>Medium</td>
<td>As specified in the cat memo</td>
<td>As specified in the cat memo</td>
<td>Internal (option for an external expert for specific aspects)</td>
<td>Designated safeguards reviewer</td>
</tr>
<tr>
<td>Low</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
4. Accreditation under an International Financial Mechanism

Under a few specific circumstances, WWF may act as an accredited agency or entity for an international funding mechanism, such as the Global Environment Facility or Green Climate Fund. In these circumstances the general process outlined in this Standard is applied, but with a few distinctions for implementation. When WWF acts as an agency or entity in these arrangements WWF recognizes three fundamental differences:

1. The accredited WWF office will assume the role of assuring quality and appropriate application of the Framework document, but the responsibility applying and complying with the framework falls to the funding recipient;

2. Application of the safeguards will be at the project level, although informed by WWF’s broader landscape level effort;

3. For all medium and high risk projects, an independent consultant will always be utilized.

WWF has developed a tool, the Safeguards Integrated Policies and Procedures (SIPP), to detail how environmental and social safeguards are applied in these circumstances.

1. Disclosure

As outlined in the Framework document, the categorization memo, additional impact assessments, the mitigation framework and any supporting documents will be publicly disclosed.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON STAKEHOLDER ENGAGEMENT
Introduction

This Standard aims to strengthen WWF’s engagement in a landscape/seascape (hereafter ‘landscape’) with local communities including Indigenous Peoples who may be impacted by our work, as required in WWF’s Social Policies, Project and Program Standards (PPMS), and in WWF’s commitment to international instruments such as the UN Declaration on Indigenous Peoples (UNDRIP).

Stakeholder engagement is an inclusive process to support the development of strong, constructive and responsive relationships that help to identify and manage risks and which encourage positive outcomes for stakeholders and conservation and regeneration activities. Stakeholder engagement is most effective when initiated at the earliest stage in defining an activity. Engagement strategies include disclosure of information, consultation, effective and equitable participation of the most vulnerable. The intensity and scale of engagement will vary with the type of activities, socio-political complexities, and potential risks and impacts.

Requirements

Stakeholder Engagement

The WWF team will engage with stakeholders based on the following principles:

- Stakeholder identification and engagement begins as early as possible in the design of activities. It aims to identify and analyse the socio-political-economic situation of affected people, and local organizations which represent them. This includes analysis of rights, claims and relations of differing stakeholders, and initial stakeholder views on conservation aims, which help to inform the early design of activities;

- Engagement is carried out on a continuous basis, and as new environmental or social risks and impacts may arise;

- Engagement is carried out in a culturally sensitive, non-discriminatory and inclusive manner;

- Engagement actions are targeted to the audience, taking into account the different access and communications needs of various groups and individuals, especially those who are vulnerable or disadvantaged;

- For activities that may affect the rights, interests, lands, resources and territories of Indigenous Peoples, their free prior informed consent (FPIC) is ensured. (See the Standard on Indigenous Peoples);

- Where potentially affected peoples are not officially recognised as Indigenous, but are peoples who are historically, socially and culturally distinct and have customary practices that are inextricably linked to nature, the principles of FPIC will be extended to them. Said peoples may include tribal, ethnic minority, nomadic, hunter-gatherer and pastoralist (nomadic, semi-nomadic, transhumance) communities;
Consultations are based on the prior disclosure and dissemination of relevant, objective, meaningful and easily accessible information in a timeframe that enables consultations with stakeholders in a culturally appropriate format; carried out in a non-discriminatory and gender-responsive manner, free of external manipulation, interference, coercion, discrimination and intimidation; and

- Stakeholder feedback is encouraged and responded to.

Public Consultation

Public consultation is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timeframe that enables consultation with stakeholders in a culturally appropriate format, in relevant local language(s) and is understandable and accessible to diverse stakeholders. Where Indigenous Peoples are present and/or may be affected by WWF related activities, please refer to the Standard on Indigenous Peoples.

The landscape team will undertake a process of consultation in a manner that provides stakeholders with opportunities to express their views on risks, impacts, and mitigation measures and allows the landscape team to consider and respond to them. Consultation will be carried out on an ongoing basis as the nature of issues, impacts and opportunities evolves.

Consultation is a two-way process, that:

- Begins early in the activities planning process to gather initial views and to inform project design;
- Encourages stakeholder feedback, to inform activities design and foster engagement by stakeholders in the identification and mitigation of environmental and social risks and impacts;
- Continues on an ongoing basis, as risks and impacts arise;
- Considers and responds to feedback;
- Supports active and inclusive engagement with affected parties;
- Is free of external manipulation, interference, coercion, discrimination, and intimidation; and
- Is documented.

For all high and medium risk landscapes, landscape teams formally consult (and document) relevant stakeholders at least four times:

1. during stakeholder analysis to identify most relevant stakeholders who will be affected by the activities;
2. during scoping and before the terms of reference for the impact - or any other assessment - are finalized;

3. once a draft assessment or mitigation framework is prepared; and

4. during monitoring and reviews.

For the initial consultation, the team provides a summary of the proposed activities, their objectives, and potential impacts. For consultation after the draft impact assessment is prepared, the team provides a non-technical summary of the findings. The summaries should be provided in advance of consultation and proactively disseminated to local stakeholders in a form and language meaningful to those being consulted.

Following the public consultation on the draft impact assessment, the team supplements the document by adding details of the public consultation process, including the team’s responses to concerns raised by the various stakeholders and details of measures taken to incorporate these concerns into project design and implementation. The existence of, and access to, the final document must be communicated to stakeholders as part of the Stakeholder Engagement Plan (SEP).

**Stakeholder Engagement Plan**

Where there are multiple stakeholders and/or complex inter-relationships between different stakeholder groups, a Stakeholder Engagement Plan (SEP) must be developed, in consultation with stakeholders as part of programme design and including the following steps:

- Identify affected people - those likely to be affected by the proposed activities because of the actual impacts or potential risks to their physical environment, health, security, well-being or livelihoods and who, because of their circumstances, may be disadvantaged or vulnerable. Based on this, the landscape team will further identify individuals or groups (for example minorities inside communities) who may have different concerns or priorities about impacts, mitigation mechanisms and benefits, and who may require different or separate forms of engagement;

- In consultation with those stakeholders, develop a SEP which is proportionate to the nature and scale of the activities and potential risks and impacts, and addresses the concerns expressed by stakeholders;

- Disclose a draft Stakeholder Engagement Plan to seek the views of interested parties; and

- Finalize the SEP based on the views and feedback, and then redisclose.

The SEP is part of the broader environmental and social mitigation framework for the landscape. Where there are a limited number of stakeholders and without complex inter-relationships, a stand-alone SEP is not mandatory (and instead can be integrated into the ESMF). See [Standard on Environmental and Social Risk Management](#) and the [Framework document](#) for further detail).
During implementation, the WWF landscape team will execute the SEP by:

- Continuing to engage with and provide information to all stakeholders, including affected peoples on the potential environmental and social risks and impacts of the activities;

- Communicating significant changes to the activities that will result in additional risks and impacts to affected people. WWF will provide information on such risks and impacts and consult with affected people as to how these risks and impacts can be mitigated;

- Respond to concerns and grievances from affected people in a timely manner and in line with the [Standard on Grievance Mechanisms](#).

- All stakeholder engagement e.g., meetings and workshops - must be documented, with aims, key outcomes, concerns raised, agreements, as well as time, date, place and attendance.

The landscape lead is responsible for the implementation of the SEP and will designate specific personnel to be responsible for the implementation and monitoring of stakeholder engagement activities.
**Introduction**

WWF interventions in landscapes/seascapes (hereafter ‘landscapes’) are expected to yield positive environmental and social outcomes. However, the implementation of some conservation activities have the potential to result in unintended negative impacts. When these occur, affected individuals or groups need a trusted way to voice and resolve their concerns and complaints. WWF is committed to strengthen its accountability and improve transparency during the implementation of its conservation interventions. This Standard ensures that transparent, legitimate and trustworthy mechanisms are established at the different relevant levels to enable any affected stakeholders including local communities and Indigenous Peoples to raise their complaints or grievances and get them addressed in a timely and consistent manner.

Since grievance mechanisms are a fundamental pillar of stakeholder engagement, they should be designed through effective consultation with, and strong participation of stakeholders and their final form shared with stakeholders during the design phase or at other appropriate interactions.

This Standard fully replaces the WWF Network Project Complaints Resolution Process established in 2016.

**Requirements**

1. **Country and landscape-level Grievance Mechanisms**

Each WWF office is responsible to develop and maintain procedures to enable individuals or groups impacted by WWF supported activities to raise and seek resolution to concerns and grievances about activities implemented or supported by WWF in that country. These procedures should be customized to respect the local context, for example, by considering localized cultural and linguistic needs and logistical constraints, as well as where possible, support or supplement existing community complaints mechanisms. They must be communicated as needed to ensure that individuals and groups can easily find information about, understand, and be able to make use of the procedures.

The need for additional landscape-level grievance mechanisms will be established during the design phase of activities, and will be designed to best address risks identified and the particular social context. For high-risk landscapes, a dedicated grievance mechanism should be established. Complaints received at this level must be escalated to the country level grievance mechanism. Escalation protocols for complaints are outlined in a complaints management framework.

All cases received by the office will be logged transparently in a case-management system. A case file will be opened, and stakeholders will be informed about the progress of their case. The office will review the complaint and assess whether it is eligible for their consideration and, if so, determine the most appropriate method to deal with the complaint.

All complaints logged into the local case-management systems must be uploaded in a timely manner to the global complaints repository through the respective reporting channels to ensure all local systems are linked to WWF’s global repository of complaints. The reporting channel for
WWF International managed offices is Whistle B, while WWF US and its managed offices use EthicsPoint.

All complaints related to human rights abuses should be handled as per the guidelines outlined in the Network Response Protocol For Human Rights Abuses, which is an annex to this Standard.

2. Global level - Independent Monitoring & Review Function (IMRF - Ombudsperson)

Grievances that cannot be fully addressed or resolved at landscape or country levels must be escalated to the Independent Monitoring & Review Function (IMRF), which is also known (and hereafter referred to) as the Ombudsperson.

The operating procedures of the Ombudsperson will be developed by the appointee to that role. The Ombudsperson can supplement localized grievance mechanisms and provide an impartial mechanism for parties to resolve disputes through mediation. The grievance can be lodged by an affected party, a third-party group on behalf of an affected party and WWF staff. All parties must agree to engage in dispute resolution.

Where human rights abuses are alleged to have occurred, the local office shall escalate to the Ombudsperson even if the issue has been reported to a landscape or country level grievance mechanism. All relevant information (allegation, correspondence, etc) including the proposed management actions will be sent to the Ombudsperson, which will monitor compliance by WWF management with proposed actions in the case file and report out routinely to the relevant WWF Board as well as the WWF Network Executive Team.

If the Ombudsperson has received the complaint directly and review suggests there are human rights concerns, they will recommend actions for the WWF office to take, which may include immediate support to the alleged victim and a full investigation of the issue in coordination with local authorities.

3. Monitoring

Agreed action plans should establish timeframes for regular process monitoring towards resolution of the complaint. The concerned office and the Ombudsperson will coordinate the monitoring by organizing periodic checks – bringing together the concerned parties and relevant technical advisors for calls, meetings or other communication on the status of action plans, until they are completed. WWF offices will also assess the effectiveness of their complaints resolution processes on an annual basis, and identify any needs for improvement.

4. Ensuring Compliance with this Process

WWF offices are accountable for ensuring they are aware of and understand this process and their responsibilities to comply with it.

4. Non-retaliation

WWF strongly disapproves of and will not tolerate any form of retaliation against those who report concerns in good faith. Any WWF employee who engages in such retaliation will be subject to discipline up to and including employment termination. WWF will take

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1 See here. For the purposes of this consultation, this section of the standard is being retained but once the operating procedures of the Ombudsperson’s Office have been established, it will be revised to ensure full alignment.
all feasible actions to protect reporters against retaliation. Anyone who has made a report of suspicious conduct of a WWF employee and who subsequently believes he or she has been subjected to retaliation of any kind should immediately report it by the same channels as noted herein.
Response Protocol For Human Rights Abuses

WWF takes alleged breaches of human rights extremely seriously. Where there are allegations related to loss of life, loss of liberty, attacks on persons, torture, degrading treatment or other forms of discrimination associated with WWF or partner activities and/or financing, including those by third parties that receive funds from WWF, a swift and thorough response by WWF is required. The allegations may come to light through various means – from complaints to a project or office level grievance redress mechanism, as a result of allegations in the media or directly to the Independent Monitoring & Review Function (IMRF), which is also known (and hereafter referred to) as the Ombudsperson.2

The following response protocol sets out the actions that WWF offices must follow:

- Under all circumstances a case file must be opened by the implementing office where the activity is being undertaken;

- The implementing office management must:
  - Alert and inform: their Board; Head of Compliance WWF International; Enterprise Risk Director (for WWF-US managed offices); The Network Executive Team (a body of CEOs appointed by their peers to support Network cohesion, strategic alignment and performance); The Board of WWF International; The Board and Senior Management of any WWF office funding the project against which there are allegations;
  - Undertake an internal assessment of WWF’s role, if any, and ensure compliance to and cooperation with government investigations;
  - Determine whether or not to suspend activities and remedial safeguarding of people and assets;
  - Handle internal and external communications in coordination with the network;
  - Ensure that the recommended actions of the investigation are followed up;
  - Advocate to local and national authorities that justice is served where egregious or other criminal actions are found.

- A copy of the case file will also be sent to the Ombudsperson. The case file will be routinely updated and include the proposed management actions. The Ombudsperson will keep a track log of the compliance with the management actions through to resolution;

- Donor office management or their Boards may also choose to suspend financing of activities until additional information is found as a result of the investigation. All donors to the project must be informed;

- Implementing or other relevant office Boards can direct management to take additional steps;

2 See here. For the purposes of this consultation, this section of the standard is being retained but once the operating procedures of the Ombudsperson’s Office have been established, it will be revised to ensure full alignment.
Through the dispute resolution mechanism under the Ombudsperson, a mediated settlement between the parties requiring actions by WWF may be reached. The Ombudsperson would monitor compliance with the remedial actions and keep relevant Boards, the NET, and relevant WWF management updated;

Through the compliance function under the Ombudsperson, a compliance monitoring plan may be put in place for management to bring breaches of the ESSF back into compliance. As part of this the Ombudsperson may require the implementing office to fulfil its obligations in financing and undertaking a full investigation of the issues if not already doing so.

If there are repeated failures or an unwillingness of a WWF office to meet the requirements under a compliance monitoring plan, the Ombudsperson may recommend to that office's Board additional measures such as terminating a project. It would be for the office Board to act upon any such recommendations.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON RESTRICTION OF ACCESS AND RESETTLEMENT

© Thomas Cristofoletti / WWF-US
Introduction

This Standard sets out the requirements and procedures applicable to activities in WWF operational landscapes/seascapes (hereafter ‘landscapes’) in relation to access restriction and resettlement.

WWF is committed to ensuring that any adverse impacts on resource-dependent local communities that result from conservation-related restrictions are avoided or minimized. Resolution of conflicts between conservation objectives and local livelihoods will be sought through voluntary agreements acceptable to all parties.

WWF will not support - and will oppose - involuntary resettlement¹. WWF does not permit funding of involuntary resettlement. WWF will only engage in voluntary resettlement where there is assurance of free, prior, informed consent for Indigenous Peoples (i.e. when there is a negotiated relocation from settlements in protected areas).

Requirements

1. Consultations

All activities resulting in restriction of access of people require active engagement and consultation with affected communities and assure the free, prior, and informed consent (FPIC) of Indigenous Peoples.

In the context of possible restriction actions, WWF will design, document, and disclose a participatory process before the activity design is finalized, which will include: (a) preparing and implementing WWF activities, (b) establishing eligibility for mitigation measures, (c) agreeing on mitigation measures that help improve or restore livelihoods in a manner that maintains the sustainability of the landscape or seascape, (d) resolving conflicts, and (e) monitoring implementation.

2. Mitigation Measures

As outlined in the Exclusion List, WWF will not support, and will oppose involuntary resettlement. Where the need for access restrictions is required, but opposed by other parties, WWF commits to working with all parties in order to find an agreement suitable for all (via mitigation measures, as detailed below).

In these instances, either as part of the environmental and social mitigation framework (ESMF) for the landscape or for complex situations, via a dedicated plan, measures around access restriction are prepared and should include:

- Specific components of the activities to be prepared and implemented to mitigate impacts;

- Criteria for eligibility of affected persons to receive compensation benefits and development assistance;

¹ See Exclusion List
• Measures to assist affected persons to improve or at least restore their livelihoods, in real terms, while maintaining the sustainability of the protected area;

• A process to address potential conflicts involving affected persons; and

• A description of arrangements for implementing and monitoring.

3. Additional measures for Indigenous Peoples and Cultural Resources

The WWF Standard on Indigenous Peoples sets out the requirements and procedures applicable to activities in WWF landscapes that affect Indigenous Peoples and assures FPIC for those activities affecting Indigenous Peoples or their lands, territories and resources, including for situations in which resettlement is considered necessary as an exceptional measure.

Related to the WWF Standard on Cultural Resources, where risk screening identifies potential access restrictions to the cultural resources of peoples who are not officially recognised as Indigenous, but who are socially and culturally distinct and having customary practices that are inextricably linked to nature, the principles of FPIC will be extended to them.

4. Disclosure

Access restriction measures are included in the landscape level ESMF or for complex situations, via a dedicated plan, all of which must be disclosed in a place and language accessible to key stakeholders, including affected groups and Civil Society Organizations (CSOs), for at least 30 days (or if Indigenous Peoples are impacted, then for 45 days) before the activity design is finalized. During this time, WWF should address concerns raised by affected groups.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON
INDIGENOUS PEOPLES

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Introduction


In line with this policy, this Standard sets out the requirements and procedures applicable to activities in WWF operational landscapes/seascales (hereafter ‘landscapes’) that affect Indigenous Peoples, or their lands, territories and resources.

Requirements

WWF will:

- Understand and uphold the suite of provisions on the rights of Indigenous Peoples as stipulated in the network policy and international instruments that it endorses;
- Identify indigenous communities and their representative organisations as well as indigenous lands, territories, and resources at the outset of defining activities in any landscape;
- Identify potential impacts of activities on Indigenous Peoples or their lands, territories and resources and address them proactively with full participation of Indigenous Peoples;
- Respect the right of Indigenous Peoples to Free, Prior and Informed Consent (FPIC) processes;
- Ensure that culturally appropriate and equitable benefits arising from activities on indigenous lands and territories are negotiated and agreed upon. This includes where activities involve access and/or use of traditional ecological knowledge (see the Standard on Cultural Resources); and
- Respect the right of Indigenous Peoples living in voluntary isolation to freely decide to remain in isolation, maintain their cultural values, and freely decide if, when and how they wish to contact and/or integrate with the outside world.

Mitigation Measures

Where risk screening identifies potential impacts to Indigenous Peoples, or their lands, territories and resources in ongoing or planned activities, further assess the risks, and develop appropriate mitigation measures that are included in the environmental and social mitigation framework (ESMF) to minimize or eliminate these risks. (See the Standard on Environmental and Social Risk Management.)
ENVIRONMENTAL & SOCIAL SAFEGUARDS

COMMUNITY HEALTH, SAFETY AND SECURITY
**Introduction**

This WWF Standard ensures that the health, safety and security of communities in WWF landscapes/ seascapes (hereafter ‘landscapes’) are respected and protected. **Health** risks may include: communicable diseases; mental health due to harassment; community wellbeing (including cultural aspects - see Standard on Cultural Resources). **Safety** risks are unintended threats to people and may include: natural hazards; impacts of climate change; dangerous working conditions. **Security** risks are intended or deliberate threats to people and may include: physical violence (such as reprisals against activists); gender-based violence; sexual exploitation and abuse.

**WWF’s Human Rights Policy Statement** details the seven principles that guide our human rights commitments. This Standard details how those are implemented in landscapes where community health, safety and security issues have been identified.

**Requirements**

WWF activities should avoid, or minimize the risk of community exposure to health, safety and security risks, paying particular attention to disadvantaged, marginalised and vulnerable groups or individuals.

Any security arrangements that are intended to safeguard personnel, property or affected people must be proportional and consistent with applicable national laws and good international industry practice. See the annex: **Principles Regarding WWF’s Support for Enforcement and Rangers** below for more information.

Through application of the **Standard on Environmental and Social Risk Management**, WWF will understand potential risks or negative impacts on the health, safety and security of communities. If necessary, further assessments will be carried out, considering:

- The potential exposure of communities to both accidental and natural hazards;
- The special needs and exposure of disadvantaged or vulnerable groups or individuals, including women, children and people with disabilities (see additional guidance on **Child Safeguarding and Protection of Rights**);
- The host country legal framework, including access to justice and the particular risks that may be present in a conflict or post-conflict context;
- The impacts of the activities on provisioning and regulating ecosystem services, as they are directly relevant to community health and safety;
- The current or projected effects of climate change and other natural hazards; and
- Through understanding its own role and degree of influence/leverage and the commitment and capacity of partner(s), structure agreements with implementing partners to clearly set forth WWF’s commitments to this Standard.
Mitigation Measures

Where risks to, or negative impacts on community health, safety and security are identified, include appropriate measures in the environmental and social mitigation framework (ESMF) to avoid, minimize or manage such risks and impacts. Where relevant, emergency preparedness plans are to be developed, implemented and monitored in collaboration with stakeholders and relevant authorities.

Implementation of the Standard on Grievance Mechanisms, including the Annex - WWF Response Protocol For Human Rights Abuses, are also necessary for the effective implementation of this Standard.
Annex to Standard on Community Health, Safety and Security:

Principles Regarding WWF’s Support for Enforcement and Rangers

Successful nature conservation must be founded on understanding and supporting human rights in relation to the environment, including rights of Indigenous Peoples. It must also offer a mix of incentive measures to advance sustainable development as well as enforcement actions to guard against illegal activities. WWF recognizes the importance of enforcing environmental laws and regulations, and the critical role rangers\(^1\) play in protecting wildlife, managing protected areas, resolving human-wildlife conflict, and achieving other positive outcomes for people and nature. Rangers are entrusted with the conservation of nature, and in many cases are mandated as the fundamental authority for enforcing the law. This lawful duty must be exercised with restraint and must meet high ethical standards to ensure that human rights are respected and protected.

WWF only supports law enforcement activities when carried out by persons subject to the authority of civil administrative bodies. By definition this will include those run by government or legitimate\(^2\) political organizations in fragile states\(^3\), and in a way that respects and protects the human rights of local communities and Indigenous Peoples.

Per the WWF Environmental and Social Safeguards Framework (ESSF)

All WWF landscapes providing support to enforcement by rangers, whether in landscapes or as institutional support, must be screened for risks. The risk assessment should begin as soon as the WWF implementing office in a country contemplates providing support to rangers or equivalent forces. Where WWF co-manages a protected area where armed law enforcement guards/rangers are present, this will be categorized as high risk. Screening should begin with an evaluation of the laws, regulations, systems, protocols, operational procedures (including disciplinary measures for cases of human rights abuse), administrative hierarchy, qualifications of the rangers already working in the landscape or protected area, and other related issues. Mitigation actions must be appropriately developed with the competent authorities and must also meet the requirements of the Standards on Stakeholder Engagement, Grievance Mechanisms and Indigenous Peoples. Financing must be available to implement and monitor mitigation measures as part of proposed activities. Mitigation measures for wrongful acts—including suspected, potential or realized human rights violations—may include WWF ceasing support to government authorities until such time that the government has addressed the situation. Mitigation actions must be continually monitored throughout implementation.

In areas of instability, weak rule of law, or where there is a history of local conflict, additional mitigation and monitoring measures may be required. The sign-off and disclosure protocols for screening, planning, implementing, and monitoring mitigation measures will follow the Framework document requirements, including those for special consideration landscapes as applicable.

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\(^1\) Ranger is a collective term used to describe wildlife wardens, forest guards, foresters, scouts, watchers and other frontline staff

\(^2\) “Legitimate” here means political organizations that are not banned by national governments nor on any international banned lists issued by foreign governments and UN

Principles on Enforcement and Rangers

WWF’s principles to manage risks that emerge from enforcement support, particularly vis-à-vis rangers and local communities, are identified below. It is paramount that WWF ensures both the safety of communities and rangers.

The principles focus on the rangers as well as the operational oversight and regulatory framework in which they operate. WWF will seek to ensure that the competent authorities for management of conservation areas have the mandate to take appropriate measures to meet WWF’s standards and ability to ensure that rangers receive the necessary training and evaluation to uphold human rights.

The following principles will be exercised in the development and implementation of all projects involving rangers.

1. **Act within the law.** WWF will act within the law to avoid abuse in any form. All WWF-supported activities should be carried out in accordance with the laws of the country in which they are undertaken, the requirements specified by the donor from which supporting funds were sourced, as well as any applicable international conventions to which the country is party. Where regional or international standards or best practices go beyond domestic law, activities should be carried out up to the international standard, unless directly contradicted by domestic law.

   a. Measures should be agreed with the competent authorities to ensure that law enforcement personnel follow legal, ethical, and safe procedures for apprehending suspects and for people detained under custody of rangers. Training programs—including human rights training around arrest, interrogation, and detention—must be in place, fit for purpose, and implemented both for the ranger force and for the management of the ranger institution.

   b. If wildlife crime data are collected, such data must be collected, shared, and managed according to the country’s data protection laws and regulations, or with appropriate government permission. Sharing of wildlife crime data across international borders can only be done if it is legal to do so according to the laws or regulations of the country where the data originated, or with appropriate authorization from the government and in a manner that minimizes risk of harm to those linked to the data.

2. **Ensure accountability.** Systems should be in place for management authorities to act swiftly and justly if rangers violate legal, ethical, and safety procedures, or otherwise fail to uphold these Principles or others set by the competent state authorities. Corrective actions could include employment termination, sanctions, and other means of discipline available to and agreed upon between WWF and the administrative body. Equally, WWF should strive to ensure that appropriate mechanisms are in place to provide for the fair treatment of both local communities and rangers in the design of grievance and whistleblower mechanisms and to monitor, manage, and mitigate identified risks, including when working with or through partner organizations.

   4 If there is disagreement on the corrective action, WWF will seek to resolve the dispute with the administrative body but will retain the right to cease support if agreement cannot be reached.
3. **Build ranger capacity.** WWF will ensure that education and training is provided to rangers to help ensure that human rights are upheld, and humane conduct is practiced. This should take the form of basic and regular further (refresher) training. Training should include: detailed information on all applicable regulations under national and international laws as well as international best practices; proportionate, legal, accountable, and ethical rules for the use of force and firearms to ensure the minimum amount necessary to accomplish the lawful objective concerned; guidance on discipline, respect of instructions, sensitization to human rights and Indigenous Peoples, collaboration with local communities; techniques for non-violent confrontation in exercising enforcement functions; and, capacity-building for the safety and security of rangers themselves.

4. **Support the welfare of rangers and their families.** WWF’s intent is that rangers execute their job safely and effectively and expects management authorities to take measures to secure the safety and welfare of rangers, particularly from poachers and other harm.

5. **Partner with local communities.** A system should be in place for establishing effective collaboration with local communities. Ideally this happens by communities and rangers jointly creating, executing, and monitoring the implementation of co-created management plans for: natural resource utilization, upholding their rights and responsibilities, and ensuring mutual accountability for their actions. Local communities and rangers must also have access to appropriate grievance mechanisms to air, elevate, and act upon concerns if any should arise, as provided for in the Framework document.

6. **Identify, monitor and plan for challenges.** WWF will be cognizant of tensions and issues that may exist or arise between enforcement bodies and local communities or other stakeholders, as well as problems that may occur through interactions with rangers.

7. **Maintain impartiality.** Actions must be taken to ensure a clear distinguishing line remains between WWF staff and enforcement personnel, including exercising care in how and where the WWF logo is used and only sharing spaces and equipment when absolutely necessary to maintain a professional level of engagement. Specifically:

   a. WWF offices must not be used for holding evidence of crime that may be used in a court of law (e.g. confiscated firearms or wildlife products). However, confiscated materials that are not part of court cases (e.g. snares stored temporarily and meant for later destruction) can be kept in WWF premises if staff have written authorization from the government to do so. WWF offices should never be used by enforcement officials to hold or interview suspects, even temporarily;

   b. WWF field vehicles should not be used to carry prisoners, offenders, or suspects. WWF vehicles can only be used to transport armed rangers (e.g., for law enforcement, tourism, monitoring activities) if formally approved in writing by the WWF country office director;
c. The WWF logo should not be used on any materials or equipment directly related to law enforcement or belonging to government agencies, including uniforms and vehicles. The logo may be used appropriately in places like water tanks, WWF office field vehicles, tractors, torches, park buildings, billboards, other signage, computers, GPS and notebooks.

8. **Firearms.** Per the [Exclusion List](#), WWF will not finance the purchase of firearms or ammunition for the government or any partners or associates. While accompanying law enforcement personnel, WWF staff may not carry or handle a firearm or such lethal equipment, even if they are trained to carry a firearm and it is legal to do so.

9. **Communicate regularly.** WWF’s principles, policies, and procedures regarding rangers, as well as protocols for stakeholder engagement are codified in the Framework document, which will be communicated to all WWF staff, representatives, and partners. This includes guidance on how WWF will communicate regularly with stakeholders on human rights-related issues and violations of conduct by rangers, as well as on the actions taken to ensure compliance with national laws and regulations and WWF policies. These communications and responses will be logged, tracked, and reviewed by senior management.

10. **Sanctions for malfeasance.** WWF will apply necessary remedies to ensure compliance with the Framework document. This might necessitate holding disbursements or ending support if human rights issues are not appropriately dealt with by appropriate legal authorities. WWF will take measures to notify recipients of actions taken and will also consider the wider impact that these activities may have on other affected parties. WWF will always confidentially report all known or suspected criminal activities to the relevant competent law enforcement authority.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON CULTURAL RESOURCES
Introduction

UNESCO’s (2002) definition of culture is the ‘set of distinctive spiritual, material, intellectual and emotional features of society or a social group and that it encompasses, in addition to art and literature, lifestyles, ways of living together, value systems, traditions and beliefs’.

Cultural resources embedded in belief systems and traditional lifestyles are often the most valuable aspects of a landscape/seascape (hereafter ‘landscape’) for Indigenous Peoples and local communities. This Standard ensures that cultural resources are appropriately considered, respected and protected and their destruction, damage or loss is avoided.

The Standard refers to 3 types of cultural resources:

1. **Tangible** – referring to tangible moveable or immovable objects, property, sites, structures, or groups of structures, having archaeological (prehistoric), paleontological, historical, cultural (e.g. sacred sites, burial sites), artistic (e.g. works of art), and religious values;

2. **Natural** – referring to unique natural features or tangible objects that embody cultural or spiritual values, such as sacred groves, rocks, lakes, and waterfalls. The difference between this category and tangible cultural resources is that the latter has been shaped and created by human activities;

3. **Intangible** – referring to intangible forms of culture that may be impacted by or are proposed to be accessed and/or used through WWF activities, such as traditional ecological knowledge or other forms of cultural knowledge, innovations, and practices of communities embodying traditional lifestyles.

Requirements

WWF will:

- Take care to fully understand the tangible, natural and intangible cultural resources of the landscape as perceived by Indigenous Peoples and local communities and any cultural resources that are recognised in national legislation or under relevant international environmental/cultural treaties and agreements;

- Analyse the tangible, natural and intangible cultural resources in relation to WWF activities and assess potential impacts on these resources. This may include access to said cultural resources; changes to customary ways of life; access and/or utilisation of traditional ecological knowledge;

- Where activities involve access and/or use of traditional ecological knowledge or any cultural knowledge associated with genetic resources, whether for commercial or non-commercial purposes, respect commitments in the [Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization](https://www.cbd.int/nagoya/). This includes adhering to corresponding national requirements and procedures (e.g. research permits), convening appropriate prior informed consent processes with affected communities and formalising mutually agreed terms on the fair and equitable sharing of benefits;
Avoid financing and/or implementing activities that could significantly damage or modify cultural resources. Where appropriate conduct field-based surveys using qualified specialists to evaluate cultural resources and co-develop (with communities) alternatives that avoid negative impacts;

Avoid making decisions about important cultural resources without the full and meaningful consultation of the communities in question.

**Mitigation Measures**

- Where risk screening identifies that important cultural resources are at stake, and could potentially be negatively impacted, develop clear and inclusive mitigation measures that are included in the environmental and social mitigation framework (ESMF) (see the WWF Standard on Environmental and Social Risk Management).

- Where risk screening identifies potential impacts to the cultural resources of Indigenous Peoples the WWF Standard on Indigenous Peoples applies. Where potentially affected peoples are not officially recognised as Indigenous, but they are historically, socially and culturally distinct and have customary practices that are inextricably linked to nature, the principles of FPIC will be extended to them. Said peoples may include tribal, ethnic minority, nomadic, hunter-gatherer and pastoralist communities. For all other potentially affected non-indigenous peoples, the WWF Standard on Stakeholder Engagement applies.

- Where the use of cultural resources is in conflict with conservation aims (e.g. endangered species used for traditional medicine or a major pilgrimage site within a protected area) specific, culturally appropriate, mitigation actions must be co-developed.

- Provide for the use of ‘chance find’ procedures that include a pre-approved management and conservation approach for cultural resources that may be encountered unexpectedly during project implementation.
Introduction

This Standard sets out the requirements and procedures applicable to activities in WWF operational landscapes/seascapes (hereafter ‘landscapes’) relating to the protection of natural habitats.

WWF’s environmental mission underpins all our work and is the foundation for WWF’s Global Goals. This Standard reflects the objectives of the Convention on Biological Diversity (CBD) to conserve biological diversity and promote the sustainable management and use of natural resources, the Ramsar Convention on Wetlands, the Convention on the Conservation of Migratory Species of Wild Animals, the Convention on International Trade in Endangered Species of Wild Flora and Fauna, the World Heritage Convention, the United Nations Convention to Combat Desertification, and the International Plant Protection Convention, which covers the movement of invasive alien species, pests, and pest risk analysis for quarantine pests, including analysis of environmental risks and living modified organisms.

Requirements

WWF does not undertake or support activities that knowingly result in the conversion or degradation of natural habitats, especially those that are legally protected, officially proposed for protection, or identified as having high conservation value. This Standard requires WWF to:

- Conserve biological diversity and ecosystem integrity by avoiding or, if avoidance is not possible, reducing and minimizing adverse impacts on biodiversity;
- Repair or restore adverse impacts on biodiversity, including, where impacts are unavoidable, through implementing measures to achieve a net gain for biodiversity;
- Protect natural, modified, and critical habitats (natural and modified);
- Promote the sustainable management of natural resources; and
- Ensure the proposed activity will sustain the availability and productivity of priority ecosystem services to maintain benefits to affected communities.

This Standard applies to WWF activities that:

- Are located in areas providing ecosystem services upon which potentially affected stakeholders are dependent for sustenance, livelihood, or primary income, or which are used for sustaining the activity;
- Involve the extraction of renewable natural resources as a main purpose (e.g., plantation forestry, commercial harvesting, agriculture, livestock, fisheries, and aquaculture);
- Potentially increase the vulnerability of local communities or of the local ecosystem to climate variability, temperature increases or climate hazards (e.g., floods, droughts, wildfires, landslides, cyclones, storm surges, etc.); and/or
- Are associated with infrastructure development, e.g. access roads to protected area headquarters or tourism facilities, other construction activities with a material footprint/landtake.

WWF’s work in landscapes does not involve the development of large-scale physical infrastructure associated with significant negative environmental impacts. Therefore, we do not have specific safeguards criteria for such.

As reflected in WWF’s Standard on Environment and Social Risk Management, if risks of negative impacts on natural habitats are identified, a comprehensive assessment and mitigation of these risks is required to be incorporated into the activities.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

STANDARD ON PEST MANAGEMENT
Introduction

The Standard on Pest Management is aimed at any landscape/seascape (hereafter ‘landscape’) applying or promoting the use of pesticides or supporting agricultural or other activities where chemical pest management is undertaken. This Standard ensures that internationally restricted products are prohibited\(^1\) and that the environmental and health risks associated with justifiable pesticide use are minimized and managed. It further ensures that safe, effective, and environmentally sound pest management is supported and promoted.

Requirements

Specifically, WWF will:

1. Not allow the procurement or use of formulated products that are in the World Health Organization (WHO) classes IA and IB, or formulations of products in Class II\(^2\);
2. Not allow the procurement or use of pesticides and other chemicals specified as persistent organic pollutants identified under the Stockholm Convention;
3. Follow the recommendations and minimum standards as described in the United Nations Food and Agriculture Organization’s International Code of Conduct on the Distribution and Use of Pesticides and its associated technical guidelines, and procure only pesticides (along with suitable protective and application equipment) that will permit pest management actions to be carried out with well-defined and minimal risk to people, livelihoods and the environment;
4. Promote the use of demand-driven, ecologically-based biological or environmental pest management practices (referred to as integrated pest management - IPM);
5. Reduce reliance on synthetic chemical pesticides;
6. Require that, in the context of the activities that they support, pesticides are procured contingent on an assessment of the nature and degree of associated risks, taking into account the proposed use and intended users;
7. Support policy reform and institutional capacity development to (a) enhance implementation of IPM and integrated vector management and (b), regulate and monitor the distribution and use of pesticides; and
8. Disclose draft mitigation measures within the environmental and social mitigation framework (ESMF), in a manner that is both accessible and transparent to key stakeholders, including affected groups and civil society organizations.

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\(^1\) See Exclusion List
\(^2\) See Exclusion List
ENVIRONMENTAL & SOCIAL SAFEGUARDS

EXCLUSION LIST
Exclusion list

The following activities are considered ineligible for WWF managed and WWF supported activities.

WWF does not permit expenditure for any of the following activities:

i. Weapons and Munitions¹;

ii. Military activities²;

iii. Forms of forced labour, or harmful or exploitative forms of child labour;

iv. Formulated World Health Organization (WHO) classes IA and IB Products, or formulations of Class II products, unless exclusively used by those with training and proper equipment to avoid impacts on human health and the environment³;

v. Procurement or use of pesticides and chemicals specified as persistent organic pollutants under the Stockholm Convention;

vi. Conversion or degradation of critical natural habitats, especially those that are legally protected, proposed for protection, or identified as high-conservation value;

vii. Introduction of, or increased competitiveness of, invasive species; and

viii. Involuntary resettlement.

If the proposed work seeks to finance an activity listed on this Exclusion List, including through partners, it must be redesigned to exclude such activity in order to proceed.

¹ The restriction does not apply to field knives, bush knives, machetes and other essential field or safety gear provided to rangers. Equipment needed for research or translocation of wildlife is also permitted. Weapons and Munitions required for WWF staff safety and security are permitted, subject to the policies and approval of the National Office and in line with local law and any relevant donor restrictions.

² Military activities are activities that (i) are conducted by members of a military; and (ii) have the primary purpose of national defense or public safety. Military activities do not include activities conducted by members of the military whose primary purpose is conservation, even if those activities incidentally serve a national defense or public safety purpose. Support for conservation activities conducted by members of the military must always satisfy applicable ESSF policies and standards, including WWF’s Standard on Community Health, Safety and Security.

³ WHO Class IA denotes Extremely Hazardous Products, Class IB denotes Highly Hazardous Products, and Class II denotes Moderately Hazardous Products.
ENVIRONMENTAL & SOCIAL SAFEGUARDS

RESPONSE PROTOCOL FOR HUMAN RIGHTS ABUSES
WWF takes alleged breaches of human rights extremely seriously.

Where there are allegations related to loss of life, loss of liberty, attacks on persons, torture, degrading treatment or other forms of discrimination associated with WWF or partner activities and/or financing, including those by third parties that receive funds from WWF, a swift and thorough response by WWF is required. The allegations may come to light through various means – from complaints to a project or office level grievance redress mechanism, as a result of allegations in the media or directly to the Independent Monitoring & Review Function (IMRF), which is also known (and hereafter referred to) as the Ombudsperson1.

The following response protocol sets out the actions that WWF offices must follow:

- Under all circumstances a case file must be opened by the implementing office where the activity is being undertaken;

- The implementing office management must:
  - Alert and inform: their Board; Head of Compliance WWF International; Enterprise Risk Director (for WWF-US managed offices); The Network Executive Team (a body of CEOs appointed by their peers to support Network cohesion, strategic alignment and performance); The Board of WWF International; The Board and Senior Management of any WWF office funding the project against which there are allegations;
  - Undertake an internal assessment of WWF’s role, if any, and ensure compliance to and cooperation with government investigations;
  - Determine whether or not to suspend activities and remedial safeguarding of people and assets;
  - Handle internal and external communications in coordination with the network;
  - Ensure that the recommended actions of the investigation are followed up;
  - Advocate to local and national authorities that justice is served where egregious or other criminal actions are found.

- A copy of the case file will also be sent to the Ombudsperson. The case file will be routinely updated and include the proposed management actions. The Ombudsperson will keep a track log of the compliance with the management actions through to resolution;

- Donor office management or their Boards may also choose to suspend financing of activities until additional information is found as a result of the investigation. All donors to the project must be informed;

- Implementing or other relevant office Boards can direct management to take additional steps;

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1 See here. For the purposes of this consultation, this section of the standard is being retained but once the operating procedures of the Ombudsperson’s Office have been established, it will be revised to ensure full alignment.
Through the dispute resolution mechanism under the Ombudsperson, a mediated settlement between the parties requiring actions by WWF may be reached. The Ombudsperson would monitor compliance with the remedial actions and keep relevant Boards, the NET, and relevant WWF management updated;

Through the compliance function under the Ombudsperson, a compliance monitoring plan may be put in place for management to bring breaches of the ESSF back into compliance. As part of this the Ombudsperson may require the implementing office to fulfil its obligations in financing and undertaking a full investigation of the issues if not already doing so.

If there are repeated failures or an unwillingness of a WWF office to meet the requirements under a compliance monitoring plan, the Ombudsperson may recommend to that office’s Board additional measures such as terminating a project. It would be for the office Board to act upon any such recommendations.
Getting started

1. Are you responding on behalf of an organisation or as an individual?
   - Individual response
   - On behalf of an organisation, please specify...

2. Do you work in any of the following areas?
   - Conservation
   - Human Rights
   - For a charity
   - Marketing
   - Politics
   - Finance
   - Media
   - Consulting
   - Other, please specify

3. How familiar are you with WWF’s work around human rights and conservation? (1=not at all, 5=very much)

   If you would like to explain/expand on your interaction with WWF please comment.

General

4. What input do you have about this consultation in general?

5. What questions do you have about this consultation in general?

6. What input do you have on our social policies and safeguards in general?

7. For the following statements, please indicate to what extent you agree:
   (1=completely disagree, 5=very much agree)
   - My understanding of safeguards in conservation is now better than before
   - After reading the information I feel equipped to share feedback
   - It is important that WWF seeks feedback on their social policies and safeguards
   - I would want to give feedback on other aspects of WWF’s work
   - It is important that WWF’s work with people in conservation is transparent
   - I am more interested in human rights in conservation following this consultation
Social Policies

Our social policies are fundamental in creating effective and sustainable solutions to today’s environmental challenges. Through all WWF activities we aim to help respect human rights, promote social equity, enhance natural assets for local communities and discourage inequitable distribution of resources. There are three social policies:

- Policy Statement on human rights
- Policy Statement on gender equality
- Policy Statement on Indigenous Peoples & conservation

8. For the following statements, please indicate to what extent you agree:
(1=completely disagree, 5=very much agree)

- I understand what the social policies are about
- The social policies help me gain trust in WWF’s efforts around human rights and nature conservation

9. What questions/comments do you have about WWF’s Social Policies?

Environmental & Social Safeguards Framework (ESSF)

Safeguards provide WWF with the ability to manage environmental and social risks within WWF activities, deliver better conservation outcomes, and enhance the social well-being of local communities where WWF operates. Our 9 standards ensure consistent application of safeguards across the entire WWF network:

- Standard on environmental & social risk management
- Standard on stakeholder engagement
- Standard on grievance mechanism
- Standard on restriction of access
- Standard on Indigenous Peoples
- Standard on community health, safety and security
- Standard on protection of natural habitats
- Standard on pest management
- Standard on cultural resources

10. For the following statements, please indicate to what extent you agree:
(1=completely disagree, 5=very much agree)

- I understand what the Environmental and Social Safeguards Framework is about
- The ESSF helps me gain trust in WWF’s efforts around human rights and nature conservation

11. What questions/comments do you have about WWF’s ESSF safeguard standards?
**Additional questions about you**

Name:
Email address:

Gender
- Female
- Male
- Non-binary
- I would rather not say

Age
- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Nationality

Do you identify with an Indigenous Peoples community?
- No
- Yes, please specify....

Can we use your contact details to inform you about the results of this consultation?
- yes
- no
Veuillez soumettre toutes les réponses finales sur Survey Monkey.

Pour commencer

1. Répondez-vous au nom d'une organisation ou en tant qu'individu?
   - Réponse individuelle
   - Au nom d'une organisation, veuillez préciser...

2. Travaillez-vous dans l'un des domaines suivants?
   - Conservation
   - Les droits de l'Homme
   - Pour une organisation caritative
   - Marketing
   - Politique
   - Finance
   - Médias
   - Conseil
   - Autre, veuillez préciser

3. Dans quelle mesure connaissez-vous le travail du WWF concernant les droits de l'Homme et la conservation? (1=pas du tout, 5=très bien)
   Si vous souhaitez préciser votre interaction avec le WWF, veuillez le faire.

Généralités

4. Avez-vous des commentaires sur cette consultation de manière générale ?

5. Avez-vous des questions sur cette consultation de manière générale ?

6. Avez-vous des commentaires sur nos politiques sociales et à nos mesures de protection de manière générale?

7. Pour les affirmations suivantes, veuillez indiquer dans quelle mesure vous êtes d'accord: (1=complètement en désaccord, 5=tout à fait d'accord)
   - Ma compréhension des sauvegardes dans le domaine de la conservation est maintenant meilleure qu'avant.
   - Après avoir lu les informations, je me sens prêt à faire part de mes commentaires.
   - Il est important que le WWF cherche à obtenir un retour d'information sur ses politiques sociales et ses mesures de protection.
   - Je voudrais donner mon avis sur d'autres aspects du travail du WWF.
   - Il est important que le travail du WWF avec les populations dans le domaine de la conservation soit transparent.
   - Après cette consultation, je suis plus intéressé par les droits de l'Homme dans la conservation.
Politiques sociales

Nos politiques sociales sont fondamentales pour créer des solutions efficaces et durables aux défis environnementaux d’aujourd’hui. A travers toutes les activités du WWF, nous visons à respecter les droits des individus, à promouvoir l’équité sociale, à valoriser les atouts naturels des communautés locales et à décourager la distribution inéquitable des ressources. Il existe trois politiques sociales :

- Déclaration de principe sur les droits de l’Homme
- Déclaration de principe sur l’égalité des sexes
- Déclaration de politique générale sur les populations autochtones et la conservation.

8. Pour les déclarations suivantes, veuillez indiquer dans quelle mesure vous êtes d’accord :
   (1=complètement en désaccord, 5=tout à fait d’accord)
   - Je comprends l’objectif des politiques sociales
   - Les politiques sociales m’aident à avoir confiance dans les efforts du WWF en matière de droits de l’Homme et de conservation de la nature.

9. Avez-vous des questions/commentaires sur les politiques sociales du WWF?

Cadre des sauvegardes environnementales et sociales (ESSF)

Les sauvegardes permettent au WWF d’anticiper, répondre et gérer les risques environnementaux et sociaux dans le cadre de ses activités, d’obtenir de meilleurs résultats en matière de conservation et d’améliorer le bien-être social des communautés locales où le WWF opère. Nos 9 normes garantissent une application cohérente des sauvegardes dans l’ensemble du réseau du WWF :

- Norme sur la gestion des risques environnementaux et sociaux
- Norme sur l’engagement des parties prenantes
- Norme sur les mécanismes de réclamation
- Norme sur les restrictions d’accès
- Norme sur les populations autochtones
- Norme sur la santé, la sûreté et la sécurité des communautés
- Norme sur la protection des habitats naturels
- Norme sur la gestion des nuisibles
- Norme sur les ressources culturelles

10. Pour les énoncés suivants, veuillez indiquer dans quelle mesure vous êtes d’accord :
   (1=complètement en désaccord, 5=tout à fait d’accord)
   - Je comprends ce qu’est le cadre de sauvegarde environnementale et sociale.
   - L’ESSF m’aide à avoir confiance dans les efforts du WWF en matière de droits de l’Homme et de conservation de la nature.

11. Avez-vous des questions/commentaires sur les normes de sauvegarde de l’ESSF du WWF?
Questions supplémentaires vous concernant

Votre nom :
Adresse électronique :

Sexe
- Femme
- Homme
- Non-binaire
- Je préfère ne pas le dire

Age
- Moins de 18 ans
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Nationalité

Vous identifiez-vous à une communauté autochtone?
- Non
- Oui, veuillez préciser....

Pouvons-nous utiliser vos coordonnées pour vous informer des résultats de cette consultation?
Oui
Non
Por favor, envíe todas las respuestas finales en Survey Monkey.

Para empezar

1. ¿Usted está respondiendo en nombre de una organización o a título individual?
   - Respuesta individual
   - En nombre de una organización, específicamente...

2. ¿Usted trabaja en alguna de las siguientes áreas?
   - Conservación
   - Derechos humanos
   - Para una organización benéfica
   - Marketing
   - Política
   - Finanzas
   - Medios de comunicación
   - Consultoría
   - Otros, por favor especifique

3. ¿En qué medida está usted familiarizado/a con el trabajo de WWF en torno a los derechos humanos y la conservación? (1= nada, 5= mucho)
   Si desea explicar/ampliar su interacción con WWF, comente.

En général

4. ¿Qué opinión tiene usted sobre esta consulta en general?

5. ¿Qué preguntas tiene usted sobre esta consulta en general?

6. ¿Qué opinión tiene usted sobre nuestras políticas sociales y salvaguardas en general?

7. Para las siguientes afirmaciones, indique en qué medida está de acuerdo:
   (1= totalmente en desacuerdo, 5= muy de acuerdo)
   - Mi comprensión de las salvaguardas en la conservación es ahora mejor que antes
   - Después de leer la información, me siento preparado para compartir mi opinión
   - Es importante que WWF solicite opiniones sobre sus políticas sociales y salvaguardas
   - Me gustaría dar mi opinión sobre otros aspectos del trabajo de WWF
   - Es importante que el trabajo de WWF con las personas en la conservación sea transparente
   - Después de esta consulta, me interesan más los derechos humanos en la conservación
Políticas sociales

Nuestras políticas sociales son fundamentales para crear soluciones eficaces y sostenibles a los retos medioambientales actuales. A través de todas las actividades de WWF pretendemos respetar los derechos humanos, promover la equidad social, mejorar los recursos naturales para las comunidades locales y desalentar la distribución desigual de los recursos. Hay tres políticas sociales:

- Política social sobre derechos humanos
- Política social sobre igualdad de género
- Política social sobre pueblos indígenas y conservación

8. Para las siguientes afirmaciones, indique en qué medida está de acuerdo:
(1= totalmente en desacuerdo, 5= muy de acuerdo)
- Entiendo lo que son las políticas sociales
- Las políticas sociales me ayudan a ganar confianza en los esfuerzos de WWF en torno a los derechos humanos y la conservación de la naturaleza

9. ¿Qué preguntas/comentarios tiene sobre las políticas sociales de WWF?

Salvaguardas Ambientales y Sociales (ESSF)

Las salvaguardas proporcionan a WWF la capacidad de gestionar los riesgos ambientales y sociales dentro de las actividades de WWF, ofrecer mejores resultados de conservación y mejorar el bienestar social de las comunidades locales donde WWF opera. Nuestros 9 estándares garantizan una aplicación coherente de las salvaguardias en toda la red de WWF:

- Estándar sobre gestión de riesgos ambientales y sociales
- Estándar sobre el involucramiento de las partes/personas interesadas
- Estándar sobre el mecanismo de reclamo
- Estándar sobre restricción de acceso
- Estándar sobre pueblos indígenas
- Estándar sobre salud, seguridad y protección de la comunidad
- Estándar sobre protección de los hábitats naturales
- Estándar sobre control de plagas
- Estándar sobre recursos culturales

10. Para las siguientes afirmaciones, indique en qué medida está de acuerdo:
(1= totalmente en desacuerdo, 5= muy de acuerdo)
- Entiendo de qué tratan las Salvaguardas Ambientales y Sociales
- El ESSF me ayuda a ganar confianza en los esfuerzos de WWF en torno a los derechos de las personas y la conservación de la naturaleza

11. ¿Qué preguntas/comentarios tiene usted sobre los estándares de salvaguarda de WWF?
Preguntas adicionales sobre usted

Nombre: 
Dirección de correo electrónico: 

Género
- Femenino
- Masculino
- No binario
- Prefiero no decir

Edad
- Menos de 18 años
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Nacionalidad

¿Se identifica con una comunidad de pueblos indígenas?
- No
- Sí, especifique....

¿Podemos utilizar sus datos de contacto para informarle sobre los resultados de esta consulta?
- Sí
- No
Favor enviar todas as respostas finais sobre o Survey Monkey.

**Primeiros Passos**

1. Você está respondendo em nome de uma organização ou como um indivíduo?
   - Resposta individual
   - Em nome de uma organização, por favor especifique...

2. Você trabalha em alguma das seguintes áreas?
   - Conservação
   - Direitos Humanos
   - Para uma instituição de caridade
   - Marketing
   - Política
   - Finanças
   - Mídia
   - Consultoria
   - Outro, favor especificar

3. O quanto você está familiarizado com o trabalho do WWF em torno dos direitos humanos e da conservação ambiental? (1=nada de todo, 5=muito)

   Se você gostaria de explicar/expandir sua interação com o WWF, por favor, comente.

**Geral**

4. O que você tem a dizer sobre esta consulta em geral?

5. Que perguntas você tem a respeito desta consulta em geral?

6. Que contribuições você tem sobre nossas políticas sociais e salvaguardas em geral?

7. Para as seguintes declarações, por favor, indique até que ponto você concorda:
   (1=discordo completamente, 5=muito de acordo)
   - Minha compreensão das salvaguardas para aconservação é agora melhor do que antes
   - Depois de ler as informações, sinto-me bem informado para compartilhar o feedback
   - É importante que o WWF busque feedbacks sobre suas políticas sociais e salvaguardas
   - Eu gostaria de dar feedback sobre outros aspectos do trabalho do WWF
   - É importante que o trabalho do WWF com as pessoas na conservação ambiental seja transparente
   - Estou mais interessado na relação entre os direitos humanos e a conservação após esta consulta
Políticas sociais

Nossas políticas sociais são fundamentais para criar soluções eficazes e sustentáveis para os desafios ambientais atuais. Através de todas as atividades do WWF, nosso objetivo é ajudar a respeitar os direitos humanos, promover a equidade social, melhorar os recursos naturais para as comunidades locais e desencorajar a distribuição injusta de recursos.

Existem três políticas sociais:

- Política social sobre direitos humanos
- Política social sobre igualdade de gênero
- Política social sobre povos Indígenas e conservação

8. Para as seguintes declarações, por favor, indique até que ponto você concorda:
(1=discordo totalmente, 5=muito de acordo)

- Eu entendo o que são as políticas sociais
- As políticas sociais me ajudam a ganhar confiança nos esforços do WWF em torno dos direitos humanos e da conservação da natureza

9. Que perguntas/comentários você tem sobre as Políticas Sociais do WWF?

Marco de Salvaguardas Socioambientais (ESSF)

As salvaguardas proporcionam ao WWF a capacidade de gerenciar riscos ambientais e sociais dentro das atividades do WWF, proporcionar melhores resultados de conservação e melhorar o bem-estar social das comunidades locais onde o WWF opera. Nossos 9 standards garantem a aplicação consistente das salvaguardas em toda a Rede WWF:

- Standard sobre gestão de riscos ambientais e sociais
- Standard sobre engajamento de partes interessadas
- Standard sobre mecanismo de queixas
- Standard sobre restrição de acesso
- Standard sobre povos indígenas e comunidades tradicionais
- Standard sobre saúde, segurança e proteção da comunidade
- Standard sobre proteção de habitats naturais
- Standard sobre manejo de pragas
- Standard sobre recursos culturais

10. Para as seguintes declarações, por favor, indique até que ponto você concorda:
(1=discordo completamente, 5=muito de acordo)

- Entendo o que é o Marco de Salvaguardas Socioambientais
- ESSF me ajuda a ganhar confiança nos esforços do WWF em torno dos direitos humanos e da conservação da natureza

11. Que perguntas/comentários você tem sobre os standards das salvaguardas do ESSF do WWF?
Perguntas adicionais sobre você

Nome:
Endereço de e-mail:

Gênero
- Feminino
- Masculino
- Não binário
- Eu preferiria não dizer

Idade
- Menos de 18 anos
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Nacionalidade

Povos Indígenas ou comunidades tradicionais
- Você se identifica com uma comunidade tradicional ou de Povos Indígenas?
- Não
- Sim, favor especificar....

Podemos usar seus dados de contato para informá-lo/a sobre os resultados desta consulta?
- sim
- não