

ANNEX 4: ACTION PLAN FOR PRIORITY AREA 3: INFRASTRUCTURE AND DEVELOPMENT GUIDELINES

Strategic Objective: Develop, disseminate, and implement vulture guidelines for infrastructure development, aligned with international best practices and approved by all Range Member States by 2035.

Strategies	Activities	Outcomes	Indicators	Targets	Means of Verification	Timeline '25 '26 '27 '28 '29 '30 '31 '32 '33 '34 '35	Responsible	Other Actors	Level of Implementation
Strategy 1: Integrate vulture Conservation into Infrastructure Development	Activity 1: Facilitate a collaborative process to develop informed conservation guidelines by organizing stakeholder workshops and reviewing research on vulture conservation and infrastructure planning, including spatial planning for wind energy projects.	Input and insights gathered	Number of regional and national workshops	At least two regional and 26 Range State workshops	Workshop program and reports, Report on adopted recommendations		RMS	Partner NGOs, developers, local communities	National, Regional
		A comprehensive and evidence-based foundation for the development of effective and sustainable vulture conservation guidelines within the context of infrastructure planning developed	Number of regional and national reports on documented synthesis or literature review	One regional and 12 National reports	Reports on document synthesis and literature review		RMS	Partner NGOs, developers, local communities	National, Regional
	Activity 2: Develop, implement, and periodically review and update detailed infrastructure development guidelines tailored to the regional context of SADC Member States, emphasizing processes that minimize impacts on vulture populations. These guidelines should provide best practices for site selection, construction methodologies, and habitat preservation, while also considering the unique legal frameworks and decision-making processes of each country. The guidelines should also include operational phase mitigation measures including shutdown on demand, and on-site carcass management.	Infrastructure development projects that demonstrably minimize negative impacts on vulture populations implemented	Number of regional and standardized national guidelines	One regional set, and 12 Range State guidelines	Guidelines documents, on-site inspections, project designs, Expert ornithologist assessments and reviews		RMS	Partner NGOs, developers, local communities, ornithologists	National, Regional
	Activity 3: Develop and implement a robust dissemination strategy, including the publication of the guidelines in accessible formats, and implement training programs to educate stakeholders on the importance of these guidelines and how to effectively integrate them into their infrastructure projects.	Stakeholder awareness, understanding, and commitment to vulture conservation increased.	Number of regional and national dissemination strategy documents	One regional and 12 Range state strategy documents	Dissemination Strategy documents. Review of project reports (e.g., EIA/ EMP documentation).		RMS		National, Regional

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Strategy 2: Design eco-friendly infrastructure for vulture conservation	Activity 1: Mandate comprehensive EIAs for all proposed infrastructure projects to identify potential impacts on vulture habitats and species, supporting the development of mitigation strategies.	Guidelines are incorporated into national/regional/ local policies & regulations.	Number of regional and national policies formally adopting guidelines	One regional policy and 12 Range State policies	Reviewed policy documents, Reviewed project permitting processes procedures, Legal audits and compliance checks reports												RMS		National, Regional	
	Activity 2: Incorporate green infrastructure elements, such as wildlife corridors, green roofs, and native vegetation, into project designs to enhance habitat connectivity and support vulture populations.	Green infrastructure elements in project designs adopted.	Number of Range States with policies, and regulations on green infrastructure	All Range States	Project documentation reviews (EIAs, EMPs, design plans, construction logs). Site inspections. Permit compliance checks. Review of landscape plans. Project documentation.												RMS		National	
	Activity 3: Create and use tailored design guidelines for different types of infrastructure projects that prioritize vulture conservation, providing specific recommendations for features that minimize habitat disruption and promote safe vulture movement.	Tailored design guidelines created, accessible, and disseminated to relevant stakeholders (e.g., engineers, planners, developers, environmental agencies).	Number of Range States with tailored design guidelines	All Range States	Review of guideline documents. Website/ database search for the guidelines. Distribution records (email logs, workshop attendance).												RMS		National	
	Activity 4: Identify existing infrastructure that poses a threat to vulture populations and recommend vulture friendly adjustments when it is being repaired or retrofitted.	Vulture mortality reduced and safety for vulture populations enhanced	Number of infrastructure sites identified as threats to vulture populations. Percentage of identified infrastructure retrofitted or replaced with safer alternatives.	All infrastructure identified as threats, 100% of infrastructure identified as threats is either retrofitted or replaced	Field surveys and monitoring reports documenting infrastructure assessments and identified threats to vulture populations. Records of completed retrofit and replacement projects												RMS	Developers, Partner NGOs	Local, National	
	Activity 5: Facilitate collaboration among project developers, energy engineers, conservationists, and local communities to ensure eco-friendly design principles are effectively integrated and maintained throughout the infrastructure project life cycle.	Integration and maintenance of eco-friendly design principles throughout the entire project life-cycle successful.	Number of national instruments incorporating eco-friendly design principles in the project's life cycle	12 Range State policies	Project plans, design documents, construction specifications, operational manuals, and environmental impact assessments												RMS		National	
	Activity 6: Establish and implement monitoring systems to evaluate the effectiveness of eco-friendly design principles in reducing habitat destruction and human-vulture conflict, and adapt strategies as needed based on results.	Habitat destruction and human-vulture conflict reduced	Amount of land use changes, Number of human-vulture interactions (HVC)	Hectares of national land use change in critical habitats, number of WVC interactions	National reports on land use change in critical vulture habitats, national reports on HVC												RMS	Partner NGOs	Local, National	

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Strategy 3: Monitor and enforce infrastructure development compliance	Activity 1: Establish or enhance and implement a policy framework that requires developers to adhere to specific guidelines when operating in identified vulture-sensitive areas, as determined through the Environmental Impact Assessment (EIA) process.	Protection of vulture populations and their habitats improved	Number of developers submitting Environmental Impact Assessments (EIAs) in compliance with the established policy framework.	All the new development projects in vulture-sensitive areas must have EIAs that adhere to the established policy framework	Review of submitted Environmental Impact Assessment documents to confirm compliance with the policy framework.													RMS	Developers	Local, National
	Activity 2: Create and implement a comprehensive monitoring framework that outlines key indicators, methodologies, and timelines for assessing compliance with the infrastructure development guidelines. This framework should include criteria for data collection and analysis, ensuring clarity and consistency.	Fully functional and comprehensive monitoring framework designed and implemented	Number of regional and national frameworks	One regional guiding framework, 12 standardized national monitoring frameworks	Framework documents, implementation reports, M&E reports													SADCS, RMS	Partner NGOs, Private Sector	National, Regional
	Activity 3: Provide training programs for Government personnel involved in monitoring, enforcement, conducting assessments and reporting compliance status.	Personnel trained	Number of regional and national annual training programs	One regional and 12 Range State training programs every year	Approved training modules or material, training program, implementation reports, feedback reports													SADCS, RMS, Private sector, local communities		National, Regional
	Activity 4: Schedule regular compliance audits for infrastructure projects to assess adherence to the established guidelines. These audits should focus on both pre-construction and post-construction phases to ensure ongoing compliance.	Infrastructure projects regularly assessed for compliance	Number of infrastructure projects audited, and the percentage found to be compliant with the guidelines annually	All qualifying projects, 100% compliance in each Range State	Audit reports, Review records of follow-up audits.													RMS	Project developers	Local, National
	Activity 5: Establish and implement grievance mechanisms for stakeholders and the public to report non-compliance or potential violations. This may involve setting up online platforms, hotlines, or community-based reporting systems that encourage transparency and accountability.	Stakeholders and the public have accessible and effective channels to report non-compliance or potential violations	Number of reports received, and the percentage of those reports that are investigated and resolved within a defined timeframe	All non-compliance or violations reports in each Range State every year	Report system documentation, Reports on non-compliance and violations, investigations reports, feedback surveys													RMS	Project developers	Local, National
	Activity 6: Develop and implement enforcement protocols that detail actions to be taken in cases of non-compliance, including fines, penalties, or remediation measures. This should also involve legal frameworks that support effective enforcement.	Projects adhere to the established guidelines	Number of standardized enforcement protocols implemented annual compliance report by each Range State	12 Standardized national enforcement protocols for and 12 annual compliance reports by the Range States	Documentation of national enforcement protocols, Compliance reports, Investigations reports, follow-up reports, Feedback surveys													RMS	Partner NGOs, Project developers	National

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	Activity 7: Foster ongoing communication and collaboration with stakeholders, including project developers, communities, and conservationists, to share monitoring results, progress updates, and to encourage a culture of compliance.	Stakeholders (developers, communities, conservationists) actively engaged	Number of Range States that developed mechanisms for on-going communication and collaboration	All Range States	Documentation of communication and collaboration mechanism, implementation reports, feedback surveys													RMS, project developers, Communities.	Developers	Local, National
Strategy 4: Prioritize technical assistance and support for vulture-friendly infrastructure development	Activity 1: Organize workshops, training sessions, and conferences for infrastructure developers and government agencies on vulture conservation and the implementation of vulture-friendly infrastructure development practices.	Developers and government agencies have the knowledge, skills, and understanding to design and implement vulture-friendly infrastructure development practices	Number of regional and national training programs	1 regional and 12 annual programs by Range States	Module documents, training material, attendance registers, feedback reports													RMS	NGOs, developers, communities etc	National, Regional
	Activity 2: Provide technical support to developers and government agencies on the design and implementation of vulture-friendly infrastructure development practices, including assessments, feasibility studies, and project planning.	Implementation of vulture-friendly infrastructure development practices successful.	Number of infrastructure projects that incorporate vulture-friendly design elements in each Range State.	All qualifying projects in each Range State	Project feasibility studies and assessment results													SADCS, RMS, Developers		Local, National
	Activity 3: Develop and share resources, including case studies, best practices, and technical guides, to support developers and government agencies in implementing vulture-friendly infrastructure development practices.	Developers and government agencies proactively and successfully integrate vulture-friendly practices into infrastructure projects	Number of regional and national sets of best-practices and technical guides	1 regional and 12 standardized national sets of best practices and technical guides	Documentation of best practices and technical guides, implementation reports													RMS	Developers, Conservationists	National, Regional
	Activity 4: Facilitate networking and partnerships among developers, government agencies, and conservation organizations to leverage expertise, resources, and collaboration in vulture conservation efforts.	Collaborative environment created	Number of Range States that have partnered developers and conservationists	All Range States	Partnership documents, implementation reports, M&E reports													RMS, Developers, Conservationists	Other partner NGOs	Local, National
Strategy 5: Collaborate with international experts and organizations to stay updated on best practices in vulture conservation and infrastructure development.	Activity 1: Identify and establish relationships with international experts, organizations, and institutions with expertise in vulture conservation and infrastructure development.	Collaboration and knowledge exchange to support vulture conservation efforts enhanced	Number of established relationships (partnerships, collaborations, agreements) with international experts, organizations, and institutions	At least 10 meaningful relationships per Range State	Signed agreement documents, Database of identified international contacts, Reports or publications resulting from collaborations													RMS, International Partners	Other partner NGOs	National

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	Activity 2: Engage in a series of integrated networking, research, and experiential learning initiatives aimed at enhancing expertise in vulture conservation and infrastructure development. This will include participating in international conferences, workshops, and online forums; conducting literature reviews and case studies to assess best practices; and organizing study visits to countries with successful projects	Expertise and capacity in vulture conservation and infrastructure development enhanced.	Number of range States that implemented collaborative international engagements.	All Range States	Agendas, presentations, and reports from conferences, workshops, and online forums attended, Reports or documentation demonstrating how the new knowledge was integrated into local conservation strategies.													RMS, International Partners		Local, National
	Activity 3: Document and share knowledge gained from international collaborations and best practices through reports, publications, and presentations to domestic stakeholders, policymakers, and practitioners.	Awareness, understanding, and application of international best practices in vulture conservation and infrastructure development among domestic stakeholders, policymakers, and relevant organizations enhanced	Number of policy changes or conservation actions that directly reference or utilize information gathered from international collaborations and best practices.	One policy document per Range State	Policy documents, conservation plans, or other official documents that cite or incorporate knowledge gained.													RMS, International Partners	NGOs	National
	Activity 4: Collaborate with international partners to develop standardized guidelines, protocols, and standards for vulture conservation and infrastructure development that can be adopted globally.	Standardized, globally applicable guidelines, protocols, and standards for vulture conservation and infrastructure development developed	Number of a set of guidelines, protocols, standards developed	12 sets developed, each per Range State	Documents of guidelines, protocols, and standards													RMS, International Partners	NGOs	National
Strategy 6: Develop and promote innovative solutions to mitigate the impact of infrastructure development on vulture habitats and populations	Activity 1: Conduct research and analysis to identify the causes and effects of infrastructure development on vulture habitats and populations, as well as potential solutions.	Comprehensive understanding of the impacts of infrastructure development on vultures enhanced	Number of national research programs commissioned	One national research programme launched per Range State	Research findings, publications in referred journals, Case studies detailing the impacts of specific infrastructure projects.													RMS	Partner NGOs, Researchers	National
	Activity 2: Identify, develop, and deploy innovative solutions to mitigate the impacts of infrastructure development on vulture habitats and populations, such as vulture-friendly infrastructure design or habitat restoration.	Innovative, evidence-based solutions created and developed	Number of Range States that identified specific, feasible, and potentially effective solutions, and that developed detailed designs, plans, and prototypes for selected solutions.	All Range States	Detailed designs and specifications for vulture-friendly infrastructure (e.g., bridge designs, power line modifications). Prototypes or models of proposed solutions.													RMS, developers	Funders	Local, National

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	Activity 3: Engage with stakeholders, including local communities, infrastructure developers, and conservation groups, to gather feedback and input on the innovative solutions.	Inclusive stakeholder input that informs the refinement and acceptance of innovative solutions aimed at mitigating impacts on vulture habitats.	Numbers of Range States developed and implemented national stakeholder engagement programs	All Range States	Approved national engagement program documents, implementation report, M&E reports													RMS	Partner NGOs, communities, other stakeholders	Local, National
	Activity 4: Develop and implement an outreach and communications plan to promote innovative solutions to a wider audience, including policymakers, industry leaders, and the general public.	Awareness, understanding, and adoption of innovative solutions aimed at minimizing negative impacts on vulture habitats and populations among target audiences increased	Number of Range States developed and implemented national outreach and communication programs	All Range States	Approved national outreach and communications program documents, implementation reports, &E reports													RMS	NGOs, Communities, Researchers	National
	Activity 5: Collaborate with national governments, as well as industry leaders, to develop and implement policies and regulations that support the adoption of innovative solutions to mitigate the impacts of infrastructure development on vulture habitats and populations.	Supportive policies and regulations (and industry best practices) developed	Number of Range States that developed supportive policies and regulations	All Range States	Documentation of policies, regulations and industry standards														RMS, Industry	NGOs