**ENVIRONMENTAL POLICY**

The purpose of environmental policy is to promote informed decision-making by operations and program support staff of GADC by generating "detailed information concerning significant environmental impacts", and making such available to both project leaders and managers. This GADC Environmental Policy is the first piece of legislation with an onward means to create a comprehensive method to address potential and existing environmental risks. It is also built to encourage communication and cooperation between all actors involved in environmental decisions, including local authorities, government agencies, partners, and/or private businesses.

**Rationale**

GADC is making efforts to establish and implement environmental policies as its responsibility and response to reducing the negative impacts human society has on the natural environment, and to strengthening positive impacts via taking an environmental lens/ approach to its organizational efforts. In response, focus is placed on the conservation and increased efficiency in use respective of water, electricity, fuel, office supplies and other resources, renewable or not. Currently, GADC is working with local people from rural community experiencing land degradation and deforestation, wherein their Poverty’s is being exacerbated by floods and desertification, and a loss in the country’s rich biodiversity.

GADC will take an “economic advantage” approach towards environmental protection – operating from inside the organization, directly affecting budget lines through the development of positive impacts as an incentive approach, with promises to create and be a model organization for other to learn from, i.e. reflecting its “environmental performance” as improvements made, and at a less expense to the public.

**Statement**

GADC recognizes that sustainable development must be founded upon wholesome relationships and partnerships among all people. Therefore, GADC promotes and supports the rights, responsibilities and constructive gender roles of men and women, and boys and girls in all aspects of their lives, and that environmental issues are to be taken in the context and account of advances in concepts, technology and practice. This recognition will enhance the work GADC as it addresses both environmental and social implications of the organizations policies and agreements among partners for adoption and/or adaptation to follow suite for partners. Accordingly, GADC is responding to recent concerns over its organization’s negative impact on the environment as well as its ability to contribute in a positive way through the development and implementation of the ‘GADC Environmental Policy’. GADC commits to implementing the environmental policy within organization and community as it is a part of integrated gender mainstreaming into program and/or project.

**Goal**

The overall goal of the GADC Environmental Policy is to establish a clear vision, and framework of roles and responsibilities to guide organizational practices and codes of conduct to programs/projects development process and management.

**Objectives**

The GADC Environmental Policy aims to:

Take into account an environmental perspective when developing program/project proposals to ensure limited to no impact on the environment of proposed programs and projects;

Reduce the use of natural resources and associated GHG emissions of the organization’s operations at: 1) the office level, 2) in the delivery of field-base activities, and 3) that of Core Groups and service partners; and Raise awareness among staff of environmental issues, and that of their behavioral patterns on the environment.

**Guideline**

GADC is governed by BOD the highest governing body of the organization:

* Be a role model, encouraging and engaging all peoples, institutions and organizations, especially among its own donors, to adapt and/ or adopt an Environmental policy; and
* To build recognition of, and support for GADC‟s efforts to implement its Environmental Policy.

By doing so, GADC will strives to establish, implement and maintain the environmental policy in order to reduce its negative impacts on the environment, and strengthen its positive impacts as an organization.

**Top Management and Management Team:** GADC’s Executive Director (ED), is required to:

• Carry a strong commitment and competency in the promotion of gender equality, as well as ensuring that the adoption of its Environmental Policy, as an important role to fill in the organization; wherein men and women are to be considered as equal counterparts in reducing and influencing the reduction of negative impacts on the environment

• Ensure the effective implementation of Environmental Policy done by programs; and

• Build recognition of, and support for GADC’s efforts to implement its Environmental Policy, especially among GADS’s donor community.

**Middle Management:** The middle management level of the organization refers to program managers and project team leaders. GADC requires of these staffs:

• To commit to strive for the fulfillment of the environmental policy in adopting it within the organization to maintain and strengthen of the environmental positive impact of the organization;

• To Ensue the Environmental Policy is in place, and the guidelines related to the policy are adhered to, and implemented smoothly; and

• To Work towards helping GADC field based partners and program and project beneficiaries to adopt and/ or adapt an Environmental Policy of their own.

**Non-Management Staff:** Non-management staff referrers to all staff beside the top and middle management level which is required:

• To ensure that they have an understanding or relevant environmental issues to the organization and the Environmental Policy;

• To ensure that they have an understanding of the purpose of the GADC Environmental Policy and consider such as an important and useful aspect of the organization;

• To fully participate in the implementation of the Environmental Policy via:

- Improved conservation and increased efficiency in use respective of water, electricity, fuel, office supplies and other resources, renewable or not; and

- Facilitating positive organizational behavioral changes in line with environmental sustainability principles and by suggesting and acting upon all areas of the organization where improvements can be made.

**Program and Project Beneficiaries:** Program and Project beneficiaries refer to those directly involved in GADC’s field based work (Community Outreach- Training and Internship-Advocacy and Networking, and Cambodian Men’s Network). GADC requires of all beneficiaries:

• To work towards the existing policy and/or implementation of their own Environmental Policy, at the minimum, in line with that of GADC’s Environmental Policy within their homes and families, community groups, locally based organization, institution and agencies.

• To share feedbacks on effectiveness of environmental policy implementation

• To raise awareness among GADC’s community about the environmental policy and the positive impacts of mandated conservation and efficiency targets.

**Internal Factors Addressing Environmental Issue and Responsibility**

GADC is committed to establish a complementary internal guideline and control system in reference to the goals and targets of the GADC environment Policy. The following is required to be developed and maintained by the Department of Administrative and Human Resources:

• Develop the environmental internal guideline and control system use thereafter;

•Take steps to strengthen the adoption and implementation of the Environmental Policy within the organization;

• Design a process / mechanisms to review the quality and impact of the environmental policy;

• Ensure policy compliance, accountability, and oversight by relevant parties mentioned in this Policy.

The control system is to be placed with the Department of Administrative and Human Resources. The Control System should address issues bases such as environmental sustainability, climate change, and natural hazards, and the aforementioned influences on rights holders, societal institutional frameworks on law and governance, and society’s attitudes towards the environment.

Internal operations of GADC are to recognize that regardless of cause, negative environmental impacts are born by all men and women, yet women are unequally empowered to use their potential to participate in environmental sustainability and social development initiatives. Thus, guidelines to this Environmental Policy should address concerns of, and incorporate special actions to ensure women can participate in the fulfillment of this Policy, and without further placement of burden.

**Other Factors Addressing Environmental Issue and Responsibility**

In order for GADC to fulfill its vision, mission and goals, the organization engages in several program activities:

A. Community Outreach Program which is divided into 3 difference project activities:

a. Women Empowerment through Legal Awareness (WELA) Project;

b. Men’s Perspective Project (MPP); and

c. Cambodian Men’s Network (CMN)

B. Advocacy and Networking Program; and

C. Training and Internship Program

GADC’s Outreach Program and project focus and scope centers on a multitude of stakeholder types; therefore, GADC’s Environmental Policy should address issues related to environmental degradation, disaster risk reduction and climate change as compatible content options to environmental education and awareness building as additions to training, meetings, workshops, and core group activities in the relevant thematic areas of GHG emissions reductions and environmental equality to knowledge, access and participation in natural resource management processes. Subsequently, the Advocacy and Networking Program is best positioned to respond to environmental issues related to the use and management of non- renewable and renewable resources, and significant consideration is to be given to reductions and of efficiency of use without compromising the quality of the program area. Accordingly, the Training and Internship Program should incorporate both environmental education and awareness building as mandatory additions to its efforts and appropriate reductions as noted in Table 1. Primary mandatory indicators of GADC’s environmental performance are as follows:

• (Quantitative) Conservation and increased efficiency in use respective of water, electricity, fuel, office supplies and other resources, renewable or not.

• (Qualitative) Organizational behavioral and program and project operational changes to include the quality of environmental education and awareness building activities integrated, and the quality of suggestions made from all stakeholders associated with the GADC Environmental Policy respective of improvements and innovations; and (Quantitative and Qualitative)

• The incorporation of suggestions made and acted upon

The Environmental Policy makes note of GADC’s position and action on environmental sustainability even though the organization does not work directly on rural development or rural infrastructure activities in consideration of natural resource management, yet, all possible efforts are to be made to incorporate environmental education and awareness building activities akin and in alignment with all field based activities regardless of the form and function of the activity as reflected in Table 1.

**Table 1:** Internal and external environmental factors to be addressed at a minimum by program and project areas:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Program and  Project Areas | Mandatory  Environmental Impact  Reductions  (Internal) | Mandatory Environmental Impact Reductions (External) | Recommended Actions and Considerations | Environmental Education and Awareness Building Options |
| Community Outreach Program | | | | |
| Community Outreach Program |  Behavior change Participation environmental knowledge   Operations: Water, electricity, fuel, office supplies | *Think of this as targets*   Behavior change Participation environmental knowledge | *Think of this as to how*  *to reach the target* change mind set Staff building and  Adopting of this policy | GHG-IAB  GE  Ownership building |
|  Behavior change Participation environment knowledge   Operations: Water, electricity, fuel, office supplies |  Knowledge of environmental policy and environmental safety   Behave in line with environmental policy and be good role model   Reduce or minimize the use of any pollutions  and/or carbon footprint   Disseminate Env‟tal  policy to beneficiaries | change mind set  Staff building and  Adopting of this policy | GHG-IAB  GE  Ownership building |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Advocacy and  Networking |  Behavior change Participation Environmental knowledge   Operations: Water, electricity, fuel, office  supplies |  Knowledge of environmental policy and environmental safety   Behave in line with  environmental policy and be  good role model   Reduce or minimize the use of any pollutions and/or carbon footprint   Disseminate environmental policy to beneficiaries | change mind set  Staff building and  Adopting of this policy | GHG-IAB  GE  Ownership building |
| Cambodian Men’s  Network |  Behavior change  Participation  Environmental knowledge   Operations: Water, electricity, fuel, office supplies |  | change mind set  Staff building and  Adopting of this policy | GHG-IAB  GE  Ownership building |
| Training and  Internship |  Behavior change Participation Environmental knowledge   Operations: Water, electricity, fuel, office  supplies |  Knowledge of environmental policy and Environmental safety   Behave in line with  Environmental policy and be  good role model   Reduce or minimize the use of any pollutions and/or carbon footprint   Disseminate environmental to beneficiaries | change mind set  Staff building and  Adopting of this policy | GHG-IAB  GE  Ownership building |
| Administration  Support |  Behavior change Participation Environmental knowledge   Operations: Water, electricity, fuel, office supplies   Monitoring plan |  Knowledge of environmental policy and Environmental safety   Behave in line with Environmental policy and be good role model   Reduce or minimize the use of any pollutions  and/or carbon footprint   Disseminate Env‟tal  policy to beneficiaries | change mind set  Staff building and  Adopting of this policy | GHG-IAB  GE |
| Operations | Staff employment strategy |  |  | GHG-IAB GE |

 GHG-IAM: Green House Gas – Impact Awareness Building – Understanding the positive and negative impacts on the environment with and without the Environmental Policy

 GE: Gender and the Environment – Understanding environmental equality respective of knowledge, equitable access and participation in natural resource management processes.

 Ownership building: Understanding the owners of issues and the adoption of their own environmental policy in response.

**GADC ENVIRONMENTAL POLICY CAPACITY DEVELOPMENT**

1. Orientation GADC staff about this policy and make sure that this policy is in placed to all teams

2. Delegation of the power to the Officer-In-Charge (OIC) to carry out this policy

3. Sharing experience internal workshop of GADC staff and stakeholders as necessary

4. Participation of any workshops at relating to environmental issue

**CAPACITY DEVELOPMENT PROCESS**

 Baseline assessments: water, electricity, fuel, office supplies and other resources, renewable or not;

 Develop annual schedule capacity development plan;

 A quarterly orientation on environment issues and internal status of the policy implementation; and

 Annual orientation report about the environmental policy to GADC staff.

**Table 2:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Roles** | **Responsibilities** | **Allocated Resources** | **Mechanism/ Process of Delivery** |
|  Knowledge Development and Management |  Focal person is to carry out of it  policy   Reporting   Coordination   Take leads on environmental sharing workshops   Make sure any report and proposal  are appeared the cross cutting issue of the environment |  OIC   All staff involved |  OIC to initiate of any schedules  to orientation to internal GADC  staff   Reporting schedules are set up   Data set is set up  (environmental information, proposal, documentations Etc) |
|  Environmental Impact  Assessment as relevant | To conduct internal environmental impact assessment (EIA) at every two years |  OIC   Relevant staff   Stake-holders |  Review secondary data   Collect information both internal and external   Initiate idea and consult with OS  and HRM for next process |
|  Policy Oversight –  Officer In Charge (OIC) |  Take lead of any events   Fully adaptation |  OIC |  Assess and make sure the  effectiveness implementation |
|  Internal and external  relationship |  To build up team work within  organizational   To input cross cutting in proposal   To response of any correspondences |  OIC   All proposal documents and environmental data set are in placed |  Lobby to any programs or  project to be integrated environmental policy or any cross cutting issues. |

THE END

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