

**KINGDOM OF CAMBODIA
NATION RELIGION KING**

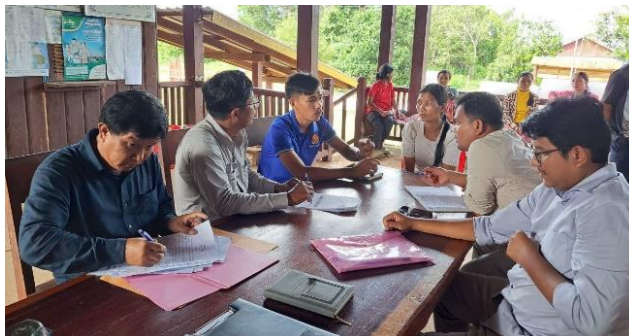
**MINISTRY OF LAND MANAGEMENT, URBAN PLANNING AND CONSTRUCTION (MLMUPC)
MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES (MAFF)**



**LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT
PROJECT III (LASED III)**

**Environmental and Social Management Plan (ESMP)
for Development Support to Titled Indigenous
Community (TIC)**

The construction of one primary school with five classrooms equipped with latrines and a drilled well with motor pump and agriculture/livelihood support for demo farm livestock activities and vegetable demo-farm.



Location of the proposed primary school building (5 rooms)
in Sahakar Primary School Campus.

Location of Sahakar primary school campus where is
proposed concrete school building.

**Brao Indigenous Community, Sieng Say Village, Ta Vaeng
Kraom Commune, Ta Vaeng District, Ratanak Kiri Province
November 15, 2024 (Final)**

Table of Contents

List of Abbreviation and Acronym	3
List of Tables	4
List of Figures	5
1. Introduction.....	6
1.1 Location/Site Description	6
1.2 Scope and Activities	11
2 Stakeholder Engagement	4
2.1 Stakeholders.....	5
2.2 Stakeholder Engagement Plan	9
2.2.1 The ES risk screening and mitigation measures	9
2.2.2 Physical study and Design (school building).....	10
2.2.3 Procurement and contracting (School building)	11
2.2.4 At the start of construction.....	12
2.2.5 During construction monitoring (School Building).....	12
2.2.6 Operation & Maintenance (O&M).....	13
3 E&S Risks and Mitigation Measures	15
3.1 Building Construction: Primary School Construction (One building with five classrooms).....	15
3.1.1 Occupational Health and Safety (OHS).....	15
3.1.2 Labor and Working Conditions	22
3.1.3 Community, Health and Safety (CHS)	23
3.1.4 Environment and Natural Resources	28
3.2 Agriculture and Livelihood Support	36
3.2.1 Risk of using pesticides for the Vegetables or demo-farm	36
3.2.2 Other risks related to farming activities of vegetables (Demo-farm), such as risk of invasive species, risk of soil fertility reduction and erosion, and risk of agriculture wastes.	

3.2.3 Risk to community health and Safety from activities related to Demo farm Livestock.	37
3.3 ICLT Sustainability and Infrastructure Operation & Maintenance	43
3.3.1... Community By-Laws and Internal Rule fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC.....	43
3.3.2.....Lack of awareness of by-laws, internal rules, collective land use, and land titles.	43
3.4 Infrastructure Operation & Maintenance	44
3.4.1..... The lack of control over the operation and sustainable maintenance post-construction.	44
4 Institutional and Sustainability Risks for Sub-project Development.....	46
4.1 Institutional Arrangement	46
4.2 Capacity Building	47
5 Grievance Redress Mechanism.....	48
6 Budgeting, Monitoring, and Reporting.....	50
7. Annexes.....	55
Annex A: E&S Screening for Development Support to Titled IC in Sieng Say Village.....	55
Annex B: Manager's Code of Conduct for Firm or Contractor.....	62
Annex C: Workers' Code of Conduct.....	70

List of Abbreviations and Acronyms

CC	Commune Council
CLT	Communal Land Titling
DWG	District Working Group
ECOP	Environment Code of Practice
EOI	Empress of Interest
ES	Environment and Social
ESCP	Environment and Social Commitment Plan
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguards
FFS	Farmer Field School
FGD	Focus Group Discussion
FPIC	Free, Prior and Informed Consent
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IC	Indigenous Community
ICC	Indigenous Community Committee
ICLT	Indigenous Community Land Titling
ILO	International Labour Organization
INM	Integrated Nutrient management
IP	Indigenous Peoples
IPCC	Indigenous People Community Committee
IPM	Integrated Pest management
LASED	Land Allocation for Social and Economic Development
MAFF	Ministry of Agriculture, Forestry and Fisheries
MLMUPC	Ministry of Land Management, Urban Planning, and Construction
MOH	Ministry of Health
MOI	Ministry of Interior
NGO	Non-Government Organization
NTPF	Non-Timber Forest Products

OHS	Occupation, Health, and Safety
PDH	Provincial Department of Health
PDEYS	Provincial Department of Education
PDLMUCC	Provincial Department of Land Management, Urban Planning, Construction, and Cadastral
PDRD	Provincial Department of Rural Development
PGRC	Provincial Grievance Redress Committee
PPE	Personal Protective Equipment
RP	Resettlement Plan
SEP	Stakeholder Engagement Plan
STD	Sexually transmitted diseases
TB	Tuberculosis
TIC	Titled Indigenous Community
TOR	Term of Reference
TBC	To be confirmed

List of Tables

Table 1. Number of households, population and beliefs of the ethnic groups.....	7
Table 2:Community Infrastructure of Sieng Say Village	9
Table 3. Size and Composition of the CLT	10
Table 4: Due-diligence Assessment of the entire ICLT process.....	4
Table 5. Stakeholders Consultation/Engagement	7
Table 6. Stakeholder Engagement Plan	9
Table 7. Primary School Construction - Risk Mitigation Measures	15
Table 8. Agriculture and Livelihood Support-Risk Mitigation Measures	36
Table 9. Risk related to Demo farm Livestock Activities	37
Table 10. Community by-Laws, internal rule enhancement, and public disclosure.....	43
Table 11. The lack of control over the operation and support maintenance in a sustainable manner.....	44
Table 12. ESMP Implementing Cost	51
Table 13. Monitoring Checklist	52

List of Figures

Figure 1. Sieng Say Geographic Map	7
Figure 2. Location of Proposed Sub-project Implementation Under LASED III.....	1
Figure 3. Master plan for the proposed school building	2
Figure 4. Detailed drawing design for one concrete primary school with five classrooms	1
Figure 5. E&S Consultation for Infrastructure and Agriculture/ Livelihood sub-project support for Sieng Say Village	14
Figure 6: Key Personnel for E&S Risk Management	47
Figure 7: Flow Diagram of LASED III GRM	50

1. Introduction

1. Land Allocation for Social and Economic Development – III (LASED III) aims to continue supporting the Royal Government of Cambodia's (RGC) Commune Social Land Concession (SLC) program and the RGC's Indigenous Community Land Titling (ICLT) program, in both cases through land titling as well as infrastructure and livelihoods activities. The Project Development Objective (PDO) is to provide access to land tenure security, agricultural and social services, and selected infrastructure to small farmers and communities in the project areas. The executing agency for the project will be the Ministry of Land Management, Urban Planning and Construction (MLMUPC) and the implementing agencies are the Ministry of Agriculture, Forests and Fisheries (MAFF) and the Provincial Project Teams. The project will cover about 71 sites and IP communities in 14 Provinces.

2. The **objective of the ESMP** is to identify impacts and risks associated with the project as well as outline the avoidance, mitigation and monitoring measures to be applied during the sub-projects' implementation. For LASED III, all of World Bank's ESS1 – ESS10 apply except ESS9 (Financial Intermediaries).

3. The **methodology and approach** for the preparation of the ESMP is in compliance with the World Bank Environmental and Social Framework (ESF) requirements as well as the Royal Government of Cambodia (RGC) legal requirements for environmental and social (E&S) risk management, such as the Land Law (2001) and subsidiary legislation including the frameworks for SLC and ICLT, the Labor Law (1997); the Environmental Protection and Natural Resources Law (1996); The Forest Law (2002) and the Law on Protection of National Cultural Heritage (1996). The details of legal gap analysis are outlined in the ESMF of April 2020. The methodology used are as follows:

- **Literature Review.** Relevant national and local environmental, social, land and building laws and policies were reviewed together with the administrative structures. Other documents were reviewed also as part of preparing this report, such as safeguards documents of parent projects elsewhere and duly referenced.
- **Review of Design Drawings.** The preliminary architectural drawings for the school were reviewed for Universal Access and Fire safety.
- **Stakeholders Consultations.** The project held meetings with the stakeholders and disseminated relevant project documents at the national, provincial, district and village levels. The stakeholders' consultations also elicited their inputs as part of the project design and other issues of concern. Issues discussed, recommendations and conclusions from the stakeholder engagement process are presented in this ESMP.
- **Site Visits and Observations.** Field visits to the proposed project sites to observe baseline conditions and the socio-economic activities around the project are of influence.
- **Preparation of ESMP.** The findings and conclusions from the literature review and design drawings, stakeholder consultations, and site visits/observations were synthesized into this report, which is in text supported by appropriate pictures, maps and drawings.

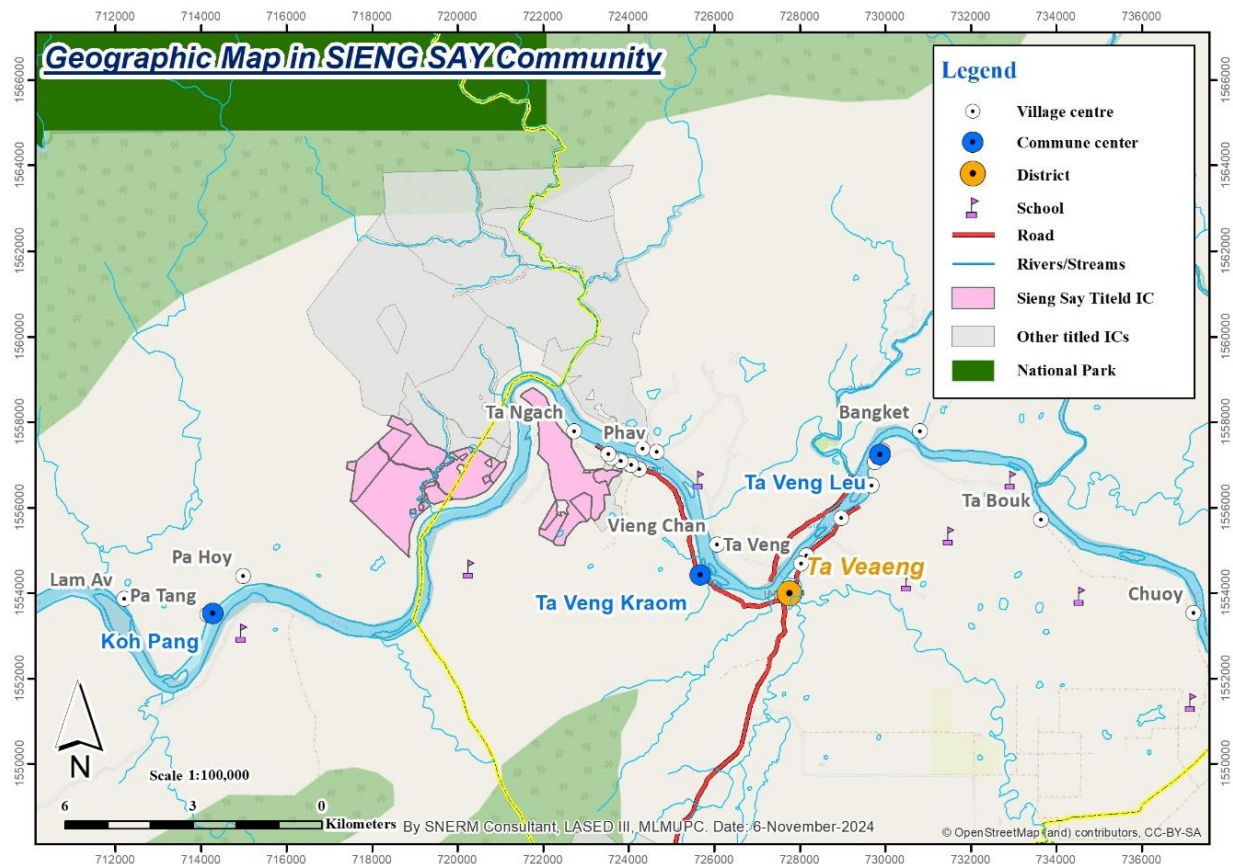
1.1 Location/Site Description

4. Sieng Say village is a Brao indigenous community located in Ta Vaeng Kraom commune, Ta Vaeng district, Ratanak Kiri province. The IC/village is located in the western part of Ta Vaeng district, around 7km away with an accessible road in poor condition. The travel distance

from the village centre to the commune hall is around 2km. The total land area of the Sieng Say community/ village is 827.296 ha. The Sesan River separates Sieng Say village into two sub-villages: Sieng Say Leu and Sieng Say Kraom.

5. Sieng Say Leu village shares a border with Tonle village and Tumpuon Reung Touch village on the north, Ke Kuong village on the south, Kaoh Pong on the east, and Phyang village on the west. While Sieng Say Kraom village shares a border with the Sesan River and Ta Ngach village on the south, with Phyang village on the east, and on the west with Pa Hay village in Koah Pang commune of Veun Sai district (See Figure 1).

Figure 1. Sieng Say Geographic Map



6. The Sieng Say village has 92 households, including two Khmer mixed with Brao families who are newcomers. The total population is 330 people, including 156 women (48 % of the total population). The population aged over 18 is 194 people (58.79%), including 95 women (49%). Additionally, there are nine villagers with disabilities, including one female, 15 female-headed households, and 17 elders (including 10 women).

Table 1. Number of households, population and beliefs of the ethnic groups¹

Number of HHs		Population Size						Religions	
		Total population			From 18 Years			Main	Khmer
Total	Women Head HH	Total	Men	Women	Total	Men	Women	Brao	Buddhism

¹ Sieng Say Village data 2023

92	15	330	174	156 (48%)	194	97	95	97%	3%
Brao = 90HHs	15	330	174	156	187	94	93		
Khmer =2HHs	0	9	5	4	5	3	2		

7. In the education sector, one primary school building is located in Sieng Say Kraom village. It is an old wooden primary school² with four classrooms. The total number of students in this primary school is 80, including 42 female students. This primary school consists of six grades (one to six grade). According to the recent data, there are 175 people, including 82 women equivalent to 46.9% who can read and write Khmer fluently, and up to 80% of the total population in the village have access to the internet via smartphones. The current wooden school is both small and aging. With rising student numbers and a focus on improving education quality, a larger and more facility is essential. An upgraded school with more classrooms and better amenities would not only accommodate more students but also foster a safer, more conducive learning environment. Additionally, a new building could support future educational needs as the community continues to grow and change. LASED III will provide concrete building with five classrooms to replace a small and aging wooden classroom.

8. To ensure that all indigenous people's children have access to basic education including the use of their indigenous language in the initial stage of education, the Multilingual Education (MLE) program was developed by the Ministry of Education, Youth and Sport (MoEYS). This initiative emerged from the success of the Highland Children Education Pilot Project, in collaboration with CARE International and with the support of UNICEF. In 2007, the MoEYS partnered with UNICEF to implement Multilingual Education in primary schools, receiving technical support from CARE.

9. Currently, the MLE program has extended its reach to pre-schools, primary schools, and non-formal education in Northern provinces such as Ratanakiri, Mondulakiri, Kratie, Stung Treng, and Preah Vihear. The program has been successfully implemented in several indigenous languages, including Bunong (or Phnong), Tumpuon, Kavet, Brao, and Kuoy. Additionally, the Charai language is currently in the preparation stage for inclusion in the MLE program (MLE Action Plan 2019-2023, MoEYS).

10. Community belief and religion: All members of the Sieng Say community continue to adhere to their indigenous religious practices, which focus on spirits also known as the souls of the ancestors. These spirits might live in the forest or in specific mountains called spirit mountains. These indigenous practices can be seen at various times and places such as community festivals, weddings and the periods before and after the harvest season. Tangible and intangible cultural heritages including different forms of crop cultivation, wedding celebrations, sacrifice ceremonies, and spiritual and burial sites are still existing and practicing in the community. Some taboos are still strictly practiced among the community, especially in the spiritual forests and spirit mountains. Only a tiny percentage of families, approximately three percent of families have practiced Buddhism.

11. In regards to health services, there is no health post in Sieng Say village. The people in the village have access to health services at the health centre located in Ta Vaeng district around 10 km away from the village. The access road to the health centre is through an earth road with poor condition and is difficult to travel, especially during the rainy season. Sometimes people have to travel by boat (on the Sesan River) from their community/village to the health centre

² Wooden school was built by PDEYS, ICC under United World Schools Cambodia AID (UWSCambodia).

located in Ta Vaeng district town. As part of the LASED III project, a health post will be constructed in the Tumpuon Reung Touch community to provide essential healthcare services to residents (also refer to the Tumpuon Reung Touch ESMP for further details). The nearby Sieng Say community, located close to Tumpuon Reung Touch, will also benefit from this health facility upon its completion. Once operational, the health post will serve both communities, offering a needed local healthcare resource that will reduce travel time for medical assistance and improve overall community health.

12. The community has been supported by non-governmental organizations such as PLAN International, the German Federal Ministry for Economic Cooperation and Development (BMZ), Bandos Komar Association (BKA), and United World School Cambodia. These International and local organizations are working on education, clean water and sanitation (primary school, community kindergarten, underground water wellsetc.).

13. Infrastructure: The community has 12 drilled wells with hand pumps (4 damaged), 22 reinforced concrete pipe wells and 3 dug opened wells. In addition, there is a main water source from the Sesan River to be used for daily consumption, agriculture and other purposes. The distance from the Sesan Riverside to the community centre and the proposed primary school building is between 100 to 200 meters (See Figure 4). In addition, the community has a clean water supply which is supported by the Plan International Organization of Cambodia since 2022. The cost of clean water from the community is US\$ 0.625 per 1m³. One road connects Sieng Say Leu to the national road# 76A passing by Ta Vaeng Kraom commune hall, it has a total length of around 10km (the laterite road was constructed by the commune fund in 2018), while Sieng Say Kraom has a laterite road without connection road. So, the people in Sieng Say Kraom need to get a ferry to travel from the village to the commune hall and the district town. The poor connection road has created difficulty for people to travel and transport agricultural products to market. The construction firm under LASED III will conduct a feasibility study to identify additional rural roads within the community that could benefit from improvement (refer to Infrastructure need assessment report).

14. Waste management is still a challenge in rural communities, where the community's households manage their waste through reuse, composting, and selling their recycled material. Informal waste collectors play a significant role in collecting recyclable materials, such as plastic, paper, and metal, from individual households' waste and selling them to recycling businesses.

15. The record of community infrastructure is summarized in the Table 2 below:

Table 2:Community Infrastructure of Sieng Say Village

Description	Type	Unit	Condition	Location & Remarks
Village Hall	Wooden	1	Medium	Center of the village
Kindergarten school	Wooden	1	Medium	Center of the village
Primary school	Old Wooden Building with four classrooms	1	Partially damaged	<ul style="list-style-type: none"> • The primary school building is located on the border between Sieng Say Kraom and Phsang Kraom villages. • There are four classrooms with a total number of 80 students, including 42 females.

Health Post	No	-	-	-
Drilled Wells	Pumped Well	12	4 damaged	In the community
Reinforce Concrete Pipe Well	Protected Dug Well	22	All in use	In the community
Dug wells	Opened Dug wells	3	All in use	In the community
Underground water tube with motor pump	No	-	-	
Rainwater tank with metal stand	No	-	-	-
Springwater (Teuk Chrab)	No	-	-	-
Sesan River	River	1	-	-
Road	Connecting road (Laterite& Earth Road)	1	Poor	Connected from Sieng Say Leu to commune hall and district town or the national road #76A.
	Community Road	1	Medium	In Sieng Say Kraom

16. The source of water supply for the construction of the school is likely to come from Sesan river located within 300m away from the project site. As surface water are is abundantce, it is not expected that the impact on the water supply would be significant. The contractor is responsible for securing adequate water access and continuously supplying water throughout the construction phase. Water efficiency and conservation practices will be adopted by the contractor and other site personnel.

17. The total collective land size³ of ICLT is 827.2956 ha. This includes 8.5693 ha of residential 273.0186 ha of agricultural land, 538.8261 ha of reserved land for traditional agricultural practices, 4.8652 ha of spiritual land, and 2.0164 ha of burial land, as summarized in the table below.

Table 3. Size and Composition of the CLT

Types of Communal Land Titled	Communal Land Titled	
	Number of parcels	Land Size(ha)
1. Residential land area	1	8.5693
2. Agricultural land area	13	273.0186
3. Reserved agricultural land area	7	538.8261
4. Spiritual Forest land area	2	4.8652
5. Burial Forest land area	1	2.0164
Total	24	827.2956

Source: Sieng Say village profile June 12, 2024 (MLMUPC)

³ Based on the 43 titled ICs, the spiritual forests are not located as part of the protected area or have high biodiversity value. In the case of the Sieng Say community, the spiritual forest area of 4.8652ha is located next to the residential community area. In addition, the spiritual forest in ICLT is part of the collective land title, which is mentioned in sub-decree # 83 on ICLT .

1.2 Scope and Activities

18. The MLMUPC and MAFF team have developed this site-specific ESMP, which incorporates environmental and social risk screening. This ESMP has covered all the risks and mitigation measures from the proposed livelihood support activities and the development of community infrastructures. Then, under the LASED III financial support of the infrastructure development, the contractor who wins the bid will be responsible for producing the contractor's environmental and social management plan (C-ESMP) before commencing the construction (section 6, Para. 40).

19. Responding to the community's needs and as a result of the infrastructure needs assessment (INA), the project will provide a primary school with five concrete/cement classrooms, including a pump well and latrine.

20. Improving the agricultural sector and people's livelihoods are necessary tasks, especially to reduce people's poverty in the community. Agricultural technology dissemination; plot/field demonstration is the most appropriate method for farmers in the community to learn new practices. The purpose of farmer field schools (FFS) is to improve farmers' skills and empower them to make better decisions. This technique often aims to reduce production inputs such as chemical fertilizers and pesticide use, promote better farming practices, and boost crop/livestock yields or income.

Figure 2. Location of Proposed Sub-project Implementation Under LASED III

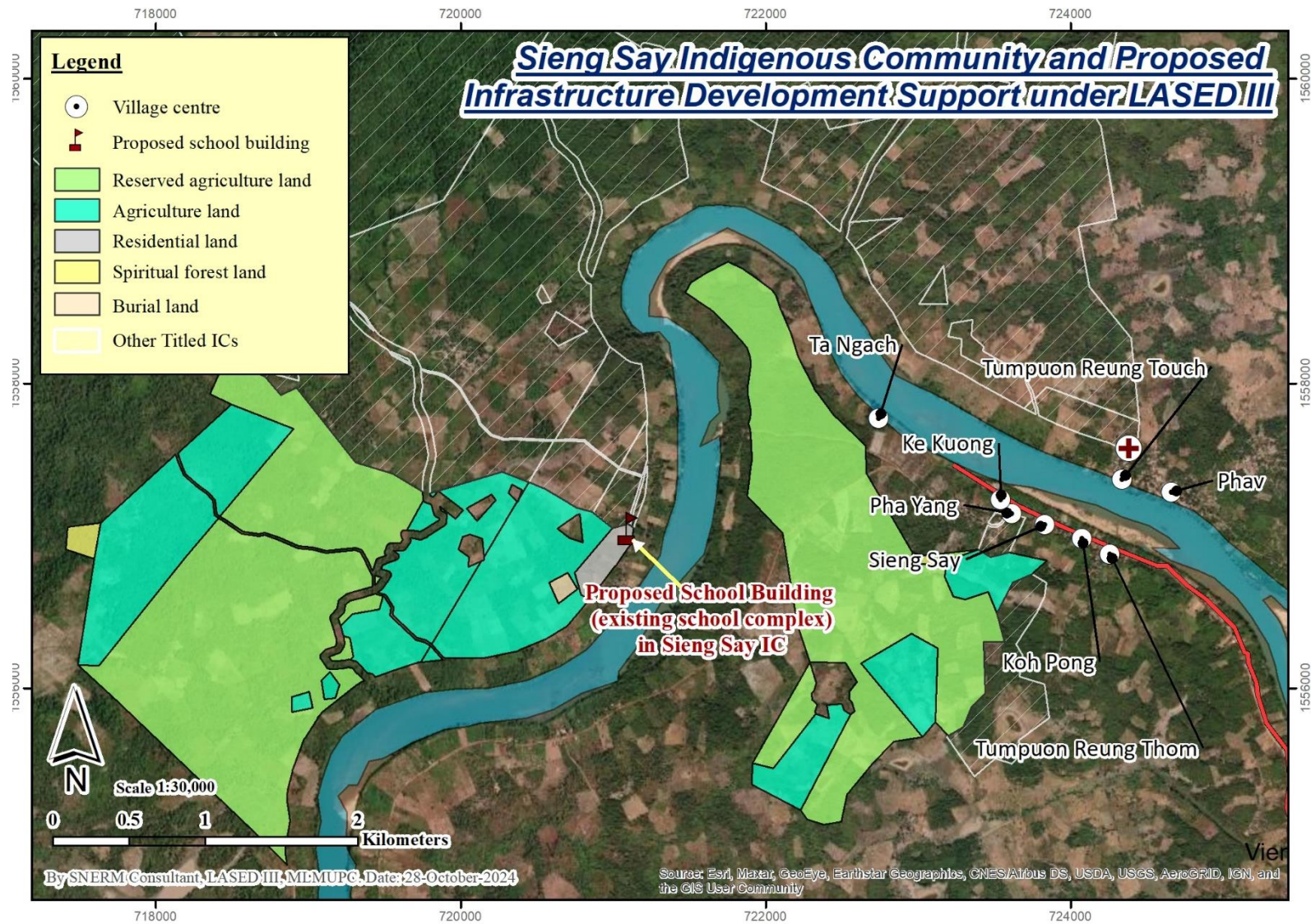


Figure 3. Master plan for the proposed school building

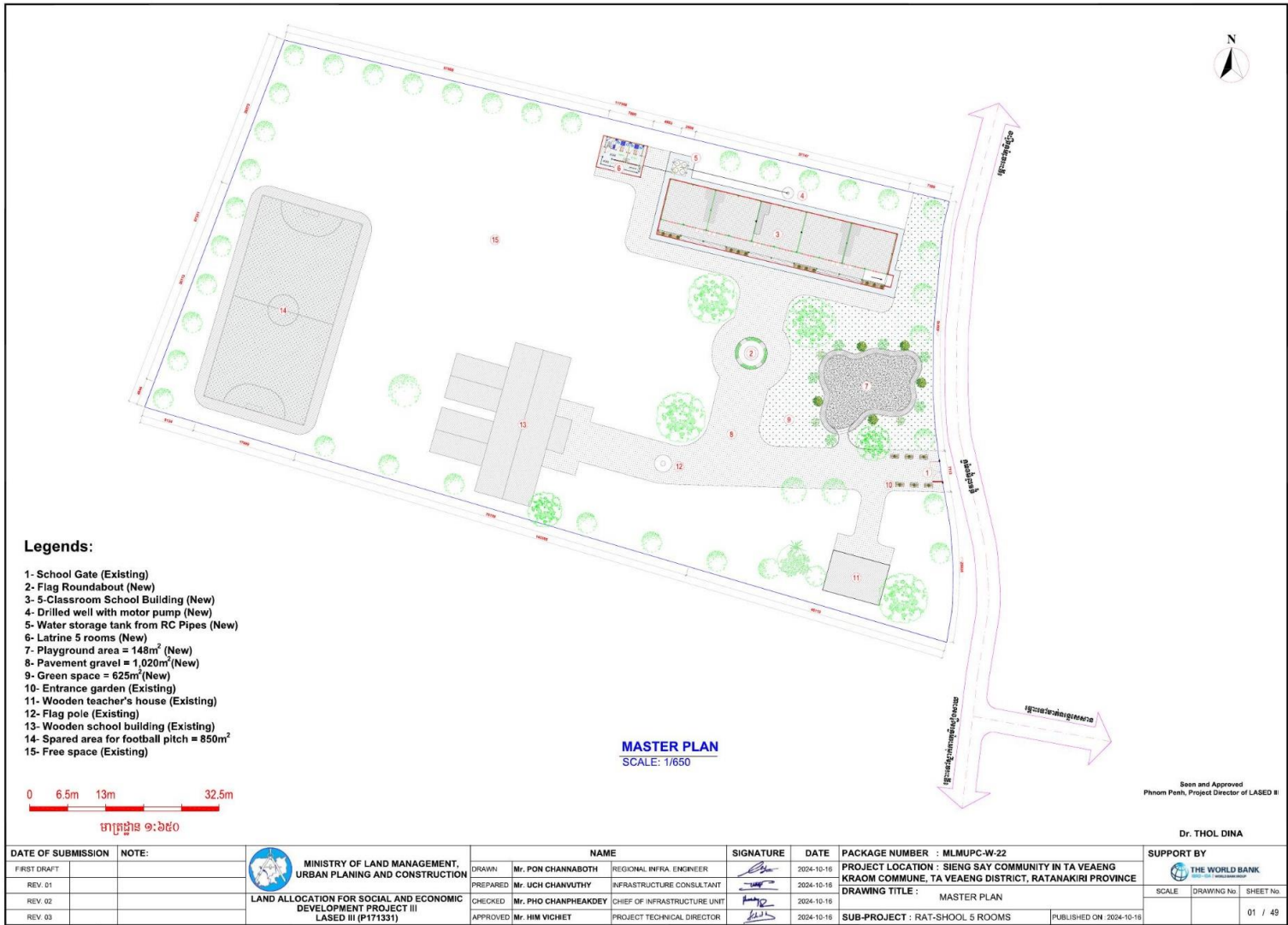
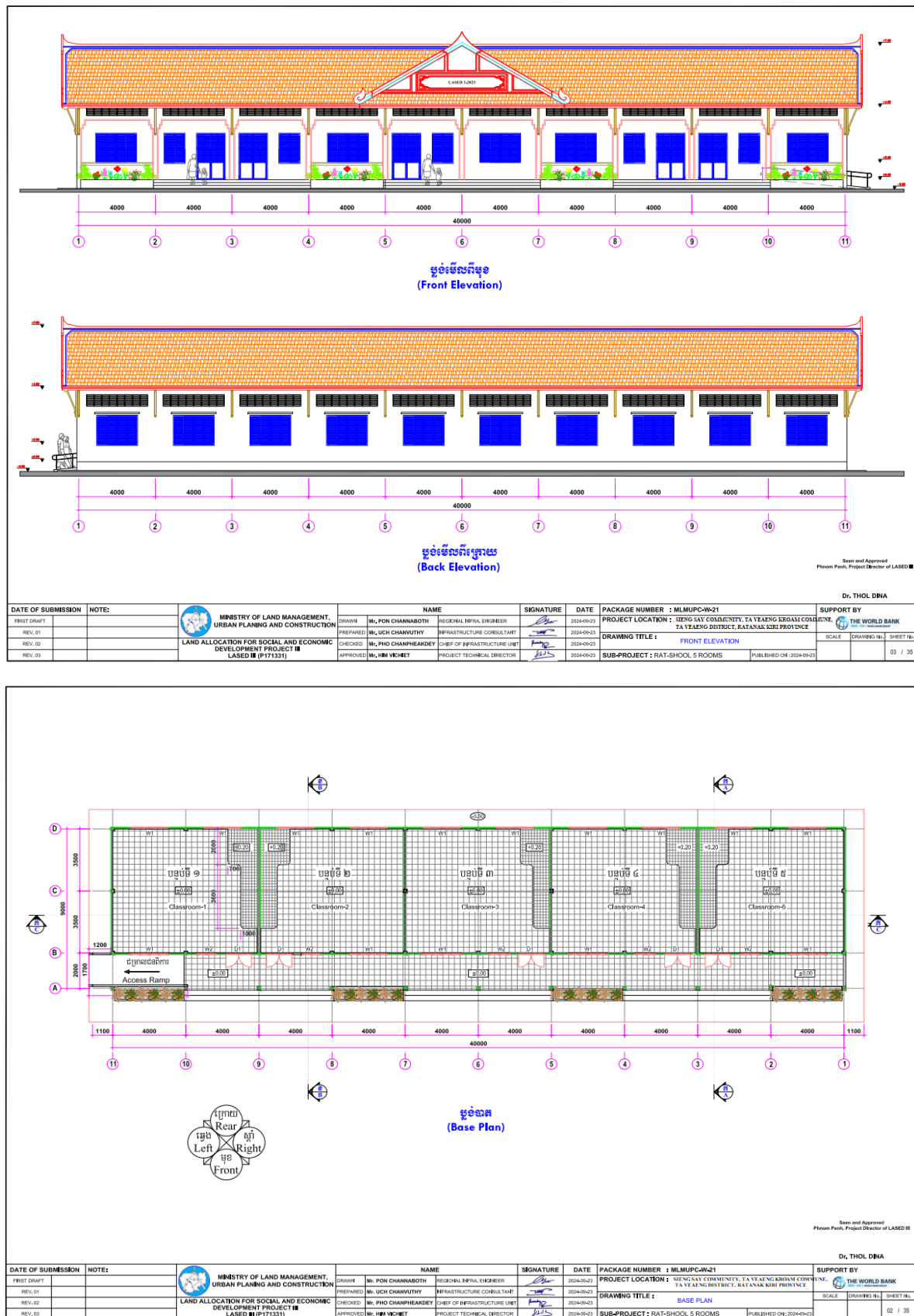


Figure 4. Detailed drawing design for one concrete primary school with five classrooms



Sources: LASED III engineering consultant, 2024

21. This Environmental and Social Management Plan (ESMP) is prepared to identify, manage, and monitor E&S risks and impacts for the following activities:

- **One primary school building construction:** The project will build five concrete classrooms at the existing school campus. There is no requirement for additional land acquisition. The school building will include **climate resilience features** such as orienting the school building to maximize natural ventilation and daylighting while minimizing exposure to direct sunlight and prevailing winds. Also, the building has operable windows and vents to facilitate natural ventilation and passive cooling and roofing with less heat absorption tiles. Additional building facilities will be applied as follows: rainwater harvesting system to capture and store rainwater for non-potable uses, including irrigation, toilet flushing, and cleaning, choice of paint colours (nothing dark that will absorb heat), and water draining away from the building. Safety risks to students and teachers, including life and fire, during and after construction will be mitigated according to Table 7 below. The building's construction will include **“Universal Accessibility”**; this refers to the design and construction of spaces that can be easily accessed and used by all people, regardless of their age, size, ability, or disability. The key features of “universal accessibility” in buildings include barrier-free access, wide doors and corridors, and accessible restrooms. **Life and Fire Safety (LFS)** measures will be included in the design of public buildings to address potential fires during the operation of these buildings. LFS national building codes will be applied. LFS prevention and mitigation measures include: (a) fire prevention to limit fast fire and smoke development, (b) means of egress ensuring a safe evacuation in case of fire such as clear and unimpeded escape routes, marking and signing for emergency, (c) detection and alarm systems, (d) Fire suppression and control such as portable extinguishers, (e) emergency response plan is in place.
- **Agriculture and livelihood support:** Before the demonstration process, the volunteer farmers will be selected from the village extension workers (VEW) and farmer producer group (FPG). The volunteer farmers must have their own farm, enough family labour, and have attended training courses on livestock raising and cultivation techniques such as vegetable production, cassava production, and other crops. For livestock raising, the volunteer farmers must have a suitable piece of land for shelter construction and with the support of the project will acquire new technical knowledge on raising swine or cattle and raising local chicken on cages. They will share this knowledge with other members of the community. The activities include (a). Livestock demo farms such as pig raising, chicken raising, cow shelter and (b). Vegetable demo, including a net house. MAFF provides technical support and disseminates various improved agricultural techniques to indigenous groups and people of the community/village. These sub-projects will promote good environmental and social practices, including an Integrated Pest Management (IPM) approach according to national regulations and international best practices. The aquaculture (mainly fish-ponds⁴) is not part of this subproject at Sieng Say community/village.

22. In addition, LASED III-MAFF has already provided and will provide technical support and disseminate the various improved agricultural techniques to indigenous groups and the community through various agricultural activities, according to villagers’ demands (Table 9 &

⁴ Based on the actual geographical area, the Sieng Say village is located along the Sesan River where a hydropower dam exists, so during the last five years, the water level within the Sesan River has been more stable, therefore, the community people can catch fish all year-round. Therefore, the community people do not require or are interested in the aquaculture project (mainly fish-pond).

10). These activities will improve their agricultural knowledge and capacity and therefore increase their income generation. The agricultural activities in Sieng Say village are as follows:

• **Demonstration Plot Establishment:**

1). **Indigenous pig demonstration plot:** It has been observed that the indigenous pig has natural features, such as consuming a small number of locally available feeds and presenting more tolerance to infectious diseases than the normal pigs. Based on these features, 2 indigenous pig demonstration plots will be established in this village. This will help to disseminate to indigenous people the improved techniques of indigenous pig production and consequently increase their income/ profit in an environmentally sustainable way. The construction of this demonstration plot will be located far from the houses to avoid danger and contamination to the people in the community. In terms of running this type of demonstration, the main instalments are 5 adult sows and 1 boar. These pigs will be completely fed by local feed and all of the inputs of the demonstration plot will be brought from non-infectious contaminated areas. Furthermore, this demonstration will be monitored and maintained by Village Animal Health Workers (VAHWs) and it will be linked very closely to animal producer groups and other IPs through farmer field school (FFS) and demo training.

2). **Cattle Raising (Provision of shelter)⁵:** An important factor affecting cattle's health is good shelter. Theoretically, good shelter helps to improve the welfare, feed intake, digestibility, and body weight of animals and to protect them from other factors. Most indigenous households of this village like to release their cattle into the forest year-round. The project will demonstrate to the villagers of this village how to raise cattle with proper shelter, prepare supplements, and provide regular vaccination and deworming. The demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs) who will interact with cattle producer groups and other IPs through farmer field school and demo training.

3). **Chicken Breeding Demonstration Plot:** The local chicken presents some positive features that non-local ones do not have, such as their strong resistance to infection and climate/environmental factors, also their ability to scavenge extracted protein and energy residue. Therefore, breeding local chicken will benefit the chicken breeders and increase their profit. Two chicken breeding demonstration plots will be established in Sieng Say village to train indigenous people how to raise 100 chickens in a 24 m² shelter with regular supplements and vaccination against infections. This demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs). They will also have an interaction with chicken producer groups and other IPs through the Farmer Field School (FFS) and demo training.

4). **Greenhouse demonstration plot⁶:** Greenhouses or Net houses can produce fresh vegetables in all year-round production. Generally, greenhouses are easy to construct and very tolerant to local weather (climate change) and insects. All the elements to build a greenhouse, such as structure, cover materials, climate-control systems, irrigation, and fertilization equipment, are available. In addition, Sieng Say village presents suitable

⁵ The cattle raising will be done at the land of the selected village animal health workers. They will be selected after a presentation to all villagers at the community chief's house. The VAHWs head has the experience and he can guide the villagers who wish to do cattle raising.

⁶ The project will provide to the community the seeds and technical training on how to grow and take care of the vegetables.

conditions for the construction of greenhouses. Greenhouse demonstration aims to disseminate techniques such as mulching, water management, and fertilization to improve vegetable production. This demonstration plot stands on a surface of 60 m² covered and surrounded by the net. It will be monitored and maintained by Village Extension Workers (VEWs), they will also interact with vegetable production groups and other IPs through Farmer Field School (FFS) and demo training.

5). Rice production demonstration⁷: the demonstration will teach the indigenous people and communities the improved techniques and technologies of rice production to increase farm households' yield and income. In addition, this demonstration plot will compare the yield of an experimental field with the traditional one. The rate of rice growth and yield increment will be presented to villagers through farmer field school and demo training, which VEW will facilitate with the technical support of the Agriculture Development facilitator (ADF).

23. In the proposed agriculture and livelihood support sub-projects, there will be activities related to demonstration (i.e. livestock, aquaculture). These activities will occur at land plots belonging to individual community members. So, there are no issues with land acquisition. However, the community members agreeing to conduct demonstrations in their plots of land will be meaningfully consulted in advance to understand the terms and requirements of the projects, where they need to cooperate with project staff, including agriculture extension workers, to allow them to conduct site demonstrations for the interest of the community as a whole.

2 Stakeholder Engagement

24. The stakeholder engagement describes the assessment of the consultation and engagement outcomes during the entire ICLT Process, stakeholders' identification, stakeholder engagement plan, and environmental and social risks and mitigation measures for the subproject.

25. The assessment of the outcomes of the consultation and engagement during the entire ICLT process, describes (i) whether the composition of the Indigenous Community Committee (ICC) accommodates its inclusiveness and representativeness, (ii) whether the provision of community internal rule and by-Laws accommodate the interests of different sub-sets of the IC and finally (iii) any remedial actions are required to adjust the composition of the ICC or the provisions of the By-laws and internal rules to enhance inclusion, voice, and access to benefits across different sub-sets of the beneficiary IC (e.g., women-headed families, youth, elderly).

Table 4: Due-diligence Assessment of the entire ICLT process

Due diligence Assessment	Members			Comments	
	Total	Male	Female		
Composition of Indigenous Community Council	09	05	04	<ul style="list-style-type: none"> The composition of ICC does address social and gender inclusiveness and representation. There is one woman or female representative in the four leading positions on the committee. 	
Indigenous Community By-	Do the By-laws and/ or	Yes		No	

⁷ Rice farm demonstration will be conducted at the location of an agricultural extension worker or agent, the demonstration will be done through a farmer- to- farmer approach and directed to all farmers living in this community.

Due diligence Assessment	Members			Comments
	Total	Male	Female	
laws for IC and Collective land titles	the ICLTs provide for equitable access to residential and agricultural land for all IP households?			✓ The by-laws fall short of accommodating the interests and concerns of the elderly, women, and the weaker members of the IC.
<u>Remedial Action for the above matters:</u>				
<u>Note:</u> This community has passed the ICLT process and has been granted at Community Land Titles (CLT). LASED III only provides development support for infrastructure and livelihoods according to the specific requests of this community.				LASED III Project will only determine whether the IP community needs to be engaged in a consultation/broader community support process to review and adjust the by-laws and IPCC to ensure voice and equitable access to benefit from the project. (the recruited NGO under LASED III will support this activity)

2.1 Stakeholders

26. Identifying stakeholder engagement is a step that ensures who stakeholders are, how they influence or are affected by the project and how to engage with them effectively. The stakeholder engagement during planning and implementation of development support activities is explained in Table 5 below, including local stakeholders from national (National LASED Project Team) or sub-national government entities such as Provincial Department of Rural Development (PDRD), Provincial Department of Education, Youth and Sport (PDEYS), District Working Group (DWG), Commune Council (CC) involved in the implementation of LASED III at the community level and the beneficiary IC, ICC and facilitating NGO (s).

27. The participatory rural appraisal was used during the stakeholder engagement or consultation to identify the community's needs, such as a Key informant, Focus Group Discussion, transect walk, checklist and community resources mapping. The focus group discussion consists of community leaders, vice-community leaders, people with essential roles in the community's decision-making and commoners to ensure the representation of the whole community. The infrastructure needs assessment report⁸ (INA) for 33 titled ICs resulted from full consultation or engagement from the whole community and stakeholders.

28. Since the beginning, between the late 2020 (outreach for informing and identifying the community's need) and early 2022 (ES risk screening), the community was informed and actively participated as mentioned above (including youth, women, and vulnerable people) in the outreach activities for LASED III, including explaining its purpose and identifying the subprojects (i.e., infrastructure development and agriculture & livelihoods) for the Titled Indigenous Community. The primary purpose of the outreach activity is to disseminate project information and the required selection criteria for providing support such as infrastructure, agriculture, and support for livelihood subproject development. As a result of the outreach activity, the community submitted to the LASED III project, through the commune council, the consensus request for their required sub-project development. The achieved FPIC is that

⁸ Infrastructure Need Assessment Report, June 2022 see link below :
<https://drive.google.com/file/d/1W42b1qb82gWcsxn27Z7iWv-4oFcoc9rG/view?usp=sharing>

the community by consensus confirmed the number of sub-project proposals for LASED III funding, including the building of one school with five classrooms, a drilled well and latrine with three restrooms. Consequently, LASED III selected the community that met the LASED III selection criteria and the available budget for all 33 titled ICs (Infrastructure Need Assessment (INA), June 2022). Subsequently, LASED III coordinated the technical survey to determine the existing conditions and elevations of a site together with a boundary survey for detailed design based on existing conditions which was conducted by LASED III's engineer and involved stakeholders and the ES risk and impact screening/consultation conducted in September, 2024 (The ES screening report and attendant list are in the footnote⁹) with all stakeholders (see table below for more details).

29. Notably, this simple infrastructure (school building, a drilled well, and a latrine building) will start in this first stage, as mentioned in this ESMP, and then the construction firm under LASED III will study another possible complex infrastructure (road) later, which for a new ESMP would be prepared. Finally, this final ESMP will be publicly disclosed, including the consultation meeting with Sieng Say IC community representatives and incorporating their comments and feedback. The final ESMP will be included in the bidding documents of the sub-projects; after that, the successful contractor shall implement the works following this ESMP.

⁹ ES risk and impact screening report and attendant list, see link below:
<https://drive.google.com/file/d/14SG5IaVTTKwM7IKS1sZODiFLYiBMj4JJ/view?usp=sharing>

Table 5. Stakeholders Consultation/Engagement

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation process
Community LASEDIII-MLMUPC	<ul style="list-style-type: none"> Community outreach identifies the community's priority needs. ICC consultation to propose and finalize priority needs of development support. Lead the consultation and development of the following: <ul style="list-style-type: none"> Infrastructure Needs Assessment Village Profile Sub-project E&S Risk and Impact Screening and ESMP. School location observation. 	Approx. 30	Khmer, Brao (translation by community elders). Physical/in-person meeting	<ul style="list-style-type: none"> In-person, Phone, Telegram Ensure that the SEP provisions are implemented for all outreach activities and well documented. Ensure broader community support is obtained from IC FGD, community broad meeting Identify with IC the needs of basic infrastructure development. Undertake E&S Risk and Impact screening and ESMP consultation with the mitigation measures. Lead technical survey for proposed new construction of school building (Infrastructure Team).
LASEDIII-MAFF	<ul style="list-style-type: none"> Outreach Activities Beneficiary Profile Agriculture/ Livelihood development support 	Approx. 20	Khmer, Brao (translation by community elders), and physical/in-person meeting	<ul style="list-style-type: none"> ensure that the SEP provisions are implemented for all outreach activities and well documented. To identify with the IC the needs of basic infrastructure development. To identify with the IC the needs of basic agriculture/ livelihood support. Ensure broader community support obtained from IC. Undertake FGD with IC.
PDLMUCC	<ul style="list-style-type: none"> Sub-national Project Executive Agency Coordination between project's partner for physical study, planning, monitoring and reporting. Monitoring and reporting. 	28	Khmer, Brao (translation by community elders), Physical/in-person meeting.	<ul style="list-style-type: none"> In-person, Phone, Telegram Technical survey for the construction of a school building. Monitoring and reporting the sub-project contract implementation.

	<ul style="list-style-type: none"> • GRM Implementing for sub-project contract. 			<ul style="list-style-type: none"> • Reporting of GRM Complaint.
PDRD	<ul style="list-style-type: none"> • Provide consultation and planning for required technical specifications. • Participate in physical study. • Monitoring the construction 	3	Khmer, Brao (translation by community elders), Physical/in-person meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • Commune meeting
PDEYS	<ul style="list-style-type: none"> • Provide consultation and planning for required technical specifications. • Participate in the school physical study. • Monitoring the construction. 	2	Khmer, Brao (translation by community elders), Physical/in-person meeting.	<ul style="list-style-type: none"> • In-person, Phone, Telegram • Commune meeting • Participated in a topographical survey • Involved in the detailed design of school building.
DWG	<ul style="list-style-type: none"> • Participate in selecting and planning the construction of a community primary school building within the village. • Monitoring and Reporting 	2	Khmer, Brao (translation by community elders), Physical/in-person meeting.	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consultation • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
CC	<ul style="list-style-type: none"> • Participate in selecting and planning community primary school and community building. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring and Reporting 	2	Khmer, Brao (translation by community elders). Physical/in-person meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consultation • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
ICC	<ul style="list-style-type: none"> • Broader community support • Participate in selecting and planning the construction of a school building. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring the sub-project 	10 including teachers	Khmer, Brao (translation by community elders). Physical/in-person meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consultation • Provide broader community support to subproject activities • GRM Implementing, coordinating and reporting. • Participating in monitoring the sub-project construction in the community. • After the construction of the primary school building together with operation and Maintenance (O&M).

2.2 Stakeholder Engagement Plan

30. The stakeholder engagement plan (SEP) matrix in Table 6 below describes the consultation activities in terms of information to be disclosed, means of disclosure, timing and expected outcome of the processes of (a) the E&S Risk Screening Site, (b) physical study and design (c) procurement and contracting, (d) monitoring at the start and during construction and finally (e) operation and maintenance. It includes local stakeholders from the beneficiary IC (e.g., beneficiary ICC members, traditional authorities, community members including women, youth, elders, as well as any adversely affected groups), facilitating project actors such as NGO(s), and national or sub-national government entities. It also indicates the **lead agency** highlighted in bold and underlined.

Table 6. Stakeholder Engagement Plan

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
2.2.1 The ES risk screening and mitigation measures	Sep 12, 2024 (Completed)	<ul style="list-style-type: none"> • <u>MLMUPC</u>, PDEYS, PDRD, DWG • Commune Council (CC), Indigenous Community Committee (ICC), Village Chief, Indigenous Community (ICs) 	<ul style="list-style-type: none"> • Project leaflets • Project GRM 	<ul style="list-style-type: none"> • Community broad meeting. 	<ul style="list-style-type: none"> • Community outreach identified the community's priority needs. • ICC meeting to propose priority needs of development support. 	<ul style="list-style-type: none"> • Achieved broader community support through the consultation process on the sub-project activities development. The broader community support is that the community achieved consensus on the number of sub-project proposals for LASED III (funding the construction of a school building).
	Sep 12, 2024 (Completed)	<ul style="list-style-type: none"> • <u>MLUPC Infra</u> – PDEYS, PDRD, DWG, CC, ICC. 	<ul style="list-style-type: none"> • Community priority needs 	<ul style="list-style-type: none"> • Commune meeting 	<ul style="list-style-type: none"> • Meeting to finalize the priority needs • Detail design 	<ul style="list-style-type: none"> • Need identification for agriculture/ livelihood

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
				• PDEYS & PDRD meeting		support sub-project (demonstration plot and producer group selection). • Volunteer farmers will be selected from the members of the village extension workers (VEW) and farmer producer group (FPG). • Developed Sieng Say ESMP.
	Sep 12, 2024 (Completed)	• MLMUPC • ESS, PDEYS, PDRD, DWG, CC, ICC	• Community hotspot map. • Community priority needs	• Commune meeting • Community Meeting	• ES sub-project screening	
	Sep 12, 2024 (Completed)	• MLMUPC • ESS, PDEYS, PDRD, DWG • CC, ICC, Village Chief • ICs	• Hotspot map • School building construction	• School building (5 rooms) • ES screening format.	• The school building construction site was observed by community representatives (ICC, Village Chief).	
2.2.2 Physical study and Design (school building)	Sep 12, 2024 (Completed)	• <u>LASED III-Infra team,</u> • PDRD, DWG • CC, ICC • ICs	Result of physical study report.	• FGD • Field survey format notes.	• ICC Meeting • Topographic survey for the school building.	• Report the result of the physical study regarding the land status for the proposed school building. • If access to land affects Indigenous Communities (IC), verify Free, Prior, and Informed Consent. • The school building is designed to follow the required specifications

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
						<p>and E&S risk mitigation measures.</p> <ul style="list-style-type: none"> • Building construction follows the required specifications and Environmental Code of Conduct (ECOP) of the ESMF in Appendix 7 which is incorporated in this ESMP. • Update ESMP.
<p>2.2.3 Procurement and contracting (School building)</p>	<p>Nov 2024 - Apr 2025</p> <ul style="list-style-type: none"> • Contract with a successful firm 	<ul style="list-style-type: none"> • <u>MLMUPC Procurement Unit</u> • Infrastructure Unit • ESS Unit • Success Candidate/firm 	<ul style="list-style-type: none"> • Procurement Process and ToR • OHS is integrated into the tender document • ESHS specification is integrated in work contract document • Location-specific ESMP 	<ul style="list-style-type: none"> • Announcement for Expressions of Interest (EOI) • Working on contracting documents 	<ul style="list-style-type: none"> • Develop the terms of reference (TOR) and contract. 	<ul style="list-style-type: none"> • Select firms and sign contract with the firm or contractor. • Before the contractor starts work, all land acquisition issues and associated compensation (or voluntary donation agreements) must be finalized.

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
2.2.4 At the start of construction	May 2025	<ul style="list-style-type: none"> • <u>LASED III - PDMLMUPC C</u> • PDEYS • PDRD • DWG, CC • ICC, IC & • Workers 	<ul style="list-style-type: none"> • Raising awareness of OHS, ESHS, CHS, Project GRM and GRM among contracted workers. • Inspection of worker accommodation to ensure that it meets the minimum requirements agreed between the WB and the LASED III team. 	Extension training reports	<ul style="list-style-type: none"> • FGD and Individual interviews with contracted workers 	<ul style="list-style-type: none"> • Confirmed commencement of the construction.
2.2.5 During construction monitoring (School Building)	May-Oct 2025	<ul style="list-style-type: none"> • <u>LASED III - PDMLMUPC C</u> • PDEYS • PDRD, • DWG, CC • ICC, IC 	<ul style="list-style-type: none"> • Health and Safety Plan of the construction site. 	<ul style="list-style-type: none"> • Site visit report/ ESMP monitoring report • Reporting template provided for 	<ul style="list-style-type: none"> • Site Inspection • Interview of contracted workers and ICs 	<ul style="list-style-type: none"> • ESMP implementation from a contractor • Corrected action for OHS, ESHS, • GRM solutions • Reporting

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
		<ul style="list-style-type: none"> • Workers • Contractor 		<ul style="list-style-type: none"> • construction oversight • GRM reports/records 		
2.2.6 Operation & Maintenance (O&M)	Post Construction	<ul style="list-style-type: none"> • CC • ICC • O & M community committees • PDEYS • PDRD 	<ul style="list-style-type: none"> • Hand over to mandate agencies for construction and building 	<ul style="list-style-type: none"> • Certificate of handing over construction • Handing over the ceremony. • List of O & M community committees. 	<ul style="list-style-type: none"> • Handover ceremony of construction building. • Letter/certificate of handing over. • Checklist of E&S compliance 	<ul style="list-style-type: none"> • The community receives primary school, the children in the village can access education services; • Sustainability use of Primary School • School maintenance is integrated into the commune investment plan (CIP).

Figure 5. E&S Consultation for Infrastructure and Agriculture/ Livelihood sub-project support for Sieng Say Village



Site visit for the proposed school building in Sieng Say community, Ta Vaeng Kraom commune, Ta Vaeng district, Ratanak Kiri



Broader community consultation meetings after actual field visits to the proposed primary school building

3 E&S Risks and Mitigation Measures

3.1 Building Construction: Primary School Construction (One building with five classrooms)

31. This proposed school building with five classrooms will be built in the identified and reserved school complex/compound within the existing old wooden school of Phum Sahakar Primary School, Sieng Say Community/ Village. This proposed construction does not require additional land¹⁰ and, therefore it has no adverse impact on the community. However, the risks to school kids and teachers or adults, Occupational Health and Safety (OHS), Labor and Working Conditions (LWC), Community, Health and Safety (CHS), and Environment and Natural Resources during construction will be mitigated as in the table below.

Table 7. Primary School Construction - Risk Mitigation Measures

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.1.1 Occupational Health and Safety (OHS)											
a) OHS Housekeeping and General Conditions			✓				✓		i. Notify local construction/environment inspectorates and communities of upcoming activities. ii. Relevant stakeholders are informed of the works through appropriate means and in manner acceptable to the communities. iii. Acquire all key legally required permits for implementation of all subproject activities. iv. Selected contractor(s) are mandated to formally agree to conduct all works in accordance with contractual	MLMUPCC (design and prior to construction) Contractor	Prior to, during and after Construction stage

¹⁰ The proposed primary school construction site is located in the existing school complex.

¹¹ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									requirement as designed to minimize impacts on neighboring communities and environment. v. Appropriate signposting of the sites to inform visitors/workers of key rules and regulations. vi. First aid kits are provided, maintained and easily accessible with name(s) of trained first aid officer(s) visibly displayed. vii. Construction sites are clean and clear with all sharp objects, nails and boards removed from work areas, passageways, walkways and resting as well as properly storing them.		
b) Risk of falling when working at a height				✓				✓	i. Awarded contractor must be assigned the site manager, social and environmental safeguards persons to be responsible for construction sites (each site) as identified in the contractors' TOR). These persons will follow up the construction work status and health and safety standards for workers and the community through job safety checklist	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									which has been prepared by them to evaluate the OHS. ii. Wear proper PPE when working at height. iii. Use fall-preventing devices such as harnesses, safety belts...etc. etc. as well as ensuring the devices are in good conditions. iv. Provide/Install necessary guardrail with regular inspections before and after use.		
c) Establishment and operation of worker camps could increase waste generation, water pollution, and disturbance and other direct and indirect social impacts to local community			✓				✓		i. Ensure that the siting of campsite is acceptable and approved by communities and local authority and in line with minimum standards required by the World Bank. Ensure that basic camp facilities are provided including proper housing protected from the elements and animals, security, latrines and shower facilities, eating areas, safe water supply, mosquito nets, blanket, safe paths, fire prevention equipment, and other basic amenities, etc. ii. Ensure that (a) washing areas are demarcated and water from	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									washing areas is released in sumps.		
d) Accidents and incidents including of moving vehicles and machineries				✓				✓	i. All moving vehicles and machineries are operated by training and qualified drivers. ii. A spotter and flagman will be provided to each moving equipment operator to guide the vehicle's movement. iii. The Operator will receive relevant safety equipment and training from a contractor. iv. All workers are protected from falling objects in the work areas v. All construction vehicles shall be equipped with proper lighting and a warning and seat belt system. vi. All vehicles and moving equipment/machineries should be maintained and regularly inspected.	Contractor	Construction stage
e) Lack of PPE will increase the risk of workers' exposure to construction hazards.			✓				✓		i. Workers' PPE will comply with international good practice (with hardhats, and where needed will use masks and safety glasses, harnesses and safety boots). ii. The contractor shall provide relevant PPE to all workers.	Contractor Workers	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									They should be trained on proper use of PPE. iii. All workers must keep and use PPE at the construction site. iv. Workers must maintain the PPE in good condition and assigned inspector should conduct checks on the PPE before and after use. v. Contractor must have a clear protocol for issuing warnings and releasing workers from their duties after multiple non compliances.		
f) Risk of injury while operating machinery and tools.			✓					✓	i. The contractor needs to provide training in machinery and equipment operation. ii. Wear proper PPE before any operation of machinery/ equipment as well as allow only trained and qualified operators to use the machineries/tools.. iii. Daily morning toolbox must be carried out before the commencement of work.	Contractor Workers	Contractor Workers
g) Disposal of waste generated from project sites may increase health issues to local people and the environment.									i. Waste collection and disposal pathways and sites should be identified for all major waste types expected from construction activities.	Contractors	Construction and Post construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. Construction wastes should be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. iii. Construction waste should be collected and disposed properly by licensed collectors. iv. The records of waste disposal should be maintained as proof for proper management as designed. v. Whenever feasible the contractor should be reused and recycled for appropriate and viable materials (except asbestos).		
h) Storage of hazardous material (including Asbestos)									i. Hard compacted, impervious and bounded flooring should be provided for storage of hazardous material. They should also be adequately labelled. Ensuring that no contaminated effluent is released to the environment. ii. Fuel tanks should be labeled and stored in impervious lining and dykes etc., and firefighting arrangements should also be made available	Contractors	Construction and Post construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. All workers should be trained on the hazardous material safe handling techniques. iv. Storage and handling of hazardous materials should be included in the contractor's construction site management plan. v. Ensure that operating vehicles are checked regularly for any fuel, oil, or battery fluid leakage. vi. If asbestos is located on the project site, it shall be marked clearly as hazardous material and when possible, the asbestos will be appropriately contained and sealed to minimize exposure. Asbestos should only be handled and disposed by skilled & experienced professionals. vii. If asbestos material is be stored temporarily, the wastes should be securely enclosed inside closed containments and marked appropriately. Security measures will be taken against unauthorized removal from the site. viii. The asbestos prior to removal (if removal is necessary) will		

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									be treated with a wetting agent to minimize asbestos dust.		
3.1.2 Labor and Working Conditions											
a) Risk of using child labor				✓				✓	i. The contractor shall follow a contract agreement that includes the prohibition of using child labour at the construction site. ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.). iii. Employment of workers from within the community. iv. Contractor to attend training regarding labour law and working conditions (LWC).	Contractor	Before and during the construction stage
b) Risk of unfair treatment/ discrimination				✓				✓	i. Ensure workers know their rights and are able to submit a grievance through the Project Worker Grievance Mechanism. ii. Contractor must attend training regarding labour and working conditions (LWC).	Contractor	Construction stage
c) Risk of GBV/SEA/SH				✓				✓	i. Ensure that workers and contractor sign the code of conduct. ii. Endeavour to employ workers from within the community so	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									the risk of GBV/SEA/SH is low. iii. Design and deliver GBV/SEA/SH awareness training to workers, and the broader community, including school teachers and children.		
3.1.3 Community, Health and Safety (CHS)											
a) Safety risks to students and teachers due to the operation of construction, machinery, and vehicles.				✓				✓	i. Raise awareness of safety measures /danger. The teachers or parents need to restrict their students or kids from being around the construction site. ii. Brief on safety requirements for drivers iii. Fencing the construction site iv. Restricted access to the construction site. v. Soundproof machinery shall be used at the site. vi. Schedule for noise activities at reasonable times vii. Provide a spotter during the movement of trucks in and out of the site. viii. It is particularly important to take measures and raise awareness regarding children and community members safety when passing by active construction site areas,	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									especially also at night or when there is limited lighting.		
b) Inadequate design of buildings may lead to an impact on community health and the environment. (including Universal Accessibility)			✓				✓		i. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and unsanitary conditions may develop due to inadequate drainage. ii. Maximize natural light and ventilation systems to minimize the need for artificial light and the necessity of air conditioning; use large windows for bright and well-ventilated rooms. iii. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank). iv. Using asbestos cement tiles as roof materials is prohibited. v. Adequate space in the classrooms and no physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices.	MLMUPCC (design) Contractor (implementation stage)	Before, during, and after the construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									vi. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids. vii. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls. viii. Restrooms with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights.		
c) Life and fire risk				✓				✓	ix. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place, including clear exit signs in the building (in the case of schools, in each classroom). x. All workers need to be trained on the fire and emergency plan/procedure, on how to use fire extinguishers, know the evacuation procedure and escape routes xi. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily. xii. Maintaining a strict no-smoking policy that is	Contractor	

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>communicated to all employees and workers</p> <p>xiii. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded.</p> <p>xiv. Make sure that electrical wiring is regularly inspected on the premises.</p> <p>xv. Take notice of any electricals left unattended and candles not blown out.</p> <p>xvi. Workers must not be allowed to bring any cooking equipment to the construction site.</p>		
d) Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		<p>i. Ensure the entire perimeter of the job site is enclosed with durable fencing (e.g., chain-link, solid wooden barriers).</p> <p>ii. Any entry points should be secured with locked gates when workers are absent.</p> <p>iii. Place highly visible warning signs around the site that indicate "Danger" and "Construction Zone – Keep Out."</p> <p>iv. Use visual symbols or bright colors to ensure children understand the risks, even if they can't read.</p>	Contractor	

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									v. Site managers inspect the site regularly for vulnerabilities like gaps in fencing or damaged barriers. vi. All open trenches, holes, or pits should be securely covered or surrounded by barriers that cannot be easily bypassed. vii. Inform nearby residents about the construction site risks and encourage them to report any unauthorized access. viii. If schools and residential areas are nearby, consider organizing briefings for children or people nearby about the dangers of entering construction zones.		
e) Risks to the community on closed construction between latrine and pumped well or another water source.				✓				✓	i. A toilet should be at least 20 meters from water sources (pump well, spring water, river). ii. All toilets must have a septic tank to provide primary treatment of faecal waste. iii. PVC pipe used to connect a pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight.	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iv. Metal pipe is a preferred choice for gas venting in septic tanks. Never use PVC pipe, as it is unable to withstand long-term exposure to sunlight. v. Septic tanks must have a vent pipe to prevent gas buildup inside the chamber, and there shall be a 'manhole' that provides access inside the tank if needed.		
f) Risk of communicable diseases				✓				✓	i. Report any occurrence of any communicable diseases among the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C) and set up a disease prevention program if needed. ii. Conduct community awareness iii. Conduct specific training and awareness raising of the communicable diseases associated with livestock raising	Contractor	Construction stage
g) Risk of conflict between outside workers and the community				✓				✓	i. Workers have to comply with the code of conduct. ii. Cooperate with the relevant local authority.	Contractor Workers	Construction stage
3.1.4 Environment and Natural Resources											
a) Risk of pollution, noise and vibration impact at the				✓				✓	i. Limit the hours of operation for specific equipment (typically between 11 am – 1	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
construction sites and from construction traffic.									pm). Avoid the use of machinery/equipment (such as trucks) at night time. ii.		
b) Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas			✓				✓		i. Stockpile the excavated material to nonagricultural and in a minimum area and away from storm water and flood pathway. The disposal should be in consultation and agreement with the local authorities. ii. Excavation of borrow soil should be to maximum depth of 0.5m; and harnessed with slope boundaries and managed with appropriate erosion control measures. iii. Contractor should properly rehabilitate borrow pits and removed topsoil of about 15 cm (with organic materials) should be spread back during borrow area restoration. iv. The contractor should avoid placing excavated material near the houses surrounding the construction sites as it hinders access. Moreover, safe passages around excavated material should be provided for community members.	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
c) Affected forests, wetlands and/or protected areas including risk to protected areas			✓				✓		i. All recognized natural habitats, wetlands and protected areas within the immediate vicinity of the project areas and connected communities will not be damaged or exploited. ii. Contractor and the workers should be strictly prohibited from hunting, foraging, logging or other damaging activities to these recognized habitats, wetlands and protected areas within the vicinity of project areas or related communities. iii. (b) A survey and an inventory shall be made of large trees in the vicinity of the construction and project areas. Large trees should be marked and cordoned off with fencing, their root system protected, and any damage to the trees avoided. iv. Adjacent wetlands and streams shall be protected from construction site runoff with appropriate erosion and sediment control measures included in the construction management plan.	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									v. There should not be unlicensed/unauthorized borrow pits, quarries or waste dumps for this construction, especially not in protected areas.		
d) Dust emissions (especially in dry conditions)				✓				✓	i. Dust suppression at the construction site (i.e. water hosing). ii. Cover truck loads with canvas to avoid dust blowing. iii. Enforce vehicle speed limits (max 20 km/h).	Contractor	Construction stage
e) Environmental contamination/ spills				✓				✓	i. Ensure appropriate proper and safe storage of hazardous material or contaminants (including second contaminants and maintenance) such as fuels, construction materials and waste. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills. ii. Ensure immediate cleaning of any spills and remediation of contaminated areas.	Contractor	Construction stage
f) Loss of fertile soil and vegetation; impacts on natural vegetation				✓				✓	i. Remove top layer of soil of the location, stock in a proper place and once the	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>construction is finished, put the soil back on that place. The leftover spoil soil should be collected and kept aside for rehabilitation of the project site at later stage of the work.</p> <p>ii. Re-vegetate the embankments with only indigenous plant species.</p>		
g) Waste generation during site clearance and Construction .			✓					✓	<p>iii. Development of waste management plan including stockpiling and disposal.</p> <p>iv. Waste management (including waste separation, recycling and proper disposal).</p> <p>v. Waste will be recycled, and reused (except asbestos) as well as composted. The rest of waste will be disposed at approved dumpsite.</p> <p>vi. Provide litter bins, containers, and recycling systems for waste at construction sites.</p> <p>vii. No burning, burial, or disposal of hazardous waste on site.</p> <p>viii. Waste Management (a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities.</p>	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ix. Construction waste will only be collected and disposed by licensed collectors. x. The records of waste disposal will be maintained as proof for proper management as designed.		
h) Water Quality (Erosion and Sedimentation)			✓				✓		i. Project site should establish appropriate erosion and sediment control measures to prevent sediment and erosion from construction sites causing pollution to the environment.	Contractor	Construction and Post construction stage
i) Risks on sourcing wood and/or other construction material (including stone, sand, gravels) from the PAs, forests, and rivers/other water bodies.			✓					✓	i. The sourcing of wood from the Protected Area (PA) must be banned. The material of construction such as stone, sand, gravels must be purchased from outside community with a licenced quarry. The furniture of the school such as student's tables and chairs must be purchased from outside the community from a provider with appropriate licence.	Contractor	Construction stage
j) Risks from dump pits/sites during and after construction									i. Measures to ensure all dump pits/site are properly labelled and barricaded to restrict unauthorized access. The dump pits should be properly located and contained to avoid		

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									risks of erosion and sedimentation from run off. ii. The dump pits should be closed and levelled down after construction and returned to its original state where possible.		
k) Chance finds of cultural heritage resources.				✓				✓	iii. Once cultural heritage objects sites are identified, contractor or sub-contractor shall immediately stop works within an approximate distance of the site. iv. Contractor/sub-contractor shall call EA/IA and provincial level to the location to make a rapid determination of the significance of the find. v. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area. vi. EA/IA, provincial Department of Culture and Fine Arts and contractor shall evaluate sites or objects in accordance the procedure required by the Ministry of Culture and Fine Arts. vii. Contractor and EA/IA shall work together to determine any requirements for community	Contractor IC Community LASED III- MLMUPC/MA FF	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ¹¹				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>engagement accordance to ESS10. The team will seek out and consult with the affected stakeholders and establish the appropriate action.</p> <p>The following management options will be considered:</p> <ul style="list-style-type: none"> i. Avoidance to minimize the impact to the site through partial or complete project redesign or relocation, should be the preferred option from a cultural resource management perspective. ii. In-situ Management This option includes the application of site protection measures. Appropriate protection measures will be identified and agreed between EA/IA, contractor, provincial department of culture and fine arts, and the local authority on a site-specific basis. iii. Destruction of a site is assessed as having limited cultural significance, it may be destroyed once a complete photographic record has been made and the Chance Finds Report Form has been completed. 		

3.2 Agriculture and Livelihood Support

32. The proposed sub-project below supports agriculture and livelihood and is related to demonstration activities (i.e. livestock). It is noted that the project will not introduce any alien or non-native species impacting biodiversity in the area. Also, the project will introduce the Cambodia Good Agricultural Practices (CamGAP) to the community, including an awareness program on Integrated Pest Management (IPM) and using organic fertilizers. These activities will occur at land plots belonging to individual community members. So, there are no issues with land acquisition. However, the community members agreeing to conduct plot demonstrations will be meaningfully consulted in advance to understand the terms and requirements of the projects. For example, they will need to cooperate with project staff, including agriculture extension workers, to allow them to conduct demonstrations at the sites for community interest. The risks related to agriculture and livelihood support activities will be mitigated as in the table below:

Table 8. Agriculture and Livelihood Support-Risk Mitigation Measures

Description of Risks associated with each planned sub-project	Level of Impact ¹²				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.2.1 Risk of using pesticides for the Vegetables or demo-farm				✓				✓	i. Awareness raising, including pesticide and herbicide reduction and integrated pest management (Apply the existing Cambodia GAP).. ii. Wear necessary PPE during implementation.	MAFF	Throughout the project implementation
3.2.2 Other risks related to farming activities of vegetables (Demo-farm), such as risk of invasive species, risk of soil fertility reduction and erosion, and risk of agriculture wastes.			✓				✓		i. Avoid the introduction of invasive species. ii. Use sustainable agricultural practices/approaches/technologies (e.g., Agroforestry Practices, Polycultures, and Crop rotation, Integrated Pest	LASED III-MAFF	Throughout the project implementation

¹² Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact ¹²				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>Management (encouraging the predators of crop-eating pest insects such as birds and bats, etc.)</p> <p>iii. Reduce top-soil losses from erosion and the reduction in soil fertility (Cover Crops and Mulches establishing leguminous ground cover and applying plant residues), Grass Barriers (planting grass in strips along the contour lines, etc.)</p> <p>iv. Induce conservation and efficient use of water.</p> <p>v. Reduce, recycle and reuse the agricultural waste (natural, animal, plant waste).</p>		

Table 9. Risk related to Demo farm Livestock Activities

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.2.3 Risk to community health and Safety from activities related to Demo farm Livestock.			✓					✓	<p>i. Fence off water bodies from grazing animals.</p> <p>ii. Regularly collect and store manure properly for</p>	LASED III - MAFF	Throughout the project implementation

¹³ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									composting and later application to fields to reduce noxious odours and limit spread of pathogens. iii. Regular cleaning of livestock sheds and feeding pens. iv. Increase the carbon-to-nitrogen ratio in feeds to reduce methane and nitrous oxide production. v. Promote efficient storage, handling, and use of feed by maintaining records of feed purchases and livestock feed use. vi. Use covered or protected feeders to prevent feed from exposure to rain and wind. vii. Consider mixing waste feed with other recyclable materials destined for use as fertilizer, or else consider incineration or land disposal options. viii. Grain feed to increase utilization efficiency by the animals, allowing the use of less feed and thereby reducing the amount of manure generated (as well as increasing the production efficiency).		

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>ix. Ensure production and manure storage facilities are constructed to prevent urine and manure contamination of surface water and groundwater (e.g. use concrete floors, collect liquid effluent from pens, and use roof gutters on buildings to collect and divert clean stormwater).</p> <p>x. Control the temperature, humidity, and other environmental factors of manure storage to reduce methane and nitrous oxide emissions. This may involve use of closed storage tanks, or maintaining the integrity of the crust on open manure storage ponds / lagoons.</p> <p>xi. Keep waste as dry as possible by scraping wastes instead of, or in addition, to flushing with water to remove waste. This practice minimizes excess moisture and reduces the potential for odor, insect breeding, and spreading pathogens, enhancing overall sanitation and reducing risks to nearby.</p>		

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									xii. Locate manure stacks and urine away from household area, water bodies, floodplains, wellhead fields; or other sensitive habitats. xiii. Regularly collect and store manure for composting and later application to fields to reduce noxious odor and to limit spread of pathogens. xiv. Conduct manure spread only as part of well-planned strategy that considers potential risks to health and the environment due to the presence of chemical and biological agents as well as nutrient balance in an agricultural setting. Ensure that manure is applied to agricultural land only during periods that are appropriate for its use as plant nutrient (generally just before the start of the growing season). xv. Regular cleaning of livestock sheds and feeding pens. xvi. Reduce the amount of water used during cleaning (e.g. by using high-pressure, low-flow nozzles).		

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									xvii. Improve the productivity and efficiency of livestock production (thus lowering the methane emissions per unit of livestock) through improvements in nutrition and genetics, use mechanical controls (e.g. traps, barriers, light, and sound) to kill, relocate, or repel pests. xviii. Consider covering manure piles with geotextiles (which allow water to enter the pile and maintain composting activity) to reduce fly populations. xix. Use predators to control pests. Protect natural enemies of pests by providing a favorable habitat (e.g. bushes for nesting sites and other indigenous vegetation) that can house pest predators. xx. Reduce mortalities through proper animal care and disease prevention. xxi. Any sick or injured animals should be treated or cared for to alleviate pain and distress as soon as practically possible, including being isolated or		

Description of Risks associated with each planned sub-project	Level of Impact ¹³				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>humanely destroyed if necessary.</p> <p>xxii. MAFF needs to strengthen the animal health system in the community through capacity building by implementing comprehensive disease prevention and control measures biosecurity protocols and disease surveillance.</p> <p>xxiii. Animals should be confirmed dead before disposal, and any still alive should be euthanized immediately. Dead animals should be removed promptly and disposed of appropriately.</p> <p>xxiv. Identify and contain sick animals and develop containment and cull procedures for adequate removal and disposal of dead animals in accordance with the guidance from the national regulation.</p>		

3.3 ICLT Sustainability and Infrastructure Operation & Maintenance

Table 10. Community by-Laws, internal rule enhancement, and public disclosure

Description of Risk associated with each planned sub-project	Level of Impact ¹⁴				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.3.1 Community By-Laws and Internal Rule fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC.			✓				✓		i. LASED III Project will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to project benefits. (the recruited NGO under LASED III will support this activity)	<ul style="list-style-type: none"> • NGO (recruited by LASED III or collaboration with NGO supporting ICC and indigenous communities. • National and provincial ESS team and ICLT team. 	November 2025
3.3.2 Lack of awareness of by-laws, internal rules, collective land use, and land titles.			✓				✓		i. Promote public disclosure on the existing collective land titling and land use within the communities: a) Prepare a Youth Album in each village, on Community Land Use Planning (including key information on By-Laws and Internal Rule, a copy of land titles and a summary list of parcels	<ul style="list-style-type: none"> • Youth, ICF, community members, supporting NGOs, ES Focal persons, and consultants 	November 2025

¹⁴ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact ¹⁴				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>of collective land titles, individual land, agriculture, residential and reserve land use. Update issues related to land use.</p> <p>b) Encourage elders, women and youth to regularly (at least monthly) engage with the ICC and community members to address any issues related to the information of the album and action taken.</p> <p>ii. Support youth to biannually update the information of the album.</p>	(national and provincial)	

3.4 Infrastructure Operation & Maintenance

Table 11. The lack of control over the operation and support maintenance in a sustainable manner.

Description of Risk associated with each planned sub-project	Level of Impact ¹⁵				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.4.1 The lack of control over the operation and sustainable maintenance post-construction.		✓				✓			<p>i. The project will prepare to hand over the community infrastructures to the relevant provincial departments, districts, communes, and communities consistent with RGC reform policy while finalizing the community guidelines for Operation & Maintenance (O&M).</p> <p>ii. Formation of community infrastructure management committee to support O&M.</p> <p>iii. Orientation O&M follow community operation and maintenance (COM).</p>	<ul style="list-style-type: none"> • LASED III • PDEYS & IP communities are working closely with the provincial team, district and commune. • Commune operational and maintenance infrastructure committee (school). 	Post construction.

¹⁵ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact ¹⁵				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iv. Operation and maintenance of school building is integrated into the commune investment plan (CIP). v. Implementation infrastructure O&M vi. Follow-up implementation and administration support.	<ul style="list-style-type: none"> Commune council with the close authority (ICC, village chief) to support the implementation of infrastructure O&M and resource mobilization. 	

4 Institutional and Sustainability Risks for Sub-project Development

4.1 Institutional Arrangement

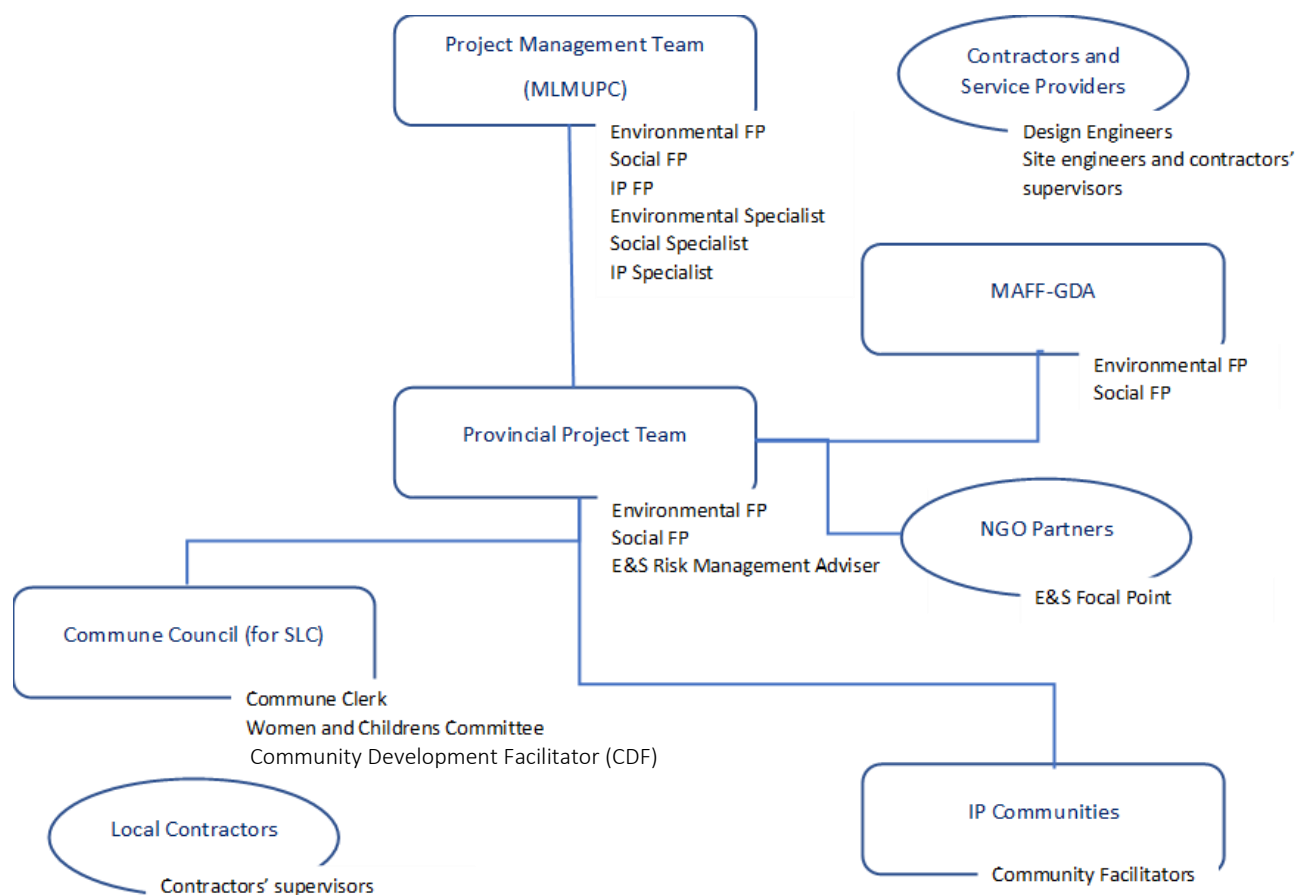
33. E&S unit (including E&S focal points, CDF, ADF and E&S consultants) from MLMUPC and MAFF will be responsible for monitoring and supervising the implementation of the ESMP in coordination with the ICC of the Indigenous community and an NGO, to be contracted by MLMUPC to support the Indigenous Community.

34. MAFF and PDAFF support agriculture development. MAFF promotes adopting the Cambodia Good Practices (CAMGAP) standards and zero chemical use, as well as Integrated Pest Management (IPM).

35. The contracted NGO under LASED III will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to the project's benefits. The ICC has played a critical role in securing its land tenure, as stated in the internal rule of managing the ICLT land. The capacity development among the ICC and communities, especially youth, would be key factors to mitigate the risk of social and gender inclusion in the infrastructure and livelihood sub-project development and in the community land-use development plan. The NGO under LASED III, will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the ICC will ensure the gender balance in the ICC composition, by-law, and internal rule revision as described in Section 2 (Table 4).

36. The project also supports establishing and strengthening the O&M Committee to ensure community mobilization and a commune investment plan (CIP) to maintain the school building after construction completion. The Provincial Department of Rural Development (PDRD) and Provincial Department of Education, Youth and Sport (PDoEYS) play a vital role in supporting, maintaining, and functioning the O&M Committee.

Figure 6: Key Personnel for E&S Risk Management



4.2 Capacity Building

37. The E&S unit of MLMUPC will support refresher training on the E&S Management Framework, including the labour and working conditions as well as health and safety for the provincial E&S focal points for monitoring and managing this ESMP.

38. MAFF will provide various training and extension support for the Indigenous community's livelihoods and the safe use of chemicals (LASED III is not funded for chemical use on titled Indigenous community sites); CamGAP standards implementation includes integrated nutrient management (INM), integrated pest management (IPM), worker safety, and child labour provisions.

39. The E&S unit of MLMUPC must provide an orientation to contractors to understand and implement their E&S obligations, such as environmental, social, health, and safety (ESHS) specifications, occupation health and safety (OHS), community health and safety (CHS), Grievance Redress Mechanism (GRM).

40. The contractor must train workers, stakeholders, the local community, school teachers, and students on Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH).

41. The contracted NGO under LASED III will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to the benefits of the project.

5 Grievance Redress Mechanism

42. The Grievance Redress Mechanism's procedure established on December 22, 2022 will be used for this sub-project. Representatives from the IP community or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided to the focal points or GRM committee, IP community, and workers for the grievance redress process¹⁶. Affected individuals and the community may send their complaints verbally (also in their local language for IP) or in writing to the local authority (including a trained IP community representative or customary authority) or drop a complaint letter in the complaint box in a village/IP community public space or at the commune administrative office. Some of the complaints include but are not limited to inquiries or ideas, rent-seeking/corruption, unfair treatment/activities, and other related environmental and social issues against contractors, sub-contractors, workers, or other LASED III project members which may arise throughout the project support. All feedback and complaints will be processed and addressed by the GRM Committee promptly and effectively according to the GRM procedure as follows: within five working days, we will acknowledge the comments or complaints. After the grievance is lodged, the mechanism will take up to 30 working days to process it, giving time for evidence collecting and analysis (if necessary). The grievance resolution process with the parties to the complaint may be extended up to 45 working days, but it may not take longer (also refer to LASED III GRM for Project Workers and affected parties).

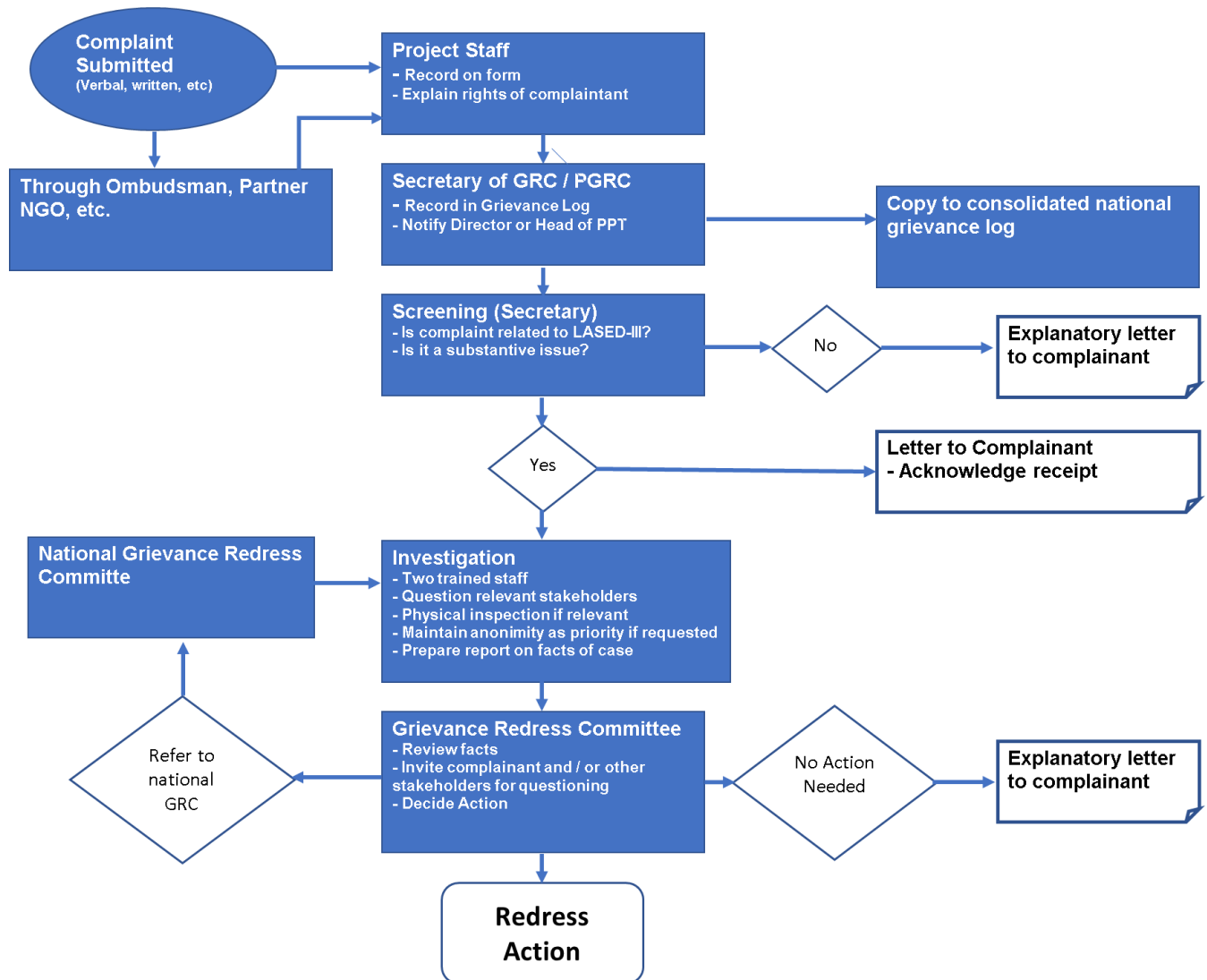
43. The complaints may be made in writing, verbally, or electronically also to Project GRM as below:

1. The National Grievance Redress Committee is located at the Ministry of Land Management, Urban Planning, and Construction (MLMUPC). The committee comprises:
 - Project Director, Chairperson, Dr. Thol Dina Tel: 088 410 7778, Email: tholdinaip@gmail.com
 - Grievance Redress Officer from MLMUPC, Mr. Rithy Rattanakeyseth. Tel: 017 988 333, email: rrcheyseth@yahoo.com
 - Grievance Redress Officer from MAFF, H.E. Khy Kosal, Tel: 081 839 345, email: kosalkhy@yahoo.com
 - Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: LASEDIIGRM@GMAIL.COM
 - Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: LASEDIIGRM@GMAIL.COM
2. The Provincial Grievance Redress Committees are located at the provincial/municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastre. The committee comprises:
 - Mr. Ly Ousaphea, Director of Provincial Department of LMUPCC_Ratanak Kiri, Project Manager of LASED III, Chairman of Provincial Grievance Redress Committee, Tel: (+855) 12663661 (Telegram);
 - Mr. Hou Kim Leung, Head of Development & Construction Management Office of Provincial Hall Inter-Section Office, Tel: (+855) 12 599 171 (Telegram);
 - Mr. Ngeth Theara, Deputy Provincial Department of Agriculture, Forestry and Fisheries (PD AFF), Tel: (+855)12 255 926 (Telegram);

¹⁶ Grievance Redress Mechanism (GRM) For Project-Affected Parties and Project-Workers, LASED III.

- Mr. Den Chanthorn, Director of the Provincial Department of Labor and Vocational Training (PDLVA), Tel: (+855) 98 888 684 (Telegram)
- Mr. Heng Sam Oeun, Head of Indigenous People Office, Provincial Department of Rural Development (PDRD); Tel: (+855) 977 624 556;
- Mr. Soeung Kemarak, Head of Lumphat Wildlife Sanctuary Office, Provincial Department of Environment (PDoE), Tel: (+855)97 993 6916 (Telegram);
- Mr. Suy Sovanarith, Deputy Director of The Provincial Department of Water Resources and Methodology (PDWRoM), Tel: (+855) 97 8364 948 (Telegram);
- Mr. Nao To, Deputy Director of the Provincial Department of Women Affairs (PDWA), Tel: (+855)31 798 9333 (Telegram);
- Mr. Tim Monirath, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 716216238 (Telegram);
- Mr. Koe Moeun Chhey, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 12 480 590 (Telegram);
- Mr. Uch Vanny, Head of Construction Office of the Provincial Department of LMUPCC, Tel: (+855) 71 456 8007 (Telegram);
- Mr. Kong Sronos, Regional Environmental Risk Management Consultant (Region 3); based in Ratanak Kiri province, Tel: (+855) 117 894 68 (Telegram);
- Mr. Cheth Kimngoy, Regional Social Risk Management Consultant in Region 3, based in Ratanak Kiri province, Tel: (+855) 11 604 406 (Telegram);
- Mr. So VannThin, District Governor of Ta Vaeng, Tel: (+855) 97 758 0440; (Telegram);
- Mr. Men Bunthoeun, Chief of Ta Vaeng Krom commune, Tel: (+855) 88 9045 440;
- Mr. Ploung Seun, Sieng Say Vice Village Chief Tel: 0977290474

Figure 7: Flow Diagram of LASED III GRM



6 Budgeting, Monitoring, and Reporting

44. Implementation of the ESMP and reporting are required under the Environmental and Social Commitment Plan (ESCP). No Objection to sub-project ESMP from the World Bank must be obtained and this sub-project ESMP will be disclosed before any sub-project implementation under LASED III. The LASED III MLMUPC will prepare and submit semi-annual monitoring reports on the Project's environmental, social, health, and safety (ESHS) performance, stakeholder engagement activities, and grievance redress mechanism (GRM) functioning. The contractors are also required to prepare and submit regular reports as required under the contract agreement to MLMUPC.

45. The contractors are also required to prepare and submit 1). Contractor's ESMP (C-ESMP) before commencing the construction and 2). Contractor's Labor Management Plan (LMP) will be sent to MLMUPC for review and clearance before commencing construction. Subsequently, the contractor is required to submit 3). A monthly ES risk management monitoring report to MLMUPC. The report should include details on the project's environmental and social performance against requirements in this ESMP in the sub-project risk and mitigation section.

46. In case of incidents and accidents, the contractor must promptly notify LASED III MLMUPC of any incident or accident related to the sub-project implementation which has or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers (for example an accident resulting in death or hospitalization of project workers; landmines and explosive remnants of war (ERW) incident; significant chance find of cultural heritage; natural disaster affecting project beneficiaries; civil disturbances at or relating to a project site; property damage).

47. The indicative budget and detailed monitoring arrangements are described in the tables below:

Table 12. ESMP Implementing Cost

N	Activities	Cost Estimation
1	ESMP consultation with the local authority and IP Community and disclosure	\$ 1,000
2	Awareness raising and practices OHS, ESHS, CHS, GRM and Leaflet/booklet printing	\$ 1,000
3	Stakeholders' Engagement & Grievance Redress Mechanism Implementation	\$ 2,000
4	Supervision, Monitoring, and Reporting	\$ 2,000
5	Training for ESMP implementation	\$ 1500
6	The E&S risk mitigation budget, such as PPE, construction signage, insurance, tree planting and site camp (will be included in the bill of quantities (BoQ) for bidding and contracts for each subproject).	\$ 25000
	Total	\$ 32,500

48. The National and Sub-national E&S teams and E&S consultants, along with the relevant stakeholders and the project management level from MLMUPC & MAFF, will monitor the implementation of this ESMP. Monitoring will involve referencing Tables 7, 8, 9, 10, and 11, as well as the details provided in Table 13.

Table 13. Monitoring Checklist

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
1	Level of awareness raising and practices	1.1. Develop friendly leaflets on OHS, ESHS, CHS, GRM	Availability of printed leaflets	Chief of ESS	Prior of sub-project
		1.2. Provide ToT OHS, ESHS, CHS, and GRM measures to the provincial team	ToT reports	Chief of ESS and consultants	Prior of sub-project
		1.3. Provision of extension training OHS, ESHS, CHS, GRM measures at community level <ul style="list-style-type: none"> • Full-day training at a construction site (at the start of the construction of the school). • Display at the construction site and distribute User-Friendly Leaflet on OHS & CHS as a training tool to workers. 	Extension training reports	LASED III Provincial team (Focal person and consultant)	At the start of the sub-project
2	a. Risks related to occupational health and safety b. Risks related to labour and working conditions c. Risks related to community, health, and safety (CHS) including fire safety. d. Risks related to environment and Natural Resources e. Risk related to agriculture and livelihood support	Refer to tables 7,8, 9 & 10 of this ESMP	<ul style="list-style-type: none"> • Training record, • GRM in place • and GRM records • Contractor Monthly report • Project Site visit report. 	<ul style="list-style-type: none"> • PDLMUPCC, MAFF (Including E&S officers, consultants, and other involved units) • ICC and IC 	Throughout project implementation

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
3	Grievance Redress	<ul style="list-style-type: none"> GRM functioning GRM training to the focal points or GRM committee, IP community, and workers. Establish an easy way for filling verbal complaints and written complaints in the complaint boxes at the community site level or commune administration office. Respond to the grievance redress promptly following the project's GRM. 	<ul style="list-style-type: none"> The Appointment of GRM Committee (LASED III Sub-national and National), GRM Training Record, Grievance redress filling for each project site, Grievance Records and Solution Responses, Worker interview, Community Interview 	LASED III Sub-national Grievance Redress Mechanism Committee (GRMC), National GRMC	Through construction stage
4	Community By-Laws fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC.	<ul style="list-style-type: none"> LASED III Project will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to project benefits. (the recruited NGO under LASED III will support this activity) Steps should be taken to facilitate a process based on broader community consultation that would rectify these shortcomings of By-Laws and the establishment of Internal Rules. 	<ul style="list-style-type: none"> Recruited NGO, for support Adjust the By-laws and the development of Internal Rule. 	<ul style="list-style-type: none"> NGO (recruited by LASED III or NGO supporting ICC and indigenous communities. National and provincial ESS team and ICLT team. 	September 2025
5	Lack of awareness raising on By-Laws, internal rule, communal land used, and collective land titles.	<p>Promote public disclosure on the existing collective land titling and land use within the communities:</p> <p>a) Prepare a Youth Album in each village on Community Land Use Planning (including key</p>	<ul style="list-style-type: none"> Recruited NGO for support, 	<ul style="list-style-type: none"> Youth, ICF, community members, supporting NGO, ES Focal persons and 	September 2025

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		<p>information on By-Laws and Internal Rule, copies of land titles a list summary of parcels of collective land titles, and a list of individual land used for agriculture, residential and reserve lands and update issues related to land use.</p> <p>b) Encourage elders, women and youths to regularly (monthly) engage with the ICC and community members on the issues related to the album's information and actions taken to address the related issues.</p> <p>c) Support youth to biannually update the information of the album.</p>	<ul style="list-style-type: none"> Community Land Use Planning Album Monthly report with the participation of elders, women and youth. Biannually update the information of the album. 	consultants (national and provincial)	
6	The lack of control over the operation and support maintenance in a sustainable manner post-construction.	<ul style="list-style-type: none"> The project will prepare the handing over of the community infrastructures to the relevant provincial departments, districts, communes, and communities consistent with RGC reform policy while finalizing the community guidelines for O&M. Formation of community infrastructure management committee to support O&M. Orientation O&M follows Community Operation and Maintenance (COM). <ul style="list-style-type: none"> a) Operation and maintenance of the school is integrated into the commune investment plan (CIP). b) Implementation infrastructure O&M c) Follow-up implementation and administration support. 	<ul style="list-style-type: none"> Community Infrastructure Management Committee Formation Records of an orientation O&M follow Community Operation and Maintenance (COM). M&E Report of Infrastructure O&M 	<ul style="list-style-type: none"> LASED III PDRD works closely with the provincial team, district, and commune. Commune Operational and Maintenance Infrastructure Committee (school building). Commune council working closely with the authorities (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization. 	Post Construction

7. Annexes

Annex A: E&S Screening for Development Support to Titled IC in Sieng Say Village

LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT PHASE III (LASED III)

E&S Risk Screening Form for Development Support to Titled ICs

IN THE COMMUNITY OF

Brao Indigenous Community, Sieng Say Village, Ta Vaeng Kraom
Commune, Ta Vaeng District, Ratanak Kiri Province

12 September 2024

Date of Risk Screening	12/ Sept/ 2024	GIS reference¹⁷	E = 721048.27 N = 1557034.85
Province	District	Commune	Titled IC (if applicable)
Rattanak Kiri	Ta Vaeng	Ta Vaeng Kraom	Brao IP, Sieng Say Village

Table 1: Summary of planned infrastructure and agriculture sub-projects along with risks and impacts¹⁸ (First, complete the answer to the screening questions in Table 2, and then use this information to provide the summary overview in Table 1)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Drinking Water Supply: A drilled well for underground water use.	Yes	<ul style="list-style-type: none"> A drilled well with a motor pump for underground water will be included in the school building, and the water quality will be tested for any toxin elements before use.
Building Construction: School building with five classrooms	Yes	<ul style="list-style-type: none"> If Yes: Adopt ECOP (Appendix 7 of ESMF); Conclusion after field visit: there is no impact on any structures and private properties. The primary school building with five classrooms will be built within the existing primary school compound and there will be no adverse impact on the environment and social aspect.
Sanitation	No	<ul style="list-style-type: none"> A latrine with three restrooms will be included in the school building.

¹⁷ Add a map (based as applicable on either final CLT mapping) that shows (a) the boundary of the SLC or IC, (b) existing settlements and land use within the IC area, (c) any IC or Khmer villages bordering the IC area, (d) physical cultural heritage sites, and (e) any ES hotspots or receptors (including a list of water bodies/streams that need to be reserved).

¹⁸ This summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, and then use this information to provide the summary overview in Table 1 of the planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).

Table 2: Screening Information on Impacts and Risks

No.	Screening Questions	School Building (with 5 classrooms)	Remarks
1	<u>Location:</u> Will any part of the sub-project be located outside the area of the ICLT?	No	The proposed site is located inside Sieng Say community land area.
2	<u>Water Courses:</u> Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	The school building has no impact on any water body or watercourse, while the Sesan River is located about 300m from the proposed school building construction site.
3	<u>Labor and Working Conditions:</u> Will the sub-project be implemented by workers employed by a construction contractor?	Yes	The contractor will sign a Code of Conduct which protects workers' rights.
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	Yes	The contractor will sign a Code of Conduct which protects workers' rights and no outsourcing.
5	Will any community workers be used to implement the sub-project?	No	Due to the conditions of the civil work contract the non-skill workers shall be selected from the village. The workers will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Brought from outside of the community from a licensed quarry/provider
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	
8	<u>Environment:</u> Will the sub-project create dust pollution that may affect people living nearby?	Yes, but very minimal impact and following mitigation measures	During the construction, the mitigation measures will be applied.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes, but very minimal impact and following mitigation measures	Mitigation measures will be applied.
10	Are any streams or water bodies that may be polluted due to the sub-project?	No	There are no natural streams or water bodies that will be polluted by the sub-project, and the proposed school building site is located around 300 m from the Sesan Riverside.

No.	Screening Questions	School Building (with 5 classrooms)	Remarks
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	The constructor will manage all waste from the construction activities according to Cambodian and WB standards and included in the contract. Mitigation measures in the ESMP will apply.
12	<u>Community Health and Safety:</u> Will the sub-project result in increased road traffic?	No	The sub-project is in a remote area, so the construction of school will not cause any increased road traffic.
13	Will construction of the sub-project result in road traffic hazards during construction?	No	There is no major traffic in this area
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	No	
15	Will any type of chemical be used in the implementation of the sub-project?	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Yes	the school building will provide a drilled well and water tank for storage. So, water quality will be tested.
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Yes	the school building will provide a drilled well and water tank for storage. So, water quality will be tested.
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Yes	the school building will provide a drilled well and water tank for storage. So, water quality will be tested.
20	<u>Climate Change:</u> Will the sub-project result in a large increase in CO2 emissions?	No	
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	
22	Is there a risk that climate change will make the project unsustainable (e.g. growing a crop that will not grow when the climate becomes hotter)?	Not relevant	
23	<u>Land Acquisition:</u> Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	The consultation meetings with IPs towards broader consent among ICC's members, school director, village chief and commune authorities, resulted in an agreement by consensus

No.	Screening Questions	School Building (with 5 classrooms)	Remarks
			regarding the land area for the school building which will be located in the existing school complex.
24	Will any people have to move their homes to make room for a sub-project?	No	
25	Will any people lose part of their productive land because of a sub-project?	No	
26	Will any sub-project be constructed on land that is used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?	No	
27	Will any sub-project require access to land outside the IC site?	No	
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Yes	The land area for the proposed school building is located in the existing school complex. The land area given for the subproject has been agreed upon by the school director, ICC members, village chief and commune authorities by consensus.
29	<u>Natural Resources:</u> Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	
30	Will the sub-project result in increased extraction of water from a natural lake?	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	The Virak Chey National Park is located about 7km from the village.
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	Yes	These materials will be bought/purchased outside the community from a licensed quarry.

No.	Screening Questions	School Building (with 5 classrooms)	Remarks
35	<u>Cultural Heritage:</u> Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project?	No	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	
38	<u>Indigenous People:</u> Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	It will be benefit to the whole community for education service. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Not affected, but they participated in the meetings and have been fully consulted	There is no adverse impact on the IPs community which is a result from the the public consultation meetings
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	There is no negative impact outside the IC site for the IPs community.
41	<u>Stakeholder Consultation:</u> Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes, through screening activities	Through outreach consultation, infrastructure needs assessment and design, the broader community has been informed, consulted and agreed
42	Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and mitigation of its adverse impacts (if any)?	Yes	Through outreach consultation meetings, infrastructure needs assessment and design, the broader community has been informed, consulted and agreed
43	Is there any objection to any part of the sub-project from the local community?	No	

Conclusion:

Based on the findings in this location-specific environmental and social risk screening for the planned development infrastructure sub-project; the school building in Sieng Say village, we found that:

- The school building sub-project will be constructed on the existing school complex, the total area is 1 ha (100m x 100m), as certified in the official letter of guarantee signed for evidence by the school principle , village chief and commune council member, this process has been consulted and documented.
- The proposed school building sub-project will not cause any adverse effect in the form of land displacement of the people from their residential (not required for the resettlement plan), and there is no evidence of mines or ERW accidents in this area.
- Based on the evidence both on the ground check and the community reports, the community's tangible or intangible cultural heritage, water body, and water sources, or other lands that are used for common property resource purposes (grazing, fishing, non-timber forest products) will not be affected by the constructions of the school building .
- There is no evidence of mines or ERW accidents in this area.
- The related impacts of the constructions regarding the Environment, Social, Health, and Safety Specifications (ESHSS) will be developed and integrated into the works contract and services as the contractor's obligation.

ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រងនៃក្រុមហ៊ុន/អ្នកទទួលការ/

Manager's Code of Conduct for Firm or Contractor

I. ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រង (Manager's Code of Conduct)

អ្នកទទួលការ (អ្នកម៉ៅការ) ប្តេជ្ញាធានាថាគម្រោងនេះត្រូវបានអនុវត្តដើម្បីកាត់បន្ថយផលប៉ះពាល់អវិជ្ជមានណាមួយលើបរិស្ថានក្នុងតំបន់ លើសហគមន៍ និងកម្មករ។ ការអនុវត្តន៍នឹងត្រូវធ្វើឡើងដោយគោរពស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាពនិងសុវត្ថិភាពការងារ ដែលសមស្រប។ អ្នកទទួលការ (អ្នកម៉ៅការ) ក៏ប្តេជ្ញាបង្កើត និងថែរក្សាបរិយាកាសដែលកុមារអាយុក្រោម១៨ឆ្នាំ នឹងត្រូវបានការពារ ហើយធានាដល់ភាពគ្មានការរំលោភបំពានផ្លូវភេទនិងការបៀតបៀនផ្លូវភេទឡើយ។ សកម្មភាពអសីលធម៌ចំពោះកុមារ អំពើហឹង្សាលើកុមារ ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ នឹងមិនត្រូវបានអត់ឱនដោយនិយោជិតអ្នកទទួលការបន្ត (អ្នកម៉ៅការ) អ្នកផ្គត់ផ្គង់ សហការីឬតំណាងក្រុមហ៊ុនណាមួយឡើយ។

The contractor is committed to ensuring that the project is implemented to minimize any negative impacts on the local environment, communities, and workers. This will be done by respecting the environmental, social, health and safety (ESHS) standards and ensuring appropriate occupational health and safety (OHS) standards are met. The contractor is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where sexual abuse and sexual harassment have no place. Improper actions towards children, Violence against Children (VAC), and/or Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) will not be tolerated by any employee, sub-contractors, supplier, associate, or representative of the company.

បុគ្គលិកគ្រប់កម្រិតមានទំនួលខុសត្រូវក្នុងការរក្សាការប្តេជ្ញាចិត្តរបស់អ្នកទទួលការ (អ្នកម៉ៅការ)។ អ្នកទទួលការ (អ្នកម៉ៅការ) ត្រូវគាំទ្រ និងលើកកម្ពស់ការអនុវត្តក្រមសីលធម៌។ ជាចុងក្រោយ បុគ្គលិកត្រូវតែប្រកាន់ខ្ជាប់នូវក្រមសីលធម៌ ហើយក៏ចុះហត្ថលេខាលើក្រមសីលធម៌បុគ្គលិកនេះ។ ការប្តេជ្ញានេះនាំឱ្យការអនុវត្តផែនការគ្រប់គ្រងបរិស្ថាន និងសង្គមរបស់អ្នកទទួលការ (អ្នកម៉ៅការ) និងផែនការគ្រប់គ្រងស្តង់ដារសុខភាព និងសុវត្ថិភាពការងារ និងការបង្កើតនូវប្រព័ន្ធដែលជួយសម្រួលដល់ការអនុវត្តផែនការសកម្មភាពលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬការបៀតបៀនផ្លូវភេទ។

Staff at all levels have a responsibility to uphold the contractor's commitment. Contractors need to support and promote the implementation of the Code of Conduct. To that end, staff must adhere to this Code of Conduct and also sign the Workers' Code of Conduct. This commits them to supporting the implementation of the Contractor's Environmental and Social Management Plan, and the OHS Management Plan, and developing systems that facilitate the implementation of the SEA/SH Action Plan.

បុគ្គលិក ជាពិសេសអ្នកគ្រប់គ្រងត្រូវរក្សាកន្លែងការងារប្រកបដោយសុវត្ថិភាព ក៏ដូចជាបរិស្ថានការងារក្នុងប្រព័ន្ធផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ នៅកន្លែងធ្វើការ និងក្នុងសហគមន៍មូលដ្ឋាន។ ទំនួលខុសត្រូវរបស់ពួកគេក្នុងការសម្រេចបាននេះរួមមាន៖

Staff, in particular Managers, need to maintain a safe workplace, as well as a SEA/SH-free environment at the workplace and in the local community ÷

II. ការអនុវត្ត (Implementation)

1. ដើម្បីធានាបាននូវប្រសិទ្ធភាពអតិបរមា (ខ្ពស់បំផុត)នៃក្រមសីលធម៌ (To ensure maximum effectiveness of the Code of Conduct:) ÷

- (i) ដាក់បង្ហាញយ៉ាងច្បាស់នូវក្រមសីលធម៌ នៅក្នុងជំរុំស្នាក់នៅរបស់កម្មករ ការិយាល័យ និងនៅតាមទីសាធារណៈនៃកន្លែងធ្វើការ។ ឧទាហរណ៍តំបន់រួមមានកន្លែងរង់ចាំ កន្លែងសម្រាក និងកន្លែងទទួលភ្ញៀវ កន្លែងអាហារ ជាដើម។ Prominently displaying the Code of Conduct in clear view at workers' camps, offices, and in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, and canteen areas.
- (ii) ធានាថាច្បាប់ចម្លងដែលបានផ្សព្វផ្សាយ និងចែកចាយទាំងអស់នៃក្រមសីលធម៌ ត្រូវបានបកប្រែទៅជាភាសាសមស្របសម្រាប់ប្រើប្រាស់នៅក្នុងទីតាំងធ្វើការក៏ដូចជា សម្រាប់បុគ្គលិកអន្តរជាតិណាមួយជាភាសាកំណើតរបស់ពួកគេ។ Ensuring all posted and distributed copies of the Code of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.

2. ដោយផ្ទាល់មាត់ (ជាពាក្យសំដី) និងជាលាយលក្ខណ៍អក្សរពន្យល់ពីក្រមសីលធម៌ដល់បុគ្គលិកទាំងអស់ រួមទាំងនៅក្នុងវគ្គបណ្តុះបណ្តាលដំបូងផងដែរ (Verbally and in writing explain the Code of Conduct to all staff, including in an initial training session) ។

3. ធានាថា (Ensure that) ÷

- (i) បុគ្គលិកទាំងអស់ចុះហត្ថលេខាលើក្រមសីលធម៌បុគ្គលិករួមទាំងការទទួលស្គាល់ថាពួកគេមានបានអាន និងយល់ព្រមជាមួយក្រមសីលធម៌។ All staff sign the 'Workers' Code of Conduct, including an acknowledgement that they have read and agree with the Code of Conduct.
- (ii) បញ្ជីបុគ្គលិក និងច្បាប់ចម្លងនៃក្រមសីលធម៌បុគ្គលិក ត្រូវបានផ្តល់ជូនអ្នកគ្រប់គ្រងផ្នែកស្តង់ដារសុខភាព និងសុវត្ថិភាពការងារ និងអង្គភាពផ្នែកគាំពារបរិស្ថាន និងសង្គម នៃក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់ និងក្រសួងកសិកម្ម រុក្ខាប្រមាញ់ និងនេសាទ។ Staff lists and signed copies of the Workers' Code of Conduct are provided to the OHS Manager and the MLMUPC/MAFF E&S Unit.
- (iii) ចូលរួមក្នុងការបណ្តុះបណ្តាល និងធានាថាបុគ្គលិកក៏ចូលរួមផងដែរដូចបានរៀបរាប់

ខាងក្រោម (Participate in training and ensure that staff also participate as outlined below)

- (iv) មានយន្តការសម្រាប់បុគ្គលិកដើម្បី Put in place a mechanism for staff to ÷
 - រាយការណ៍កង្វល់លើការអនុវត្តស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាព និងសុវត្ថិភាពការងារ។ report concerns on ESHS or OHS compliance; and និង
 - រាយការណ៍ដោយសម្ងាត់នូវឧប្បត្តិហេតុលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទតាមរយៈយន្តការដោះស្រាយបណ្តឹងតវ៉ា។ Confidential report SEA/SH incidents through the Grievance Redress Mechanism.

4. ត្រូវធានាវិធានព្រមព្រៀងនៅពេលចូលរួមក្នុងភាពជាដៃគូរវាង អ្នកទទួលការ (អ្នកម៉ៅការ) អ្នកផ្គត់ផ្គង់ ឬកិច្ចព្រមព្រៀងស្រដៀងគ្នា Ensure that when engaging in partnership, sub-contractor, supplier or similar agreements, these agreements ÷

- (i) រួមបញ្ចូលការត្រួតពិនិត្យឯកសារយោង (អត្តសញ្ញាណប័ណ្ណ សៀវភៅគ្រួសារ....) សម្រាប់បុគ្គលិកទាំងអស់ (Incorporate reference checks for all employees where the works are taking place) ។
- (ii) ក្រមសីលធម៌បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ ការបៀតបៀនផ្លូវភេទ និង អំពើហិង្សាលើកុមារ ជាឯកសារភ្ជាប់។ The ESHS, OHS, SEA/SH, and VAC Codes of Conduct as an attachment.
- (iii) រួមបញ្ចូលតម្រូវការភាសាសមស្របសម្រាប់អង្គភាព និងបុគ្គលដែលជាប់កិច្ចសន្យានោះ ព្រមទាំងនិយោជិត និងអ្នកស្ម័គ្រចិត្តរបស់ពួកគេដើម្បីអនុវត្តតាមក្រមសីលធម៌របស់បុគ្គលិក។ Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Workers' Codes of Conduct.
- (iv) ថ្លែងបញ្ជាក់យ៉ាងច្បាស់ថា ការបរាជ័យរបស់អង្គភាព ឬបុគ្គលទាំងនោះតាមការសមស្រប ដើម្បីធានាបាននូវការអនុវត្តតាមស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាព ឬសុវត្ថិភាពការងារ (OHS) និងចាត់វិធានការបង្ការប្រឆាំងនឹងការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារ ដើម្បីស៊ើបអង្កេតការចោទប្រកាន់ ឬចាត់វិធានការកែតម្រូវនៅពេលដែលការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារបានកើតឡើង។ មិនត្រឹមតែបង្កើតហេតុផលសម្រាប់ការដាក់ទណ្ឌកម្ម និងការពិន័យដោយ អនុលោមតាមក្រមប្រតិបត្តិ របស់បុគ្គលិកប៉ុណ្ណោះទេ

ប៉ុន្តែត្រូវបញ្ចប់កិច្ចព្រមព្រៀងការងារ ឬ ការផ្គត់ផ្គង់គម្រោងផងដែរ។ Expressly state that the failure of those entities or individuals, as appropriate, to ensure compliance with the ESHS and OHS standards, take preventive measures Against SEA/SH and VAC, to investigate allegations thereof, or to take corrective actions when SEA/SH or VAC has occurred, shall not only constitute grounds for sanctions and penalties under the Workers' Codes of Conduct but also termination of agreements to work on or supply the project.

5. ផ្តល់ការគាំទ្រ និងធនធានដល់ក្រុមគាំពារបរិស្ថាននិងសង្គម ដើម្បីបង្កើត និងផ្សព្វផ្សាយការបណ្តុះបណ្តាល បុគ្គលិក និង ការលើកកម្ពស់ការយល់ដឹងនៅលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និង អំពើហិង្សាលើកុមារ និងបញ្ហាផ្សេងទៀតដែលបានគូសបញ្ជាក់នៅក្នុងផែនការគាំពារបរិស្ថាន និងសង្គម (ESMP) ។ Provide support and resources to the E&S team to create and disseminate staff training and awareness-raising strategy on SEA/SH, VAC and other issues highlighted in the ESMP.
6. ត្រូវប្រាកដថាពាក្យបណ្តឹងលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើ ហិង្សាលើកុមារ ដែលត្រូវបានដឹងថាមានចំណាត់ការពីនគរបាល ឬដោយត្រូវរាយការណ៍ទៅនគរបាល និងគម្រោង LASED III ថ្នាក់ខេត្ត និងថ្នាក់ជាតិ ។ Ensure that any SEA/SH or VAC complaint warranting Police action is reported to the Police, the Provincial and National level of LASED III immediately.
7. រាយការណ៍ និង មានចំណាត់ការ ឆ្លើយតបតាមការព្រមព្រៀងគ្នា រាល់សកម្មភាពសង្ស័យ ឬ ភាពជាក់ស្តែងនៃការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ។ Report and act by the agreed response protocol any suspected or actual acts of SEA/SH or VAC.
8. ត្រូវប្រាកដថាឧប្បត្តិហេតុនៃស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងសុខភាពនិងសុវត្ថិភាពការងារ សំខាន់ៗណាមួយត្រូវបានរាយការណ៍ទៅគម្រោង LASED III ថ្នាក់ខេត្ត និងថ្នាក់ជាតិ ព្រមទាំងវិស្វកម្មទទួលខុសត្រូវភ្លាមៗ។ Ensure that any major ESHS or OHS incidents are reported to the Provincial and National level of LASED III and the supervision engineer immediately, non-major issues by the agreed reporting protocol.
9. ត្រូវប្រាកដថាកុមារដែលមានអាយុក្រោម១៨ឆ្នាំមិនមានវត្តមាននៅក្នុងការដ្ឋានសំណង់ឬពាក់ព័ន្ធក្នុងសកម្មភាពគ្រោះថ្នាក់ណាមួយឡើយ។ Ensure that children under the age of 18 are not present at the construction site or engaged in any hazardous activities.

III. ការបណ្តុះបណ្តាល (Training)

10. អ្នកគ្រប់គ្រងទទួលខុសត្រូវចំពោះ (The managers are responsible to) ÷
 - (i) ត្រូវប្រាកដថាផែនការគ្រប់គ្រងសុខភាព និងសុវត្ថិភាពការងារ ត្រូវបានអនុវត្ត ដោយមានការបណ្តុះបណ្តាលសមស្របសម្រាប់បុគ្គលិកទាំងអស់ រួមទាំងអ្នកទទួលបានការបន្តនិងអ្នកផ្គត់ផ្គង់ Ensure that the OHS Management Plan is implemented, with suitable training required for all staff, including sub-contractors and suppliers; and និង
 - (ii) ត្រូវប្រាកដថាបុគ្គលិកមានការយល់ដឹងអំពីផែនការគ្រប់គ្រងបរិស្ថាននិងសង្គម

(ESMP) ហើយត្រូវបានបណ្តុះ បណ្តាលសមស្រប ដើម្បីអនុវត្តផែនការគ្រប់គ្រងបរិស្ថាននិងសង្គមរបស់អ្នកទទួលការ។ Ensure that staff have a suitable understanding of the ESMP and are trained as appropriate to implement the Contractor's ESMP requirements.

11. អ្នកគ្រប់គ្រងទាំងអស់ត្រូវឱ្យចូលរួមវគ្គបណ្តុះបណ្តាលអំពីអ្នកគ្រប់គ្រងទូទៅមុនពេលចាប់ផ្តើមការងារនៅនឹងការដ្ឋាន ដើម្បីធានាថាពួកគេដឹងពីតួនាទី និងភារកិច្ចទទួលខុសត្រូវរបស់ពួកគេលើ ការកែប្រែប្រព័ន្ធផ្លូវភេទ ការបៀតបៀនផ្លូវភេទ និង អំពើហិង្សាលើកុមារនៃក្រមសីលធម៌ទាំងនេះ។ វគ្គបណ្តុះបណ្តាលនេះនឹងធ្វើឡើងដាច់ដោយឡែកពីវគ្គបណ្តុះបណ្តាលបឋមដែលត្រូវការនិយោជិតទាំងអស់និងផ្តល់ដល់អ្នកគ្រប់គ្រងនូវការយល់ដឹងចាំបាច់និងការគាំទ្រផ្នែកបច្ចេកទេសដើម្បីចាប់ផ្តើមបង្កើតផែនការសកម្មភាព សម្រាប់ដោះស្រាយបញ្ហា លើការកែប្រែប្រព័ន្ធផ្លូវភេទ ការបៀតបៀនផ្លូវភេទ និង អំពើហិង្សាលើកុមារ។ All managers are required to attend an induction manager training course before commencing work on-site to ensure that they are familiar with their roles and responsibilities in upholding the SEA/SH and VAC elements of these Codes of Conduct. This training will be separate from the induction training course required of all employees and will provide managers with the necessary understanding and technical support needed to begin to develop the SEA/SH Action Plan for addressing SEA/SH issues.
12. អ្នកគ្រប់គ្រងត្រូវបានតម្រូវឱ្យចូលរួម និងជួយសម្របសម្រួលវគ្គបណ្តុះបណ្តាលរបស់គម្រោងសម្រាប់បុគ្គលិកទាំងអស់។ Managers are required to attend and assist with the project facilitated training courses for all employees.
13. ត្រូវប្រាកដថាពេលវេលាត្រូវបានផ្តល់ជូនក្នុងអំឡុងពេលម៉ោងធ្វើការ ហើយបុគ្គលិកទាំងនោះចូលរួមវគ្គបណ្តុះ បណ្តាលមុនពេលចាប់ផ្តើមការងារក្នុងការដ្ឋានលើ។ Ensure that time is provided during work hours and that staff prior to commencing work on site attend the mandatory project facilitated induction training on ÷
 - (i) ស្តង់ដារសុខភាព ឬសុវត្ថិភាពការងារ និងស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព (OHS and ESHS, and) និង
 - (ii) ការកែប្រែប្រព័ន្ធផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារ (SEA/SH and VAC)
14. ក្នុងអំឡុងពេលបំពេញការងារ ត្រូវប្រាកដថាបុគ្គលិកចូលរួមវគ្គបណ្តុះបណ្តាលបន្តលើ សុខភាព ឬសុវត្ថិភាពការងារ និង បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព ក៏ដូចជាវគ្គបណ្តុះបណ្តាលឡើងវិញប្រចាំខែដែលបុគ្គលិកទាំងអស់ត្រូវការនៅលើការកែប្រែប្រព័ន្ធផ្លូវភេទ ឬ ការបៀតបៀនផ្លូវភេទ។ During civil works, ensure that staff attend ongoing OHS and ESHS training, as well as the monthly mandatory refresher training course required of all employees on SEA/SH.

IV. ការឆ្លើយតប (Response)

15. អ្នកគ្រប់គ្រងនឹងត្រូវបានតម្រូវឱ្យចាត់វិធានការសមស្របដើម្បីដោះស្រាយលើបញ្ហានៃបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព ឬ សុខភាព និងសុវត្ថិភាពការងារណាមួយ (Managers will be required to take appropriate actions to address any ESHS or OHS incidents)

16. ទាក់ទងនឹងការកេងប្រវ័ញ្ចផ្លូវភេទ និងការបៀតបៀនផ្លូវភេទ (Regarding SEA/SH) ÷

- (i) រក្សាការសម្ងាត់របស់និយោជិតទាំងអស់ដែលរាយការណ៍ ឬ ការចោទប្រកាន់លើការប្រព្រឹត្តការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ (លុះត្រាតែមានការបំពានលើការសម្ងាត់ត្រូវបានទាមទារដើម្បីការពារបុគ្គល ឬទ្រព្យសម្បត្តិពីគ្រោះថ្នាក់ធ្ងន់ធ្ងរ ឬកន្លែងដែលតម្រូវដោយច្បាប់ (Maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of SEA/SH (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law)
- (ii) ប្រសិនបើអ្នកគ្រប់គ្រងមានការព្រួយបារម្ភឬការសង្ស័យទាក់ទងនឹងទម្រង់ណាមួយនៃការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទដោយរាយការណ៍ផ្ទាល់ពីពួកគាត់ ឬដោយនិយោជិតដែលធ្វើការឱ្យអ្នកទទួលការ (អ្នកម៉ៅការ) ផ្សេងទៀតនៅទីតាំងការងារដូចគ្នា អ្នកនោះតម្រូវឱ្យរាយការណ៍ករណីណាមួយដោយប្រើយន្តការដោះស្រាយបណ្តឹងតវ៉ា (If a manager develops concerns or suspicions regarding any form of SEA/SH by one of his/her direct reports or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM).
- (iii) នៅពេលដែលការដាក់ទណ្ឌកម្មត្រូវបានកំណត់ដោយយន្តការដោះស្រាយបណ្តឹងតវ៉ាអ្នកគ្រប់គ្រងដែលពាក់ព័ន្ធត្រូវបានគេរំពឹងថានឹងទទួលខុសត្រូវផ្ទាល់ក្នុងការធានាថាវិធានការនេះត្រូវបានអនុវត្តប្រកបដោយប្រសិទ្ធភាពក្នុងរយៈពេលអតិបរមា១៤ថ្ងៃ គិតចាប់ពីថ្ងៃដែលការសម្រេចចិត្ត។ ការដាក់ទណ្ឌកម្មត្រូវបានធ្វើឡើងដោយប្រើយន្តការដោះស្រាយបណ្តឹងតវ៉ា។ Once a sanction has been determined by the GRM, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made by the GRM.
- (iv) ប្រសិនបើអ្នកគ្រប់គ្រងមានទំនាស់ផលប្រយោជន៍ដោយសារទំនាក់ទំនងផ្ទាល់ខ្លួន ឬក្នុងក្រុមគ្រួសារ និងអ្នកមើលការខុសត្រូវ ឬជនល្មើស គាត់ត្រូវតែជូនដំណឹងដល់ក្រុមហ៊ុន និង យន្តការដោះស្រាយបណ្តឹង តវ៉ា។ ក្រុមហ៊ុននឹងតម្រូវឱ្យតែងតាំងអ្នកគ្រប់គ្រងផ្សេងទៀត ដែលគ្មានទំនាស់ផលប្រយោជន៍ដើម្បីឆ្លើយតបទៅនឹងពាក្យបណ្តឹង។ If a Manager has a conflict of interest due to personal or familial relationships with the survivor and/or perpetrator, he/she must notify the Company and the GRM. The Company will be required to appoint another manager without a conflict of interest to respond to complaints.
- (v) ត្រូវប្រាកដថាបញ្ហាកេងប្រវ័ញ្ចផ្លូវភេទ ឬការបៀតបៀនផ្លូវភេទ SEA/SH ណាមួយដែលជាចំណាត់ការ របស់នគរបាល បានរាយការណ៍ទៅនគរបាលគម្រោង LASED III Ensure that any SEA/SH issue warranting Police action is reported to the Police, the client and the World Bank immediately.

17. អ្នកគ្រប់គ្រងដែលខកខានក្នុងការដោះស្រាយបញ្ហាលើ បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព ឬ សុខភាព និងសុវត្ថិភាពការងារ ឬ ការខកខានក្នុងការរាយការណ៍ ឬ អនុលោមតាមបទប្បញ្ញត្តិ ការកេងប្រវ័ញ្ចផ្លូវភេទ ឬ ការបៀតបៀនផ្លូវភេទ អាចជាកម្មវត្ថុនៃវិធានការវិន័យ

ដែលត្រូវកំណត់ និងអនុម័តដោយក្រុមហ៊ុន។ វិធានការទាំងនោះអាចរួមបញ្ចូលនូវ (Managers failing to address ESHS or OHS incidents or failing to report or comply with the SEA/SH provisions may be subject to disciplinary measures, to be determined and enacted by the Company. Those measures may include:) ÷

- (i) ការព្រមានផ្ទាល់មាត់ (Verbal warning);
- (ii) ការព្រមានជាលាយលក្ខណ៍អក្សរ (Formal warning);
- (iii) ការបណ្តុះបណ្តាលបន្ថែម (Additional Training);
- (iv) ការបាត់បង់ប្រាក់ខែរហូតដល់មួយសប្តាហ៍ (Loss of up to one week's salary);
- (v) ការផ្អាកការងារ (ដោយមិនបើកប្រាក់បៀវត្សរ៍) សម្រាប់រយៈពេលអប្បបរមា ១ខែរហូតដល់អតិបរមា ៦ ខែ (Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months)
- (vi) ការបញ្ចប់ពីការងារ (Termination of employment)

18. ជាចុងក្រោយ ការបរាជ័យក្នុងការដោះស្រាយប្រកបដោយប្រសិទ្ធភាពចំពោះករណី បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, អំពើហឹង្សាលើកុមារ និង ការកេងប្រវ័ញ្ចផ្លូវភេទ ឬ ការបៀតបៀនផ្លូវភេទ នៅទីតាំងការងារដោយអ្នកគ្រប់គ្រងរបស់ក្រុមហ៊ុន អាចផ្តល់ហេតុផលសម្រាប់ការអនុវត្តផ្លូវច្បាប់ដោយអាជ្ញាធរ។ Ultimately, failure to effectively respond to ESHS, OHS, VAC and SEA/SH cases on the work site by the company's managers may provide grounds for legal actions by authorities.

ខ្ញុំទទួលស្គាល់ថា ខ្ញុំបានអានក្រមសីលធម៌ និងយល់ព្រមអនុវត្តតាមស្តង់ដារដែលមាននៅក្នុងក្រមសីលធម៌នេះនិងយល់ពីតួនាទី និងការទទួលខុសត្រូវរបស់ខ្ញុំក្នុងការទប់ស្កាត់ និងឆ្លើយតបទៅនឹងតម្រូវការបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, អំពើហឹង្សាលើកុមារ និងការកេងប្រវ័ញ្ចផ្លូវភេទ ឬ ការបៀតបៀនផ្លូវភេទ។ ខ្ញុំយល់ថា សកម្មភាពណាមួយដែលមិនស្របនឹងក្រមសីលធម៌នេះឬការខកខានក្នុងការអនុវត្តកំណត់ដោយក្រមសីលធម៌នេះអាចបណ្តាលឱ្យមានចំណាត់ការផ្នែកវិន័យ។

I acknowledge that I have read the Code of Conduct, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, VAC and SEA/SH requirements. I understand that any action inconsistent with this Code of Conduct or failure to act mandated by this Code of Conduct may result in disciplinary action.

ហត្ថលេខា (Signature) :

ឈ្មោះ (Name) :

តួនាទី (Title) :

កាលបរិច្ឆេទ (Date) :

ក្រមសីលធម៌របស់កម្មករ និងសុខភាព/Workers' Code of Conduct

ខ្ញុំបាទ/នាងខ្ញុំឈ្មោះ.....ទទួលស្គាល់ថាការប្រកាន់ខ្ជាប់នូវស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព ការអនុវត្តតាមតម្រូវការសុខភាព និងសុវត្ថិភាពការងារ និងកិច្ចការពារការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ/ការបៀតបៀនផ្លូវភេទ គឺមានសារៈសំខាន់ណាស់។ I,, acknowledge that adhering to environmental, social, health, and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing Sexual Exploitation Abuse (SEA)/Sexual Harassment (SH) are important.

អ្នកទទួលការ (អ្នកម៉ៅការ) ពិចារណាថា ការខកខានមិនបានអនុវត្តតាមស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និង សុខភាព និងសុវត្ថិភាពការងារ ឬចូលរួមក្នុងសកម្មភាពដែលបង្កើតនូវប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន (SEA) និង (SH) មិនថានៅក្នុងការដ្ឋាន ជុំវិញការដ្ឋាន នៅកន្លែងស្នាក់នៅរបស់កម្មករ ឬជុំវិញសហគមន៍ បង្កើតជាទង្វើនៃការប្រព្រឹត្តខុសទាំងស្រុង ដូច្នេះគឺជាហេតុផលសម្រាប់ការដាក់ទណ្ឌកម្ម ការពិន័យ ឬការបញ្ចប់ការងារ។ ការទោសដោយអ្នកដែលប្រព្រឹត្តអំពើហិង្សាលើកុមារ VAC, ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ SEA/SH អាចត្រូវបានបន្តប្រសិនបើសមស្រប។ The Contractor considers that failure to follow ESHS and OHS standards or to partake in activities constituting SEA and SH be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit VAC, SEA/SH may be pursued if appropriate.

ខ្ញុំយល់ព្រមថាពេលបម្រើការងារជាមួយគម្រោងខ្ញុំនឹង (I agree that while working on the project I will)

- 1) បំពេញភារកិច្ចរបស់ខ្លួនប្រកបដោយសមត្ថភាព និងឧស្សាហ៍ព្យាយាម (Carry out my duties competently and diligently)
- 2) អនុវត្តតាមក្រមសីលធម៌នេះ និងច្បាប់ បទប្បញ្ញត្តិ ដែលអាចអនុវត្តបានទាំងអស់ រួមទាំងតម្រូវការដើម្បីការពារសុខភាព សុវត្ថិភាព និងសុខុមាលភាពរបស់កម្មកររបស់អ្នកទទួលការ និងកម្មករផ្សេងទៀត។ Comply with this Code of Conduct and all applicable laws, regulations, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person.
- 3) រក្សាបរិយាកាសការងារប្រកបដោយសុវត្ថិភាពរួមមាន (Maintain a safe working environment including by)
 - ត្រូវប្រាកដថាកន្លែងធ្វើការ គ្រឿងម៉ាស៊ីន ឧបករណ៍បរិក្ខារ និងដំណើរការទាំងឡាយ ស្ថិតនៅក្រោមការគ្រប់គ្រងរបស់ខ្ញុំគឺ រក្សាបាននូវសុវត្ថិភាព និងភាពគ្មានគ្រោះថ្នាក់ដល់សុខភាព។

Ensure that workplaces, machinery, equipment and processes under each my control are safe and without risk to health.

- អនុវត្តតាមនីតិវិធីប្រតិបត្តិការសង្គ្រោះបន្ទាន់ដែលអាចអនុវត្តបាន។ Follow applicable emergency operating procedures.
- រាយការណ៍ពីស្ថានភាពការងារដែលខ្ញុំជឿថាគ្មានសុវត្ថិភាព ឬគ្មានសុខភាពល្អ ហើយដកខ្លួនចេញពីស្ថានភាពការងារ ដែលខ្ញុំអាចទទួលបាននូវគ្រោះថ្នាក់ដល់អាយុជីវិត ឬសុខភាពរបស់ខ្ញុំ។
Report work situations that I believe are not safe or healthy and remove myself from a work situation which I reasonably believes presents an imminent and danger to my life or health.
- យល់ព្រមឱ្យមានការត្រួតពិនិត្យទីកន្លែងដែលខ្ញុំបានធ្វើការអស់រយៈពេលជាង៦ខែ (Consent to a background check in any place I have worked for more than six months)
- ចូលរួមយ៉ាងសកម្មក្នុងវគ្គបណ្តុះបណ្តាលទាក់ទងនឹង ស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព (ESHS), ស្តង់ដារសុខភាពនិងសុវត្ថិភាពការងារ (OHS), អំពើហិង្សាលើកុមារ (VAC), ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន / ការបៀតបៀនផ្លូវភេទ (SEA/SH) តាមការស្នើសុំរបស់និយោជករបស់ខ្ញុំ (Attend and actively partake in training courses related to ESHS, OHS, VAC, and SEA/SH as requested by my employer)
- ប្រើប្រាស់ឱ្យបានត្រឹមត្រូវ (ពាក់) នូវឧបករណ៍ការពារខ្លួនរបស់ខ្ញុំ (PPE) គ្រប់ពេលវេលានៅកន្លែងធ្វើការ ឬការដ្ឋាន (Will wear my protective equipment (PPE) at all times when at the work site)
- ចូលរួមអនុវត្ត ដើម្បីអនុវត្តផែនការគ្រប់គ្រងបរិស្ថាន និងសង្គម នៅគ្រប់ដំណាក់កាលនៃការអនុវត្ត។ Take all practical steps to implement the environmental and social management plan (ESMP).
- អនុវត្តផែនការគ្រប់គ្រងស្តង់ដារសុខភាពនិងសុវត្ថិភាពការងារ (Implement the OHS Management Plan)
- ប្រកាន់ខ្ជាប់នូវគោលការណ៍គ្មានជាតិអាល់កុល (គ្រឿងស្រវឹង) ក្នុងអំឡុងពេលម៉ោងបំពេញការងារ និងជៀសវាងការប្រើប្រាស់គ្រឿងញៀន ឬសារធាតុផ្សេងទៀតដែលអាចធ្វើឱ្យប៉ះពាល់ដល់ការដ្ឋានគ្រប់ពេលវេលា។ Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
- អនុវត្តចំពោះស្ត្រី កុមារ (មនុស្សដែលមានអាយុក្រោម ១៨ ឆ្នាំ) ព្រមទាំងបុរសដោយការគោរពដោយមិនគិតពីពូជសាសន៍ ពណ៌សម្បុរ ភាសា ជំនឿសាសនា នយោបាយ ជនជាតិ ទ្រព្យសម្បត្តិ ពិការភាព កំណើត ឬឋានៈផ្សេងទៀត។ Treat women, children (persons under 18 years old), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- មិនប្រើភាសា ឬអាកប្បកិរិយាមិនសមរម្យ ការបៀតបៀន ការរំលោភបំពានផ្លូវភេទ ការប្រមាថ ឬវប្បធម៌មិនសមរម្យ ចំពោះស្ត្រី កុមារ ឬបុរស។ Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

- មិនកេងប្រវ័ញ្ចផ្លូវភេទ ឬរំលោភបំពានលើអ្នកទទួលផលគម្រោង និងសមាជិកដទៃទៀតនៅជុំវិញសហគមន៍ទេ។ Not sexually exploit or abuse project beneficiaries and members of the surrounding communities
- មិនចូលរួម ឬពាក់ព័ន្ធទៅនឹង ការបៀតបៀនផ្លូវភេទលើបុគ្គលិក និងកម្មករឡើយ។ ឧទាហរណ៍ ការបង្ហាញ ឬការស្នើសុំលើចំណង់រួមភេទ និងការប្រព្រឹត្តដោយកាយវិការ (ពាក្យសំដី) ឬរាងកាយផ្សេងទៀតនៃចំណង់ផ្លូវភេទត្រូវបានហាមឃាត់ ពោលគឺសម្លឹងមើលនរណាម្នាក់ពីលើដល់ក្រោម ការថើប ធ្វើសំលេងស្រែកថ្ងូរ ការប៉ះពាល់ ស្ដាប់អង្គុយនរណាម្នាក់ ធ្វើសំលេងហូច និងសំឡេងឆ្មា និងក្នុងករណីខ្លះជាការសន្យាផ្តល់អំណោយផ្ទាល់ខ្លួន។ Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited: i.e. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
- មិនចូលរួមក្នុងការកេងចំណេញផ្លូវភេទ ឧទាហរណ៍មានការសន្យាសម្រាប់ការយកចិត្តទុកដាក់ ឬការគំរាមកំហែង (ឧទាហរណ៍ ការបាត់បង់ការងារ) ឬការទូទាត់ជាសំណងផ្សេងៗ ឬជាសាច់ប្រាក់ អាស្រ័យលើសកម្មភាពផ្លូវភេទ ឬ ការ បង្ហាញអាកប្បកិរិយានៃការកេងប្រវ័ញ្ចផ្លូវភេទផ្សេងទៀត។ Not engage in sexual favors for instance, making promises of favorable treatment (i.e. promotion), threats of unfavorable treatment (i.e. loss of job) or payments in kind or cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- មិនប្រើពេស្យាចារក្នុងទម្រង់ណាមួយ ទោះពេលវេលាណាក៏ដោយ (Not use prostitution in any form at any time)
- មិនចូលរួមក្នុងទំនាក់ទំនងផ្លូវភេទ ឬសកម្មភាពមិនសមរម្យណាមួយជាមួយកុមារក្រោមអាយុ ១៨ឆ្នាំ រួមទាំងការលួងលោម ឬទំនាក់ទំនងតាមរយៈប្រព័ន្ធអ៊ីនធឺណិត (ប្រព័ន្ធផ្សព្វផ្សាយឌីជីថល)។ បើទោះបីជាមានការយល់ព្រមពីកុមារក៏មិនមានការលើកលែងទោសបានដែរ។ Not participate in sexual contact or activity with children under the age of 18—including grooming or contact through digital media. Consent from the child is also not a defense or excuse.
- បើទោះជាមានការយល់ព្រមពេញលេញ¹⁹ពីគ្រប់ភាគីពាក់ព័ន្ធ ខ្ញុំនឹងមិនមានទំនាក់ទំនងផ្លូវភេទជាមួយសមាជិកនៃសហគមន៍ជុំវិញនោះទេ។ នេះរួមបញ្ចូលទាំងទំនាក់ទំនងដែលពាក់ព័ន្ធនឹងការកាត់ទុកឬការសន្យានៃការផ្តល់អត្ថប្រយោជន៍ជាថវិកា ឬមិនមែនជាថវិកា ដល់សមាជិក

¹⁹ ការយល់ព្រម គឺត្រូវបានកំណត់ថាជាជម្រើសដែលសេរីភាពបុគ្គល និងដោយស្ម័គ្រចិត្តការទទួលយក ឬកិច្ចព្រមព្រៀងដើម្បីធ្វើអ្វីមួយ។ គ្មានការយល់ព្រមអាចត្រូវបានរកឃើញនៅពេលដែលការទទួលយក ឬកិច្ចព្រមព្រៀងបែបនេះត្រូវបានទទួលដោយមានការគំរាមកំហែង ប្រើកម្លាំង ឬទម្រង់ផ្សេងទៀតនៃការបង្ខិតបង្ខំ ការចាប់បង្ខំ ការក្លែងបន្លំ ការបោកប្រាស់ ឬការបកស្រាយខុស។ អនុលោមតាមអនុសញ្ញាអង្គការសហប្រជាជាតិស្តីពីសិទ្ធិកុមារ ធនាគារពិភពលោកពិចារណាថា ការយល់ព្រមមិនអាចផ្តល់ឱ្យដោយកុមារដែលមានអាយុក្រោម ១៨ឆ្នាំទេ បើទោះបីជាច្បាប់ជាតិរបស់ប្រទេសដែលក្រមសីលធម៌ត្រូវបានណែនាំមានកម្រិតទាបជាងក៏ដោយ។ ជំនឿខុសទាក់ទងនឹងអាយុរបស់កុមារ និងការយល់ព្រមពីកុមារ មិនមែនជាការការពារទេ។ **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if the national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense)

សហគមន៍ជាថ្មីនឹងការរួមភេទ (រួមទាំងពេស្យាចារ)។ សកម្មភាពផ្លូវភេទបែបនេះត្រូវបានចាត់ទុកថាជា “ការមិនយល់ព្រម” នៅក្នុងវិសាលភាពនៃក្រមសីលធម៌នេះ Unless there is full consent¹ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this code.

- ពិចារណាលើការរាយការណ៍តាមរយៈយន្តការដោះស្រាយបណ្តឹងតវ៉ា ឬរាយការណ៍ទៅកាន់អ្នកគ្រប់គ្រងរបស់ខ្ញុំ នូវការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន /ការបៀតបៀនផ្លូវភេទ (SEA/SH) ដែលសង្ស័យ ឬក៏ពិតប្រាកដដោយមិត្តរួមការងារ មិនថាធ្វើការដោយក្រុមហ៊ុនរបស់ខ្ញុំ ឬក្រៅក្រុមហ៊ុន ឬការបំពានលើក្រមសីលធម៌នេះ។ Consider reporting through the GRM or to my manager any suspected or actual SEA/SH by a fellow worker, whether employed by my company or not or any breaches of this Code of Conduct.
- ចូលរួមរហូតដល់បញ្ចប់វគ្គបណ្តុះបណ្តាលដែលពាក់ព័ន្ធ ដែលនឹងត្រូវបានផ្តល់ជូនទាក់ទងនឹងទិដ្ឋភាពបរិស្ថាន និងសង្គមនៃកិច្ចសន្យា រួមទាំងបញ្ហាសុខភាព និងសុវត្ថិភាព ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភផ្លូវភេទ។ Complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including health and safety matters, Sexual Exploitation, and Sexual Assault (SEA)
- រាយការណ៍អំពីការរំលោភលើក្រមសីលធម៌នេះ (Report violations of this Code of Conduct.

4) ទាក់ទងនឹងកុមារអាយុក្រោម ១៨ ឆ្នាំ (With respect to children under 18 years old)

- ចូលរួមបង្កើនការយកចិត្តទុកជាមួយអ្នកគ្រប់គ្រងរបស់ខ្ញុំ ចំពោះវត្តមានរបស់កុមារណាមួយនៅលើការដ្ឋានសំណង់ឬចូលរួមក្នុងសកម្មភាពគ្រោះថ្នាក់។ Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- គ្រប់ទីកន្លែងដែលអាចធ្វើទៅបាន ត្រូវប្រាកដថាមនុស្សពេញវ័យម្នាក់ទៀតមានវត្តមាននៅពេលធ្វើការនៅទីកន្លែងដែលនៅជិតឬក្បែរក្រុមកុមារ។ Wherever possible, ensure that another adult is present when working in the proximity of children.
 - ខ្ញុំមិនហៅកុមារ ដែលមិនទាក់ទងនឹងគ្រួសាររបស់ខ្ញុំ ចូលទៅក្នុងផ្ទះឬជុំវិញផ្ទះរបស់ខ្ញុំ លុះត្រាតែពួកគេមានហានិភ័យភ្លាមៗ ដូចជាមានរបួស ឬស្ថិតក្នុងគ្រោះថ្នាក់រាងកាយណាមួយ។ I do not invite unaccompanied children unrelated to my family into my home unless they are at immediate risk of injury or in physical danger.
 - មិនប្រើប្រាស់កុំព្យូទ័រ ទូរសព្ទដៃ វីដេអូ និងកាមេរ៉ាឌីជីថល ឬឧបករណ៍ផ្សេងទៀតដើម្បីកេងប្រវ័ញ្ច ឬយាយីលើកុមារ ឬចូលមើលរូបភាពអាសអាភាសរបស់កុមារ (សូមមើលផងដែរលើ “ប្រើប្រាស់រូបភាពរបស់កុមារសម្រាប់គោលបំណងទាក់ទងនឹងការងារ” ខាងក្រោម)។ Do not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work-related purposes” below)
 - បដិសេធពិការដាក់ទណ្ឌកម្មរាងកាយឬវិន័យលើកុមារ (Refrain from physical punishment or discipline of children)

- គ្មានការជួលកុមារសម្រាប់សកម្មភាពគម្រោង LASED III ណាមួយទេ (គ្មានមនុស្សដែលមានអាយុក្រោម ១៨ ឆ្នាំ)។ No hiring of children for any LASED III project activity (no persons under the age of 18)
- អនុវត្តតាមច្បាប់ក្នុងស្រុកដែលពាក់ព័ន្ធទាំងអស់ រួមទាំងច្បាប់ការងារទាក់ទងនឹងពលកម្មកុមារ និងគោលនយោបាយការពាររបស់ធនាគារពិភពលោកស្តីពីពលកម្មកុមារ និងការកម្រិតអាយុអប្បបរមា។ Comply with all relevant local legislation, including labor laws in relation to child labor and World Bank's safeguard policies on child labor and minimum age.
- សូមប្រុងប្រយ័ត្ននៅពេលថតរូប ឬថតវីដេអូកុមារ (សូមមើលលេខ៥ខាងក្រោម)។ រូបថតឬខ្សែភាពយន្តរបស់កុមារជាទូទៅមិនគួរត្រូវបានថតនៅក្នុង LASED III ទេ លើកលែងតែករណីដែលបង្ហាញពីអត្ថប្រយោជន៍ ឬផលប៉ះពាល់នៃការងារសាងសង់ផ្លូវ ផលប៉ះពាល់ដល់សាលារៀន ឬការបណ្តុះបណ្តាលសុវត្ថិភាពសាលារៀន។ Take appropriate caution when photographing or filming children (see #5 below). Photos or films of children should generally not be taken in the LASED III, except in instances showing the benefits or impacts of road works, such as impacts to schools or school safety trainings.

5) ការប្រើប្រាស់រូបភាពរបស់កុមារសម្រាប់គោលបំណងទាក់ទងនឹងការងារ (Use of children's images for work-related purposes)

នៅពេលថតរូប ឬថតវីដេអូសម្រាប់គោលបំណងទាក់ទងនឹងការងារ ខ្ញុំត្រូវតែ (When photographing or filming a child for work-related purposes, I must)

- មុនពេលថតរូប ឬថតវីដេអូកុមារ វាយតម្លៃ និងព្យាយាមអនុវត្តតាមប្រពៃណីក្នុងស្រុក ឬការរឹតបន្តឹងសម្រាប់ការផលិតរូបភាពផ្ទាល់ខ្លួនឡើងវិញ (Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images)
- មុនពេលថតរូប ឬថតវីដេអូកុមារ ត្រូវមានការយល់ព្រមពីកុមារ និងឪពុកម្តាយ ឬអាណាព្យាបាលរបស់កុមារ។ ជាផ្នែកមួយនៃការងារនេះ ខ្ញុំត្រូវតែពន្យល់ពីគោលបំណងក្នុងការប្រើប្រាស់ រូបថត ឬវីដេអូ។ Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this, I must explain how the photograph or film will be used.
- ត្រូវប្រាកដថារូបថត វីដេអូ និងឌីវីឌីបង្ហាញកុមារក្នុងលក្ខណៈថ្លៃថ្នូរ និងគួរឱ្យគោរព ហើយមិនមែនក្នុងលក្ខណៈងាយរងគ្រោះ ឬងាយលង់ខ្លួននោះទេ។ កុមារគួរតែស្លៀកពាក់ឱ្យបានត្រឹមត្រូវ និងមិនស្ថិតក្នុងសភាពបង្ហាញខ្លួនដែលងាយទាក់ទាញ ធ្វើអោយគេមើល ឃើញថាមានភាពសិចស៊ី។ Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- ត្រូវប្រាកដថារូបភាពគឺជាតំណាងដ៏ស្មោះត្រង់ បរិសុទ្ធ និងការពិត (Ensure images are honest representations of the context and the facts)

- ត្រូវប្រាកដថាស្លាកឯកសារមិនបង្ហាញព័ត៌មានកំណត់អត្តសញ្ញាណអំពីកុមារនៅពេលផ្ញើរភាពតាមអេឡិចត្រូនិក (Ensure file labels do not reveal identifying information about a child when sending images electronically)

6) សម្តែងចេញពីការព្រួយបារម្ភផ្សេងៗ (Raising Concerns)

ប្រសិនបើសង្កេតឃើញថាអាកប្បកិរិយាបុគ្គលណាម្នាក់ជាការរំលោភលើក្រមសីលធម៌នេះត្រូវតែរាយការណ៍បញ្ហានេះភ្លាមៗតាមយន្តការបណ្តឹងតំរូវរបស់គម្រោង ឬរាយការណ៍ទៅកាន់អ្នកគ្រប់គ្រងផ្ទាល់នៅការដ្ឋាន ឬគម្រោង LASED III ថ្នាក់ខេត្ត និងថ្នាក់ជាតិ។ If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns should raise the issue promptly. This can be done within the grievance mechanism or directly report to site manager or LASED III at sub-nation and national level.

7) ទណ្ឌកម្ម & Sanctions

ខ្ញុំយល់ថា ប្រសិនបើខ្ញុំបំពានក្រមសីលធម៌កម្មករនេះ និយោជករបស់ខ្ញុំនឹងចាត់វិធានការវិន័យដែលអាចរួមបញ្ចូល I understand that if I breach this Workers' Code of Conduct, my employer will take disciplinary action which could include) ÷

- ការព្រមានដោយផ្ទាល់មាត់ (Informal warning)
- ការព្រមានជាលាយលក្ខណ៍អក្សរផ្លូវការ (Formal warning)
- ការបណ្តុះបណ្តាលបន្ថែម (Additional Training)
- បាត់បង់ប្រាក់ខែរហូតដល់មួយសប្តាហ៍ (Loss of up to one week's salary)
- ផ្អាកការងារ (ដោយមិនបង់ប្រាក់ខែ) សម្រាប់រយៈពេលអប្បបរមា ១ខែរហូតដល់អតិបរមា ៦ខែ (Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months)
- បញ្ចប់ការងារ (Termination of employment)
- រាយការណ៍ទៅនគរបាល (Report to the Police)

ខ្ញុំយល់ថាវាជាទំនួលខុសត្រូវរបស់ខ្ញុំក្នុងការធានាថាស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាពត្រូវបានបំពេញ។ ខ្ញុំនឹងប្រកាន់ខ្ជាប់នូវផែនការគ្រប់គ្រងសុខភាព និងសុវត្ថិភាពការងារ។ ខ្ញុំនឹងជៀសវាងនូវសកម្មភាព ឬអាកប្បកិរិយាទាំងឡាយណាដែលចាត់ទុកថាជាអំពើហិង្សាលើកុមារ (VAC) ឬ ការកេងប្រវ័ញ្ច និងការរំលោភបំពានផ្លូវភេទ / ការបៀតបៀនផ្លូវភេទ SEA/SH។ សកម្មភាពបែបនេះនឹងជាការបំពានលើក្រមសីលធម៌កម្មករនេះ។

ខ្ញុំទទួលស្គាល់ថាខ្ញុំបានអានក្រមសីលធម៌កម្មករ ដែលបានរៀបរាប់ខាងលើ យល់ព្រមអនុវត្តតាមស្តង់ដារដែលមាននៅក្នុងនោះ ហើយយល់ពីតួនាទី និងទំនួលខុសត្រូវរបស់ខ្ញុំក្នុងការទប់ស្កាត់ និងឆ្លើយតបទៅនឹងបញ្ហាស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព (ESHS), សុខភាពនិងសុវត្ថិភាពការងារ (OHS), អំពើហិង្សាលើកុមារ (VAC) និង ការកេងប្រវ័ញ្ច និងការរំលោភបំពានផ្លូវភេទ / ការបៀតបៀនផ្លូវភេទ (SEA/SH)។ ខ្ញុំយល់ថាសកម្មភាពណាមួយដែលមិនស្របនឹងក្រមសីលធម៌កម្មករនេះឬការខកខានមិនអនុវត្តសកម្មភាពដែលកំណត់ដោយក្រមសីលធម៌កម្មករនេះអាចបណ្តាលឱ្យមានវិធានការវិន័យ និងអាចប៉ះពាល់ដល់ការងារដែល

កំពុងធ្វើរបស់ខ្ញុំ។ I understand that I must ensure that the environmental, social, health and safety standards are met. I will adhere to the occupational health and safety management plan. I will avoid actions or behaviors that could be construed as VAC or SEA/SH. Any such actions will breach this Workers' Code of Conduct. I acknowledge that I have read the foregoing Workers' Code of Conduct, agree to comply with the standards, and understand my roles and responsibilities to prevent and respond to ESHS, OHS, VAC, and SEA/SH issues. I understand that any action inconsistent with this Workers' Code of Conduct or failure to act mandated by this Workers' Code of Conduct may result in disciplinary action and may affect my ongoing employment.

ហត្ថលេខា (Signature) :

ឈ្មោះ (Name) :

តួនាទី (Title) :

កាលបរិច្ឆេទ (Date) :

