



## Environment Policy

Organization of literacy support for independent Afghanistan

# 2025

# OLSIA ENVIRONMENT POLICY

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# OLSIA ENVIRONMENT POLICY

## Board Approval

The board of director of OLSIA, by resolution duly adopted by unanimous vote at a meeting duly called and held and not subsequently rescinded or modified in any way, has duly determined that this policy is workable and fair to and in the best interests of OLSIA, the board, approve this policy, recommended for use and directed that the amendment be submitted for consideration by OLSIA board members and ED at the OLSIA board meeting.

Each member of the board agrees to perform such further acts and execute such further documents as are necessary to effectuate the purposes hereof. This policy manual shall be understood and enforce in accordance with and governed by the laws of the government of Afghanistan.

The OLSIA Board Approval constitutes approval of this policy manual undersigned.

Abdul Qaum Almas

Signature

Fazal Rabani

Signature

Abdul Jabar Ameri

Signature

Farhad Naderi

Signature

Haroon Ahmadi

Signature



# OLSIA ENVIRONMENT POLICY

## Policy Update

In order to provide flexibility and operate within this policy, the policies and procedures in this manual are subject to review and updates on regular basis. This policy was created in March 2024 and reviewed in April 2024. The changes in rules and regulation, and implementation of new environmental safeguard measures and practices are subject to changes in regulations and the existed processes or policies of OLSIA will need to be modified accordingly. Added this, it's important that any best practices or 'lessons learned' are regularly incorporated into the policies and procedures for continual improvement in regards to safe and clean environment.

Any changes and updates will be incorporated in this manual on annual basis and will be effective for implementation after the approval of the OLSIA board. The next review of the policy will be performed in Jan 2027.

## Policy Implementation

The Executive Director, supported by the environmental focal point, is responsible for developing, reviewing and implementing policies and procedures, as well as monitoring existing project and organizational based practices. OLSIA believes that all relevant staff receive access and necessary trainings about environmental practices and this policies and procedures of the organization, so the benefits the document creates can be realized.

The OLSIA board has a fiduciary duty to the organization to ensure that its staff understands and takes into consideration the proper use of the document and its implementation in practice. This includes making sure that there are good documented policies and procedures to environmental safeguard and management of OLSIA is responsible for ensuring these policies and procedures are communicated, followed, monitored, and corrected as needed.

## Policy Orientation

The purpose of this policy is to ensure environmental safeguard at workplace organization and promote environmental consideration and responsibilities to the community. This manual includes policies and rules that align with the overall goals of the organization that are written with enough clarity to be understood by individuals throughout the organization.

It is important that all staff, volunteers and clients understand the importance of environmental consideration and the policies and procedures adopted in this document. To effectuate, OLSIA environmental focal point is responsible to conduct an orientation about the policy and all the updates and changes incorporated in this manual.

## Background of the Organization

The Organization of Literacy Support for Independent Afghanistan (OLSIA) was founded in 2024 with the conviction that education is the cornerstone of lasting peace, economic stability, and social inclusion in Afghanistan. Grounded in the belief that every person—regardless of age, gender or circumstance—deserves the opportunity to learn and grow, OLSIA is committed to building a brighter future for Afghan communities.

# OLSIA ENVIRONMENT POLICY

From its inception, OLSIA has positioned education as “first and for all,” directing its efforts toward increasing access to literacy, computer skills, vocational training and the English language. By mobilizing educated Afghan youth and partnering with local communities, OLSIA strives to overcome barriers that have long limited opportunities, especially among women and underserved populations.

Operating across multiple provinces, OLSIA implements projects that combine classroom learning with practical skill-building: establishing computer learning centers, delivering soft-skills training, and facilitating vocational pathways. These initiatives are designed not only to educate but to empower learners to participate meaningfully in the economy and society.

OLSIA’s vision is of a united and prosperous Afghanistan where development opportunities are accessible to all, thereby fostering social inclusion and stability. Its mission centers on building a collective movement of educated Afghan youth who champion education for all ages and all genders—with no discrimination. The ultimate goal is to enhance livelihoods, create economic opportunities, and contribute to the country’s long-term development.

Through transparent governance, community-centered design and partnerships that link education with employment, OLSIA seeks to ensure that every Afghan has a chance to unlock their potential. We believe that when people lead their own learning and development, the benefits ripple outward—strengthening families, communities and the nation.

## Our Vision:

A united and prosperous Afghanistan where education and development opportunities are accessible to all, fostering social inclusion and stability.

## Our Mission:

We aim to build a collective movement of educated Afghan youths to support education above all, education for all ages and all genders without any discrimination of any kind.

## Goal

To improve access to education, vocational skills, and economic opportunities, enhancing the livelihoods of Afghan communities and contributing to the country’s long-term development.

## Humanitarian Principles:

OLSIA is committed to the principles that are central to establishing and maintaining the provision of humanitarian response to the affected people in natural disasters and complex emergency situations and/or implementation of human development interventions. The main humanitarian principles defined by UN have been adopted by OLSIA. The four core principles are:

- Humanity
- Neutrality
- Impartiality and,
- Independence
-

# OLSIA ENVIRONMENT POLICY

## ENVIRONMENT

Clean and healthy environment is crucial and vital for the existence of all species on earth and humanity, animals, plants and etc. depend and rely on healthy environment for their existence without which, we may witness drainage of solid waste disposal, contamination of water, food, insufficient hygiene and exposure to different types of diseases.

The rationale behind this policy is aimed at highlighting the regulations that identify, avoid, address and manage environmental risks associated with improper utilization of resources and preventing measures, actions, operations, activities and human behavior within the organization that are presumed to have adverse and undesirable effect on the environment. Notwithstanding this, these also fosters an environment-friendly atmosphere and to apply these regulations as cross-cutting actions in designing and implementation of projects. This policy in general revolves around the following principles in line with national and international standards:

- Enhancing the environmental sustainability of its activities and operations
- Protecting the environment
- Increasing resource efficiency to avoid damage to environment
- Aligning its actions, measures, operations and activities in line with national and international environmental standards
- Building the capacity of its staff in planning and implementing environmentally sound activities
- Fostering cooperation and collaboration with local community people and raising their awareness on environment and its protection in all of its activities

## CONTEXT

Afghanistan is considered to be among the countries ranking high in terms of air, water and environment pollution with insufficient solid waste disposal services. In urban areas, the air is polluted with fossilized fuel consumption, their waters are contaminated with sewerage and other human and animal wastes and its lands are eroded by deforestation and other human-made calamities.

The negative effects and impacts of environment pollution have manifested themselves in expansive drought, soil erosion, water contamination with sewerage, massive floods, disposal of plastic and solid waste in open areas and causing respiratory diseases and other epidemics. Additionally, the lives of rare animal and plant species are also prone to threats of extinction due to uncontrolled hunting by the local community people while rare species of plants have been eliminated or they are exposed to extinction due to unbridled grazing by the herds of domestic animals.

Furthermore, hazardous and toxic materials are exposed open in the air and in the densely populated areas and consumption of clean power and energy is not controlled to conserve clean energy which in turn results in utilization of fossilized fuel for heating and other domestic and commercial purposes. These altogether have joined their hands to create a polluted environment making lives difficult for humans, animals and nature at large.

## Environment in Humanitarian Response

### Assessment and Analysis

The need assessment for humanitarian intervention will contain sections for identifying environmental problem. Identifying environmental problem at the earliest stage possible will save lives and also prevent further contamination. Any major concerns identified will immediately be reported to relevant national and international agencies including UNEP.

### Intervention/ Design

The intervention itself should not be the cause of environmental problem including contamination of all kinds, solid and liquid waste pollution, deforestation, surface contamination and topsoil erosion, water level depletion and contamination. The affected people survival is basic need, food, water and wood for shelter, cooking and heating. The program team will ensure that humanitarian response will provide the means for controlled use of natural resources.

### Mainstreaming Environmental concerns

Part of the environmental design of humanitarian projects is mainstreaming the environmental issues with all relevant stakeholders for considering environmental protection during addressing humanitarian crises, before, during and after conflict. Poor countries such as Afghanistan lack weak institution about environment. The proposed intervention will have measure to improve environmental institution at all levels to the extent possible.

### Environmental Management

In conflict situations, usually the infrastructures are damaged or they do not exist at all. The liquid and solid waste pollution and contamination is significant. There is the possibility of depletion of water and contaminations of underground water due to surface contamination, and lack of sanitary sewer system.

The following are part of environment management principles during humanitarian crises

- Hygienic design of temporary and permanent toilet
- Controlled use of natural resources such as water and wood for shelter, cooking and heating
- Solid and liquid waste control
- Garbage control
- Prevention of surface contamination in the areas where OLSIA is present and serves the community

# OLSIA ENVIRONMENT POLICY

## POLICY PRINCIPLES:

### Comply by law

OLSIA is bound to all the laws and regulations by both Afghan government and international organizations protecting the environment including Environmental & Social Impact Assessment Policy, Pollution Control and Reduction Policy, National Quality Monitoring Policy, National Waste Management Policy and National Bio-diversity Policy as well as international standards and regulations emphasizing adherence and compliance to environment-friendly measures and activities.

### Promote Awareness

OLSIA is bound to disseminate awareness on the importance and significance of environment and its protection in all its awareness-raising sessions, trainings, workshops and other activities and operations with the local community people and its staff within the organization. These awareness-raising measures include but are not limited to identification, avoid, address and manage environment-related issues.

### Review and minimize the negative impacts

OLSIA is bound to identify the environmental hazards being caused by its activities and operations and will take measures to minimize and eliminate the risks and threats to environment in all its operations and activities and will design environment-friendly projects in line with the national and international standards for environment protection.

### Educate and Train affect work

OLSIA shall educate its work force and short-term and long-term employees on the importance of clean environment and adverse effects and outcomes of pollution and contamination and will help them to identify, avoid, address and manage environmental issues in their work environments.

### Efficient use of materials, electricity, heating

OLSIA is bound to utilize resources, dispose the wastes, saving electricity and power and utilize non-fossilized fuel, plastic or other polluting materials for heating purposes in all of its main and provincial offices and working environments.

### Reduce waste

OLSIA is bound to dispose its wastes in such a manner that avoids damage to environment and binds its staff, workers and employees to avoid damage to environment by disposing wastes in the open air and populated areas where humans, animals and plants to are prone to exposed to health hazards being posed by waste pollution.

### Environmental Procurement

OLSIA is bound to procure items and materials which have little or no environmental impacts whatsoever and avoid purchasing and procuring items, i.e. old vehicles emitting massive smoke, old and obsolete electrical gadgets emitting toxic gases and other air, water and soil polluting materials posing health hazard or environmental threats.

# OLSIA ENVIRONMENT POLICY

## Avoid use of Hazardous materials

OLSIA is bound to strictly prohibit the storage, usage and utilization of hazardous and toxic materials and or any items or materials that pose health hazard to humans, animals or any other species in its working environment whatsoever.

## Roles & Responsibilities of Senior Management Staff:

OLSIA has defined the roles and responsibilities for its senior management staff to supervise and oversee the implementation and execution of this policy to the letter which are as follows. All the staff from senior to low level staff are all obligated to adhere to the Employees' Responsibilities of this policy.

## OLSIA Environmental Safeguard Policy

**a) Executive Director / Deputy Director:** They are responsible for overall supervision of this policies' execution at the senior managerial levels. Deputy Director when designing the project, will also take the environment protection issue into serious consideration.

**b) Program Manager:** Program Manager is responsible to supervise and monitor the execution of this policy at the operational level in all the organization's activities and operations and will report back the same to Executive Director and Deputy Director.

**c) Finance Manager:** Finance Manager is responsible to allocate funds if available for the environment protection in environment-friendly projects.

**d) Senior M&E Officer:** Senior M&E Officer will be also monitoring and supervising the execution of this policy in close coordination and assistance with M&E Officers and Assistants at the field level and will report the same to Program Manager.

**e) HR Officer:** HR Officer is responsible to modify and revise the contract to contain obligations of staff to this policy when they are being recruited.

## Employee Responsibilities

OLSIA is bound to oblige its employees and workers to adhere and comply with the following rules and regulations and to remain committed to their obligations during their tenure in OLSIA.

1. Energy Conservation, turn off lights, Water, power extensions
2. Reduction of Materials Consumption, limit space heaters and coolers
3. Reduce Fossil Fuel Consumption and Air Pollution
4. Minimize Waste and Increase Recycling
5. Improve Hygienic Environment
6. Minimize Toxics and Hazardous Waste
7. Commitment to Green Purchasing
8. Improve Hygienic Environment
9. Waste Electrical and Electronic Equipment (WEEE)

**Legal Base:** a) Environmental Law, National Environmental Protection Agency, Afghanistan b) United Nations Environmental Protection Priorities.