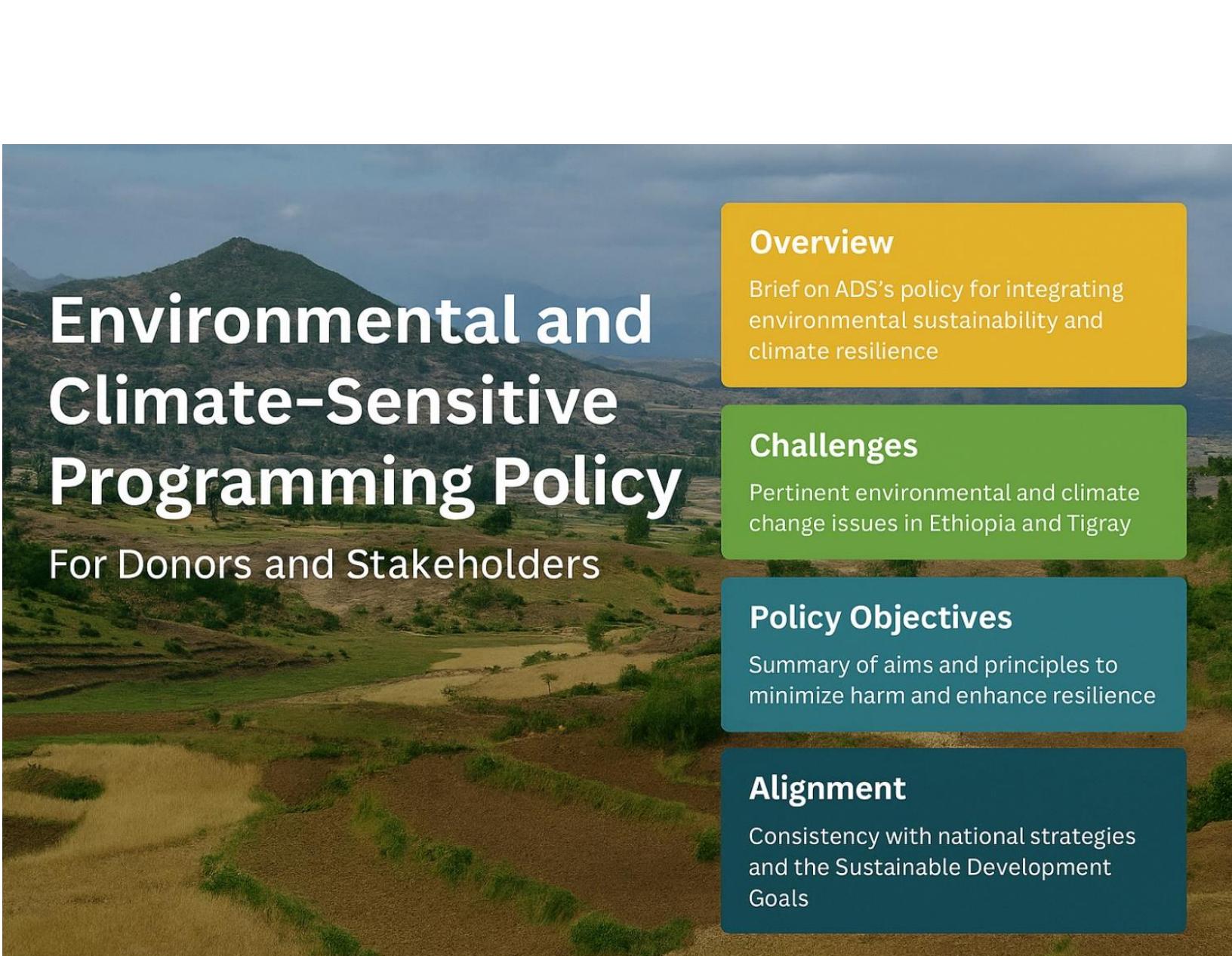




Environmental and Climate-Sensitive Policy

2025

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Environmental and Climate-Sensitive Programming Policy

For Donors and Stakeholders

Overview

Brief on ADS's policy for integrating environmental sustainability and climate resilience

Challenges

Pertinent environmental and climate change issues in Ethiopia and Tigray

Policy Objectives

Summary of aims and principles to minimize harm and enhance resilience

Alignment

Consistency with national strategies and the Sustainable Development Goals

BACKGROUND

Anenitigray Development Services (ADS) operates in the Tigray region of Ethiopia, an area significantly affected by environmental degradation, climate variability, and the ongoing consequences of conflict. Ethiopia is one of the country's most vulnerable to climate change impacts, including frequent droughts, flooding, soil erosion, deforestation, and land degradation, which threaten food security, livelihoods, and community resilience.

The region's fragile ecosystems and the heavy reliance of rural communities on natural resources underscore the importance of integrating environmental sustainability and climate resilience into all humanitarian and development efforts. Environmental degradation exacerbates vulnerabilities and undermines the long-term success of interventions aimed at poverty alleviation, health, education, and social development.

In recognition of these challenges, Ethiopia has committed to a Climate Resilient Green Economy (CRGE) strategy to balance economic growth with climate action and environmental stewardship. Similarly, the United Nations Sustainable Development Goals (SDGs), especially SDG 13 (Climate Action), SDG 15 (Life on Land), and SDG 6 (Clean Water and Sanitation), provide a global framework guiding efforts toward sustainable development and climate resilience.

As a key actor in community recovery and development, ADS acknowledge its responsibility to minimize its environmental footprint, promote climate adaptation, and support sustainable livelihoods. This policy reflects ADS's commitment to aligning its operations and programs with national priorities and international best practices to build a more resilient, healthy, and sustainable future for the communities it serves.

Executive Summary

Anenitigray Development Services (ADS) operates within the Tigray region of Ethiopia, a context marked by complex humanitarian challenges compounded by environmental degradation and climate change impacts. Ethiopia is among the most climate-vulnerable countries globally, ranked 38th in the Global Climate Risk Index 2021, with recurrent droughts, floods, deforestation, and land degradation adversely affecting over 80% of the population relying on rain-fed agriculture. The Tigray conflict has further stressed natural resources and community resilience, underscoring the urgent need for environmentally sustainable and climate-resilient programming.

In response, ADS commits to integrating environmental sustainability and climate adaptation across all its operations and programs, ensuring that interventions do not exacerbate environmental harm but rather contribute to restoring and strengthening ecosystems and community livelihoods. This policy aligns closely with Ethiopia's national priorities, particularly the **Climate Resilient Green Economy (CRGE) Strategy**, which aims to achieve middle-income status by 2025 while reducing greenhouse gas emissions and building resilience to climate shocks. Furthermore, ADS's approach supports the achievement of the **United Nations Sustainable Development Goals (SDGs)**—notably:

- **SDG 6 (Clean Water and Sanitation):** Promoting sustainable management of water resources and sanitation services.
- **SDG 7 (Affordable and Clean Energy):** Encouraging renewable energy solutions to reduce reliance on biomass and fossil fuels.
- **SDG 12 (Responsible Consumption and Production):** Advocating sustainable resource use and waste management.
- **SDG 13 (Climate Action):** Strengthening adaptive capacity and resilience to climate-related hazards.
- **SDG 15 (Life on Land):** Protecting, restoring, and promoting sustainable use of terrestrial ecosystems.

Internationally, ADS's policy reflects principles set forth by the **United Nations Framework Convention on Climate Change (UNFCCC)**, the **Sendai Framework for Disaster Risk Reduction**, and guidelines from the **Inter-Agency Standing Committee (IASC) Environment and Humanitarian Action nexus**, reinforcing a commitment to “do no harm” and ensure sustainable humanitarian practices.

This Environmental and Climate-Sensitive Programming Policy establishes a clear framework for ADS to:

- Conduct environmental risk assessments and integrate mitigation measures into project design and implementation.
- Promote community-led natural resource management, including reforestation, soil conservation, and water resource protection.
- Prioritize renewable energy and energy efficiency in both program activities and organizational operations.
- Build staff and partner capacity on climate adaptation and environmental best practices.
- Embed monitoring, evaluation, and learning (MEL) systems that track environmental and climate outcomes.
- Foster collaboration with governmental bodies, local communities, and international partners to align efforts and amplify impact.

By institutionalizing environmental responsibility and climate resilience, ADS aims to safeguard the health of ecosystems and the wellbeing of vulnerable populations, fostering sustainable development and peace in Tigray and surrounding regions. This policy will be reviewed regularly to incorporate emerging scientific evidence, national legislation updates, and evolving international standards.



1. Introduction

Anenitigray Development Services (ADS) operates in the Tigray region of Ethiopia, a region severely impacted by conflict, environmental degradation, and climate change. The vulnerability of communities in this area is heightened by recurring climate shocks such as droughts, floods, deforestation, soil erosion, and land degradation, which threaten livelihoods, food security, and health. According to the 2023 Ethiopia Climate Risk Profile by the World Bank, over 80% of the Ethiopian population relies on rain-fed agriculture, making them highly susceptible to climate variability and environmental stresses.

Environmental sustainability and climate resilience are critical to ensuring the long-term success of humanitarian and development interventions in Tigray. The degradation of natural resources exacerbates poverty and vulnerability, undermining community recovery and development efforts. Thus, it is essential for organizations like ADS to embed environmental and climate considerations into all aspects of programming and operations.

At the national level, Ethiopia has committed to achieving a Climate Resilient Green Economy (CRGE) by 2025, aiming to reduce greenhouse gas emissions while promoting economic growth and resilience. This aligns with the country's Climate Adaptation Strategy and Nationally Determined Contributions (NDCs) under the Paris Agreement. ADS supports these priorities by integrating climate-sensitive approaches that contribute to sustainable livelihoods, natural resource management, and disaster risk reduction.

Furthermore, ADS's commitment is grounded in the global Sustainable Development Goals (SDGs), particularly SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 15 (Life on Land). These goals provide an international framework for addressing interconnected challenges of environment, development, and climate change.

In addition, ADS follows international best practices and standards outlined by the United Nations Framework Convention on Climate Change (UNFCCC), the Inter-Agency Standing Committee (IASC) guidelines on Environment and Humanitarian Action, and the Sphere Handbook. These frameworks emphasize the “Do No Harm” principle and encourage humanitarian actors to minimize their environmental footprint while maximizing positive impacts.

This Environmental and Climate-Sensitive Programming Policy serves as a foundation for ADS to systematically assess and mitigate environmental risks, promote climate resilience, and foster sustainable development. It guides staff, partners, and stakeholders to adopt responsible practices that protect ecosystems, enhance community well-being, and ensure the durability of ADS's interventions in Tigray and beyond.

1.1 Scope

This policy applies to all programs, projects, operational procedures, and administrative functions carried out by Anenitigray Development Services (ADS), across all sectors and geographic locations where the organization operates. It encompasses both humanitarian and development interventions, whether directly implemented by ADS or through partners, contractors, and affiliated institutions.

The policy covers the full project cycle—from assessment and design to implementation, monitoring, evaluation, and closure—ensuring that environmental and climate considerations are consistently integrated into:

- Programmatic activities (e.g., agriculture, WASH, livelihoods, education, shelter, and protection)
- Infrastructure development or rehabilitation
- Procurement and supply chain management
- Waste management and resource consumption
- Institutional practices, staff training, and office operations

It is binding for all ADS staff, including permanent, contract, and volunteer personnel, as well as implementing partners, consultants, and service providers. All stakeholders engaged in ADS-supported activities are expected to comply with the provisions outlined in this policy.

By defining this broad scope, ADS aims to institutionalize environmentally responsible and climate-resilient practices at all levels of its organizational and field work.

1.2 Structure of the Policy

This Environmental and Climate-Sensitive Programming Policy is structured to provide a comprehensive and practical framework for integrating environmental sustainability and climate resilience into ADS's programs and operations. It is designed to guide staff, partners, and stakeholders in upholding high environmental standards and ensuring that all interventions align with national and global commitments.

The policy is organized into the following key sections:

- **Section 1: Introduction** – Provides the background, scope, and rationale for adopting an environmental and climate-sensitive approach, rooted in the Ethiopian context and aligned with global frameworks such as the SDGs and the Paris Agreement.
- **Section 2: Commitment and Leadership** – Outlines the responsibilities of ADS leadership and management in promoting environmental stewardship, including the endorsement of international charters and the organization's formal environmental commitment statement.
- **Section 3: Enhancing Environmental Responsibility** – Details the operational elements of the policy, including environmental management systems, risk assessments, integration into program design, staff training, stakeholder engagement, and continuous improvement.
- **Section 4: Glossary** – Defines key terms and concepts used throughout the policy to ensure common understanding and consistency.
- **Section 5: Bibliography** – Lists the national and international references, strategies, and best practices that informed the development of this policy.
- **Section 6: Annexes** – Provides additional technical guidance, including sector-specific environmental impact mitigation measures and a summary of ADS's ongoing climate-related initiatives.

This structured approach ensures that the policy is not only aligned with Ethiopia's national strategies and the Sustainable Development Goals (SDGs), but also operationally actionable across all ADS departments, partners, and field activities.



1.3 A Need for Environmental Responsibility

Ethiopia is a country of vast ecological and geographic diversity—ranging from highland forests and fertile valleys to semi-arid lowlands—but it remains highly vulnerable to environmental degradation and climate change. The nation faces worsening droughts, soil erosion, biodiversity loss, deforestation, and increased frequency of extreme weather events, all of which are intensifying due to rising global temperatures. According to Ethiopia's Ministry of Planning and Development (2022), environmental degradation costs the country over USD 2.5 billion annually, primarily through lost agricultural productivity and health-related impacts.

The northern region of Tigray, already ecologically fragile, has been severely impacted by years of armed conflict, which compounded long-standing environmental vulnerabilities. Massive deforestation, collapse of water infrastructure, and unmanaged waste have destabilized ecosystems that once supported agriculture, pastoralism, and rural livelihoods. Satellite imagery from UNEP and FAO (2023) confirms a sharp decline in vegetation cover in conflict-affected woredas, with knock-on effects on soil fertility, food security, and local microclimates. Moreover, over 80% of Ethiopia's population depends on natural resources for their livelihoods, and in Tigray this dependence is even higher.

Climate change, conflict, and poverty form a vicious cycle—where ecosystem damage undermines food and water access, exacerbates displacement, and increases the risk of further environmental harm through unsustainable coping mechanisms such as charcoal production or overgrazing. These environmental risks are not peripheral—they are central to humanitarian and development outcomes. The Intergovernmental Panel on Climate Change (IPCC, 2023) emphasizes that African regions experiencing conflict are among the least able to cope with and recover from climate shocks, highlighting the urgent need for locally tailored environmental resilience strategies.

Ethiopia's policy framework provides a strong mandate for this. The Climate Resilient Green Economy (CRGE) Strategy, the Ten-Year Development Plan (2021–2030), and the Nationally Determined Contributions (NDCs) under the Paris Agreement all call for integrative, climate-smart development rooted in equity, inclusion, and sustainability. These are complemented by regional initiatives like the Tigray Resilience and Recovery Plan (2024), which explicitly calls for natural resource regeneration, water system rehabilitation, and green livelihoods as pillars of recovery.

ADS recognizes that failure to account for environmental and climate risks will undermine the effectiveness, equity, and sustainability of its interventions. Therefore, the Environmental and Climate-Sensitive Programming Policy has been developed to ensure that all ADS-supported programs across Ethiopia—particularly in post-conflict and high-risk areas like Tigray—are designed and implemented in a way that:

- Minimizes harm to ecosystems, water systems, and biodiversity
- Supports adaptation and resilience for climate-vulnerable communities
- Promotes green livelihoods, sustainable agriculture, and nature-based solutions
- Aligns with global standards and national frameworks on environmental stewardship

2. Commitment and Leadership

Anenitigray Development Services (ADS) recognizes that addressing environmental and climate risks is not an optional add-on to its programming—it is a core responsibility. Strong organizational commitment and leadership are required to ensure environmental considerations are embedded into the planning, implementation, and monitoring of all programs across Ethiopia, especially in climate-vulnerable and conflict-affected regions such as Tigray.

2.1 Role of Senior Management

Senior leadership at ADS—including the Executive Director, Program Heads, and Board of Directors—bear primary responsibility for setting the tone and direction for environmental responsibility. Their specific roles include:

- **Policy ownership and oversight:** Ensuring this Environmental and Climate-Sensitive Programming Policy is adopted, updated, and integrated into all strategic plans.
- **Resource allocation:** Prioritizing funding and staffing for climate adaptation, environmental safeguards, and sustainability initiatives across projects.
- **Mainstreaming across departments:** Embedding environmental responsibility into HR, procurement, M&E, and operations policies.
- **Modeling ethical leadership:** Promoting accountability, transparency, and a culture of sustainability throughout ADS.
- **Compliance and advocacy:** Ensuring alignment with Ethiopia's Climate Resilient Green Economy (CRGE) Strategy, National Adaptation Plan (NAP), and global agreements like the Paris Accord.

Senior managers will be supported by **environmental focal points** across departments who act as technical leads, trainers, and liaisons for mainstreaming environmentally sound practices into field implementation and operational decisions.

2.2 Environmental Policy Statement

ADS's Environmental Policy reflects our commitment to achieving environmental integrity, social equity, and programmatic effectiveness by minimizing environmental harm and building resilience in the communities we serve.

Environmental Policy Statement

"Anenitigray Development Services (ADS) is committed to implementing programs that protect the environment, build climate resilience, and promote the sustainable use of natural resources. We will assess and mitigate environmental risks in all our activities, work collaboratively with local communities, and align our practices with national and global environmental standards to support a greener, safer, and more resilient Ethiopia."

This policy is endorsed by ADS's Executive Board and integrated into organizational reporting and accountability frameworks.

2.3 Environmental Commitment Statement

In line with its mission, ADS makes the following commitments:

- To prevent or minimize negative environmental impacts of its operations and programs.
- To promote climate-resilient livelihoods and nature-based solutions, particularly in vulnerable regions such as Tigray.
- To engage and empower communities, especially women and youth, in environmental protection and sustainable resource use.
- To reduce its own organizational carbon footprint and improve green practices in logistics, procurement, and energy use.
- To regularly assess, report, and improve its environmental performance through transparent and participatory processes.

These commitments are supported by operational guidelines, environmental screening tools, and learning mechanisms integrated into ADS's program cycle.

2.4 Endorsement of the Climate and Environment Charter for Humanitarian Organizations

ADS is proud to align itself with the Climate and Environment Charter for Humanitarian Organizations, developed by the International Committee of the Red Cross (ICRC) and the International Federation of Red Cross and Red Crescent Societies (IFRC). By endorsing this Charter, ADS commits to:

- Stepping up its response to growing climate and environmental risks;
- Enhancing the environmental sustainability of its operations and assistance;
- Working collaboratively with affected communities to support local climate adaptation;
- Using its influence to mobilize collective climate action across sectors.

3. Enhancing Environmental Responsibility

To implement its commitments and ensure measurable environmental and climate action, Anenitigray Development Services (ADS) adopts a structured approach across all programming and operations. This section outlines the key systems and practices that will ensure ADS mainstreams environmental sustainability and climate sensitivity in its day-to-day work.

3.1 Environmental Management System (EMS)

An Environmental Management System (EMS) is a structured framework that helps organizations manage and reduce their environmental impacts systematically. ADS's EMS enables the organization to comply with environmental standards, anticipate and mitigate risks, and promote continuous improvement in sustainability practices.

Objectives of the EMS:

- Identify and monitor environmental risks associated with programs and operations;
- Implement mitigation measures to reduce negative environmental impacts;
- Ensure compliance with Ethiopian environmental laws, policies, and international standards;
- Promote environmentally sound practices in logistics, procurement, and infrastructure;
- Facilitate learning and accountability through monitoring, evaluation, and reporting.

Key Components of the ADS EMS:

1. Environmental Risk Identification and Screening

All ADS projects undergo **initial environmental screening** at the design stage using a standardized checklist aligned with Ethiopia's **Environmental Impact Assessment (EIA) Proclamation No. 299/2002**. Based on the outcome, projects may require full EIA or development of an Environmental Management Plan (EMP).

2. Integration into the Project Cycle

Environmental safeguards are embedded throughout the project lifecycle—from assessment and design to implementation, monitoring, and exit strategies. ADS field staff and partners are trained to recognize environmental risks and apply mitigation measures accordingly.

3. Operational Guidelines and SOPs

ADS will develop internal **Standard Operating Procedures (SOPs)** for sectors such as agriculture, WASH, construction, and livelihoods to standardize green practices (e.g., waste management, water conservation, use of renewable energy technologies).

4. Monitoring, Evaluation, and Reporting (MER)

Environmental indicators are integrated into ADS's MER systems. Program teams collect data on resource use, waste, land restoration, and community engagement in climate adaptation. Results are used for adaptive management and external reporting.

5. Accountability Mechanisms

Each department will designate an **Environmental Focal Point** responsible for

implementation and compliance with EMS protocols. Annual internal audits and donor reports will include a dedicated section on environmental performance.

6. Alignment with National and International Frameworks

The EMS is designed to align with Ethiopia's **CRGE Strategy, National Climate Change Policy (2011)**, and the **SDGs**, as well as global best practices from the **UN Environment Programme (UNEP)** and the **Inter-Agency Standing Committee (IASC)**.

Example Applications:

- In a school-feeding project, EMS ensures energy-efficient cooking methods and reduced firewood dependency.
- In a livelihood initiative, it promotes climate-smart agriculture and sustainable land management.
- For construction projects, it requires sourcing of materials with minimal ecological impact and proper waste disposal.

3.2 Environmental Assessments and Risk Screening

Environmental assessments are critical tools that help ADS identify, prevent, and mitigate potential environmental and climate-related harms before they occur. ADS integrates environmental risk screening and management into every phase of the program cycle, ensuring that all activities—whether humanitarian, recovery, or development—comply with national environmental regulations and global best practices.

Objectives of Environmental Assessment at ADS:

- Ensure that ADS interventions do not unintentionally degrade ecosystems or natural resources;
- Identify both environmental risks and opportunities for promoting climate resilience;
- Provide evidence-based recommendations for risk mitigation and resource optimization;
- Enhance accountability and transparency in line with Ethiopia's environmental governance framework.

Key Tools and Approaches:

1. Initial Environmental Screening (IES)

All new projects—regardless of size or sector—undergo an **Initial Environmental Screening** using ADS's standardized checklist. The checklist assesses:

- Type of activity (e.g., construction, water sourcing, agriculture)
- Sensitivity of the location (e.g., wetlands, deforested areas, watersheds)
- Community vulnerability (e.g., drought-prone, deforested, erosion-prone)

The screening process follows Ethiopia's **EIA Proclamation No. 299/2002** and is completed during project design. Projects are then categorized as:

- **Category A:** Requires full Environmental Impact Assessment (EIA)
 - **Category B:** Requires a simplified Environmental Management Plan (EMP)
 - **Category C:** Minimal risk; mitigation integrated into operational SOPs
2. **Environmental Impact Assessment (EIA)**
For high-risk interventions (e.g., borehole drilling, irrigation systems, road rehabilitation), ADS commissions a formal EIA conducted by certified professionals and in consultation with the **Ethiopian Environmental Protection Authority (EPA)** or its regional equivalent. These EIAs include:
- Baseline environmental studies
 - Predicted impacts and their significance
 - Public participation and stakeholder feedback
 - Mitigation and monitoring plans
3. **Environmental Management Plans (EMP)**
For moderate-risk projects, ADS develops an EMP outlining:
- Mitigation measures (e.g., afforestation, erosion control)
 - Implementation responsibilities
 - Budget allocations
 - Monitoring indicators and frequency
4. **Climate Risk and Vulnerability Assessment (CRVA)**
In regions like Tigray where climate shocks are frequent, ADS integrates CRVAs to evaluate:
- Exposure to drought, flooding, and temperature extremes
 - Adaptive capacity of target communities
 - Recommendations for integrating climate-resilient solutions (e.g., drought-tolerant crops, rainwater harvesting, climate-proof infrastructure)
5. **Participatory Environmental Analysis**
ADS uses community-based methods (e.g., PRA tools, eco-mapping, seasonal calendars) to capture local knowledge, priorities, and coping strategies. This participatory approach ensures local ownership and integration of indigenous adaptation practices.

Application in ADS Sectors:

- **WASH:** Ensure safe distance of latrines from water sources; prevent contamination and promote greywater reuse.
- **Livelihoods:** Promote agroecology, crop diversification, and composting to reduce soil depletion.
- **Shelter/Construction:** Avoid building in flood zones; use sustainable materials and energy-efficient designs.
- **Education and Child Protection:** Maintain green school compounds, plant trees, and ensure safe waste disposal in child-friendly spaces.

Review and Compliance:

- Environmental screenings and assessments are reviewed by the **ADS Program Quality and Compliance Unit**.
- Projects with high environmental risk must receive formal approval from senior management and, where applicable, the **Regional Environmental Protection Office**.
- All assessments and EMPS are stored in ADS's internal MEL system and made available to donors upon request.

3.3 Integration into Operational Processes

To effectively mainstream environmental sustainability and climate resilience into its work, **Anenitigray Development Services (ADS)** is committed to embedding environmental considerations across all **organizational systems, procedures, and sectoral interventions**. Environmental responsibility is not a standalone activity—it must be internalized within **day-to-day operations**, project management, procurement, logistics, human resources, and partnership frameworks.

1. Program Design and Planning

Environmental and climate risk analysis is a **core component of the project design phase**. All project proposals must:

- Include findings from environmental screenings or assessments;
- Articulate expected environmental and climate impacts;
- Identify mitigation measures and green innovations;
- Budget for environmental safeguards (water-saving technologies, tree planting, etc.);
- Reflect climate-smart and nature-based solutions (e.g., use of drought-resistant crops, renewable energy).

All proposals submitted to donors or partners are reviewed for environmental compliance by ADS's **Program Quality Unit** prior to approval.

2. Procurement and Logistics

ADS will ensure that procurement and logistics systems support environmental objectives by:

- Prioritizing **eco-friendly and locally sourced materials**;
- Banning the use of single-use plastics (except for medical emergencies);
- Using **energy-efficient and low-emission transport** methods where feasible;
- Implementing waste-reduction strategies at distribution sites (e.g., reusable packaging);
- Partnering with environmentally responsible suppliers who comply with national regulations.

Sustainable procurement guidelines will be integrated into ADS's **Procurement Manual** and vendor pre-qualification criteria.

3. Human Resources and Staff Operations

Environmental performance will be strengthened through:

- **Job descriptions** that include environmental responsibility for relevant roles;
- Staff **orientation and onboarding** that includes mandatory training on environmental policy;
- Inclusion of environmental KPIs in **performance appraisals** for program managers and logistics leads;
- Office operations minimizing waste and energy use (e.g., paperless systems, solar power, carpooling).

A “Green Office Practice” checklist will be rolled out to all field and coordination offices by 2026.

4. Monitoring, Evaluation, Accountability and Learning (MEAL)

Environmental indicators will be integrated into ADS’s MEAL systems to track:

- Implementation of mitigation measures;
- Environmental benefits (e.g., trees planted, emissions reduced);
- Community engagement in conservation activities;
- Complaints and feedback related to environmental risks.

Quarterly and annual reports will include a **section on environmental performance**, and learning from implementation will be used to improve practice. The MEAL team will collaborate with technical advisors to ensure quality and adaptive management.

5. Emergency and Crisis Response

ADS recognizes that rapid response activities during conflict, displacement, or disaster carry heightened environmental risks. Therefore:

- All emergency relief projects will include a rapid environmental risk screening;
- Mobile humanitarian teams will be trained to avoid harmful practices (e.g., dumping waste near water sources);
- Temporary shelters, WASH facilities, and distributions will include environmental safeguards.

This is especially critical in conflict-affected areas like Tigray where fragile ecosystems are already under stress.

6. Partnerships and Coordination

All implementing partners, contractors, and service providers will be required to:

- Adhere to ADS's environmental and climate policy;
- Participate in joint environmental monitoring (where relevant);
- Share good practices and innovations to promote environmental responsibility.

ADS will work collaboratively with **regional environmental authorities, the Ministry of Environment, Forest and Climate Change (MoEFCC), community-based organizations, and UN agencies** to support joint environmental action and advocacy.

3.4 Training

Training is a cornerstone of ADS's strategy to operationalize environmental and climate-sensitive programming. Building awareness, knowledge, and practical skills across all staff and partners ensures that environmental responsibility is not limited to policy documents but translated into meaningful, everyday actions across all programs and operations.

Objectives of ADS Environmental Training:

- Equip staff with the capacity to assess, mitigate, and monitor environmental risks;
- Promote behavior change and decision-making that favors sustainability;
- Ensure compliance with Ethiopian environmental policies and global standards;
- Foster innovation in green livelihoods, nature-based solutions, and climate-smart practices.

Target Groups and Training Tiers:

1. ADS Staff (All Levels)

All staff, including senior management, program officers, M&E teams, HR, finance, logistics, and support staff, will receive tiered environmental training:

- **Basic Induction:** Introduction to environmental policy, SDGs, CRGE, ADS commitments.
- **Role-Specific Modules:** For example, WASH teams trained on water-source protection; procurement staff trained on green sourcing.
- **Leadership Sessions:** Executive training on mainstreaming environmental priorities into strategic decisions.

2. Field Staff, Volunteers, and Community Facilitators

Field agents and volunteers are closest to implementation and communities. They will be trained to:

- Conduct eco-sensitive community engagement;
- Apply environmental SOPs in shelters, distributions, livelihoods, and education projects;
- Monitor and report on environmental risks and feedback from the community.

3. Partners, Suppliers, and Contractors

ADS will offer training to local partners and service providers on:

- Compliance with environmental clauses in contracts;
- Risk prevention in construction, transport, and supply chains;
- Joint monitoring of mitigation plans (e.g., tree planting, erosion control).

Training Formats and Delivery:

- **Workshops and On-site Training:** Hands-on, sector-specific sessions during program roll-out or inception phases.
- **E-learning and Mobile-Based Modules:** Especially useful in remote or insecure areas (e.g., Tigray rural woredas), where internet and mobility may be constrained.
- **Simulations and Case Studies:** To promote practical understanding of real-life environmental dilemmas and solutions.
- **Peer Learning and Reflection Circles:** Cross-learning platforms across ADS project areas to share innovations and challenges.

Institutional Integration and Monitoring:

- Environmental training will be mandatory during staff onboarding.
- Refresher trainings will be held annually and updated based on lessons learned, national environmental guidelines, and donor priorities.
- Training outcomes will be tracked through pre/post assessments, participant feedback, and incorporation of skills into staff performance evaluations.
- The HR and Program Quality Units will maintain training records and ensure equitable access to opportunities across regions and departments.

Conclusion

Environmental sustainability and climate resilience are no longer optional—**they are foundational to effective, inclusive, and ethical humanitarian and development action.** For Anenitigray Development Services (ADS), operating in one of Ethiopia's most climate-vulnerable and conflict-affected regions, this policy reflects a strategic and moral commitment to protecting ecosystems, promoting community adaptation, and ensuring that recovery does not come at the expense of nature or future generations.

This Environmental and Climate-Sensitive Programming Policy provides a practical framework for integrating environmental thinking into **every level of the organization**—from strategic planning and project design to procurement, implementation, monitoring, and learning. It aligns ADS's operations with Ethiopia's **Climate Resilient Green Economy (CRGE) Strategy**, its **National Adaptation Plan**, the **Sustainable Development Goals (SDGs)**, and internationally endorsed instruments such as the **Climate and Environment Charter for Humanitarian Organizations**.

ADS acknowledges that meaningful change requires more than policies—it demands **continuous learning, staff ownership, leadership commitment, and strong community partnerships.** Through environmental screening tools, training, knowledge sharing, and monitoring systems, ADS will ensure that its projects contribute not only to social and economic recovery, but also to ecological restoration and long-term climate resilience.

In doing so, ADS positions itself as a responsible, forward-looking organization—one that respects the land, listens to communities, and champions a greener, safer, and more just future for all.