

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 health post, including water supply facilities together with solar system and agriculture and livelihood support for Demo farm Livestock Activities and Vegetable Demo-farm



**Kroeng Indigenous Community, Kan Chheung Village, Pouy
Commune, Ou Chum District, Ratanak Kiri Province.**

November 8, 2024 (Final)

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List of Abbreviation and Acronym

ADF	Agriculture Development Facilitator
CC	Commune Council
CLT	Communal Land Titling
DWG	District Working Group
ECOP	Environment Code of Practice
EOI	Expression of Interest
ES	Environment and Social
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
FGD	Focus Group Discussion
FFS	Farmer' Field School
BCS	Broader Community Support
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IC	Indigenous Community
ICC	Indigenous Community Committee
ICF	Indigenous Community Facilitator
ICLT	Indigenous Community Land Titling
ILO	International Labour Organization
IP	Indigenous People
IPCC	Indigenous People Community Committee
LASED	Land Allocation for Social and Economic Development
LWC	Labor and Working Conditions
MAFF	Ministry of Agriculture, Forestry and Fisheries
MLE	Multilingual Education
MLMUPC	Ministry of Land Management, Urban Planning, and Construction
MOH	Ministry of Health
MOI	Ministry of Interior
MRD	Ministry of Rural Development
NGO	Non-Government Organization
NTFP	Non-Timber Forest Products
OHS	Occupation, Health, and Safety
PDH	Provincial Department of Health
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	Terms of Reference

TBC	To be confirmed
VAHW	Village Animal Health Workers
VEW	Village Extension Workers (VEWs)
PDEYS	Provincial Department of Education, Youth and Sport
GBV/SEA/SH	Gender-Based Violence/ Sexual Exploitation and Abuse/ Sexual Harassment

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 Ministry of Land Management, Urban Planning and Construction (MLMUPC) and the implementing agencies are Ministry of Agriculture, Forests and Fisheries (MAFF) and Provincial project teams. The project will cover about 14 provinces of 71 sites and IP communities.

2. The **objective of the ESMP** is to identify impacts and risks associated with the project as well as outline the mitigation, avoidance and monitoring measures to be applied during the implementation of the sub-projects. For LASED III, all of World Bank’s ESS1 – ESS10 will apply with the exception of 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 the legal gap analysis are outlined in the ESMF of April 2020. The methodology used is as follows:

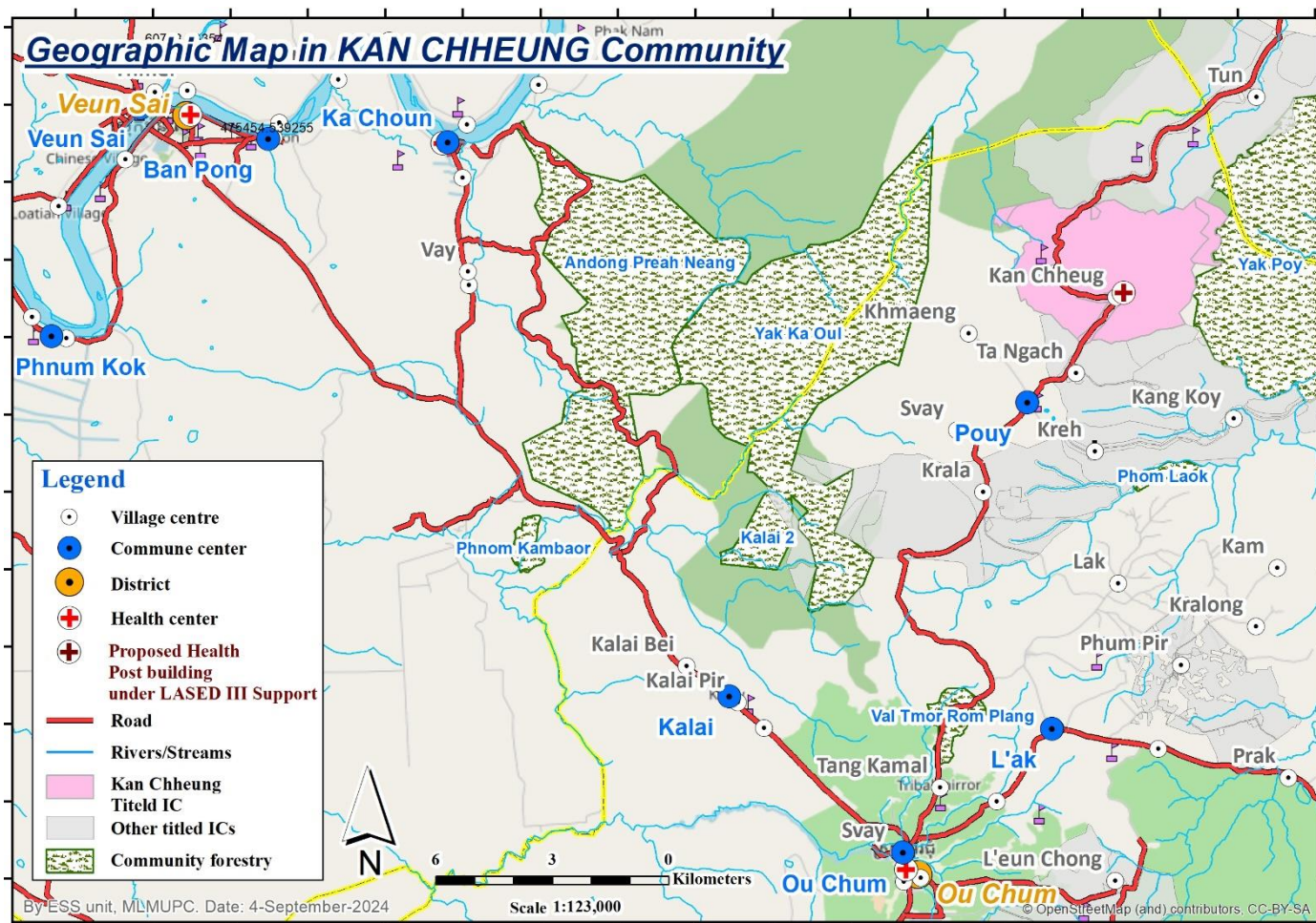
- **Literature Review.** Relevant national and local environmental, social, land and building laws and policies reviewed together with the administrative structures. Other documents were reviewed as part of preparing this report, such as safeguards documents of parent projects elsewhere and duly referenced.
- **Review of Design Drawings.** The preliminary architectural drawings were reviewed for Universal Access and used to describe the proposed project area.
- **Stakeholders Consultations.** The project held meetings with the stakeholders and disseminated relevant project documents at national, province, district and village level. 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 ESMF.
- **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. Kan Chheung village is a Kroeng ethnic minority, located in Pouy commune, Ou Chum district, Ratanak Kiri province. This village borders to the north with Tun village in Tavaeng Kraom commune; to the south with Ta Ngach and Kang Koy villages in Pouy commune; to the east with Mass village in Pouy commune and to the west with Khmaeng village in Pouy commune. (See Figure 1).

5. The distance between the village center and the commune hall is about 7 km via a laterite road. From the village center to the district town is about 20 km and about 28 km to the provincial hall via a laterite road.

Figure 1: Kan Chheung Community - Geographical Map



6. Kan Chheung village has 121 households with 144 families, a total population of 457 people, including 226 woman (49.45% of the total population). The people aged above 18 years old is 311, including 153 women (49.10%). The village has 26 women-headed households, 17 poor families (Poor#1 is 11 and Poor#2 is six), and five disabled people, including four women¹.

Table 1. Number of families, population, and beliefs of the ethnic groups

Families	Population						Religion		
	Total	M	F	Years 18+			Kroeng culture	Others	
				Total	M	F		Buddhism	Christianity
144 (Only Kroeung IPs member)	457	231	226	311	158	153	99.94%	0.06%	0.0%
			49,45%						

7. In the education sector², the community has one primary school in good condition. The concrete primary school (five classrooms) in good condition consists of six grades, from grade one to grade six,

¹ Village data book, 2023

² To ensure that all indigenous children have the right to basic education access, including the use of their language (indigenous languages) 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

which are now available for 88 pupils, including 50 girls. There are 29 pupils in grade one, including 19 females; 14 pupils in grade two, including 7 females; 18 pupils in grade three, including 10 females; 8 pupils in grade four, including 6 females; 11 pupils in grade five, including 2 females and 8 pupils in grade six, including 6 females. Any student wishing to continue studying at secondary or high school level needs to travel 6 km to secondary school and 28 km to high school. The overall literacy is 27.78%, and internet users are 55% of the total population. The percentage of literacy and internet users among women is about 50%.

8. Community belief and religion: The people in the community practice their religious beliefs, such as Buddhism (with eight families) and Christianity (with zero families). The tangible heritage includes spiritual farm pray (Sen Chamkar), burial forestlands, and rainwater pray, while the traditional wedding ceremony is conducted in half Kroeng and half Khmer.

9. In regards to health services, there is no health post in Kan Chheung village. Community members can access health services at a commune health center located about six kilometers from the community/village. They also use the Ratanak Kiri provincial hospital services, which is about 28 km from the village center. The Provincial Department of Health (MOH), through healthcare workers, has raised awareness/educated the villagers about public health issues, including vaccinations, as a result 90% of pregnant women and kids have been vaccinated in this community (Village Profile, 2022)..

10. The community has been supported by the SEILA program/Plan International, including roads, water wells, small scale water distribution and capacity buildings to commune councils. Currently, there are no NGOs or program support in this village.

11. Infrastructure Kan Chheung village has 18 underground water pumping wells (14 drilled and four hand-dug wells), however, two of them are damaged; 12 drilled water wells and four hand-dug wells are properly used (See table 2). According to village data 2023, around 93.75% of community population have access to clean water for their daily consumption, and 100% have access to a latrine. The village has one small-scale water supply system funded by Plan International, in addition to the drilled and hand-dug wells. The underground water sources (drilled hand-pump well and hand-dug wells) are used in both dry and rainy seasons for drinking, bathing, and cleaning clothes (the water quality was tested for pumping wells, but not for the open wells or hand-dug wells). In addition, there is one laterite connection road in medium and good condition from the main road and two laterite roads within this community.

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

13. The size and composition of the CLT is summarized in Table 2 below:

Table 2: Community Infrastructure Data of Kan Chheung Village

Description	Type	Unit	Condition	Location and remarks
Village Hall	Wooden buildings	1	Medium	It is in the center of the village
Kindergarten School	0	0	0	

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. Currently, the MLE program extends its reach to preschools, primary schools, and non-formal education in Northern provinces such as Ratanakiri, Mondulkiri, Kratie, Stung Treng, and Preah Vihear. The program has been successfully implemented in several indigenous languages, including Bunong (or Phnong), Tumpuon, Kavet, Kroeng, 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).

Description	Type	Unit	Condition	Location and remarks
Primary School	Concrete building	1	Good	There is one primary school with five classrooms located in the village.
Community water sources	Drilled and dug wells	18	Medium to good	14 drilled hand pump wells and four hand-dug wells are private, located in the property of each owner (inside the village). 2 of the 14 drilled wells are damaged
Other water sources within the community.	Small-scale water supply system	1		The water sources come from underground water (water drill pump), which is stored in a 5,000-litre water tank to distribute to community households (Supported by Plan Cambodia in 2021).
Natural creek	Water Source	1		
Access road	Laterite road		Medium to good	Connected from the main road to Kan Chheung village
Community road	Laterite and earth road		Medium	Connected from different areas of Kan Chheung village

14. The source of water supply for the construction of the health post is likely to come from the community water storage tank that can be filled up and taken from a pumped well located in the village and from the natural streams nearby the sub-project site. As water wells are abundant (drilled and hand-dug wells and one small water supply system), 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.

15. The farmers in this village rely on seasonal rainfall for crop production, and underground water is used for daily consumption. It is observed that climate change has caused a critical shortage of rainwater for the last few years, which resulted in a decrease in crop yields. The number of animals at the village (the village data 2023), including chickens, are illustrated in the table below.

Table 3: Livestock Production in the Community³

Type of Livestock	# Household (HH)	Total Number of Livestock (Head)	# Female Livestock (Head)
Cow	13	75	68
Buffalo	08	36	12
Local Chicken	40	235	186
Local Pig	36	115	98
Duck	04	45	38

³ Data collection during the E&S risk screening and community consultation on August 2024.

16. The total collective land size of ICLT⁴ is 1,512.1384 ha, including 42.2896 ha of residential land area, 1,461.4996 ha of reserved agricultural and agricultural land area, 6.1292 ha of spiritual land area, 2.26 ha of burial land area as summarized in the table below:

Table 4: Size and Composition of the CLT

Types of Communal Land Titled	Communal Land Titled	
	Number of parcels (No)	Land Size (Ha)
Residential land area	3	42.2896
Agricultural land area	2	1,367.8447
Reserved agricultural land area	2	93.6549
Spiritual forest land area	1	6.1292
Burial land area	1	2.2600
Total	9	1,512.1384

Sources: Kan Chheung community land titles

1.2 Scope and Activities

17. The MLMUPC and MAFF team have developed this site-specific ESMP, which incorporated various 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 environmental and social management plan (C-ESMP) before commencing the construction (section 6).

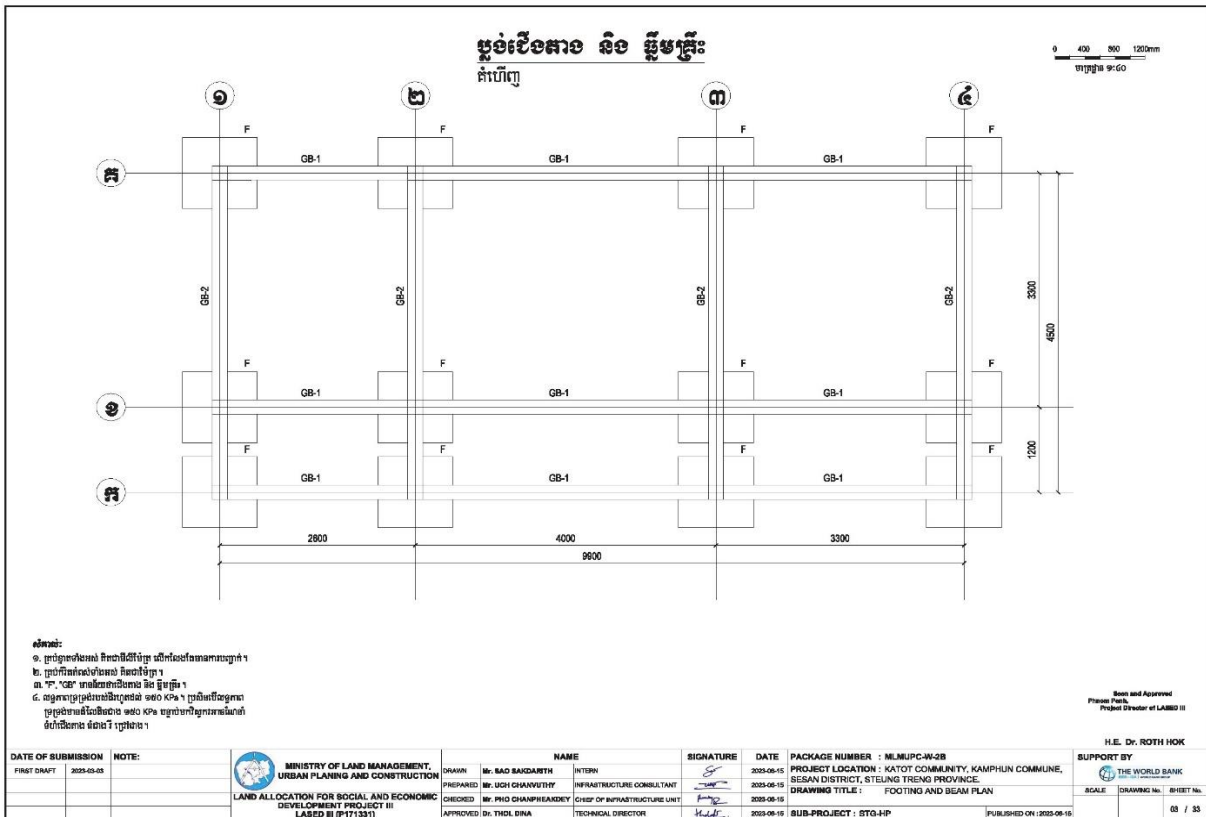
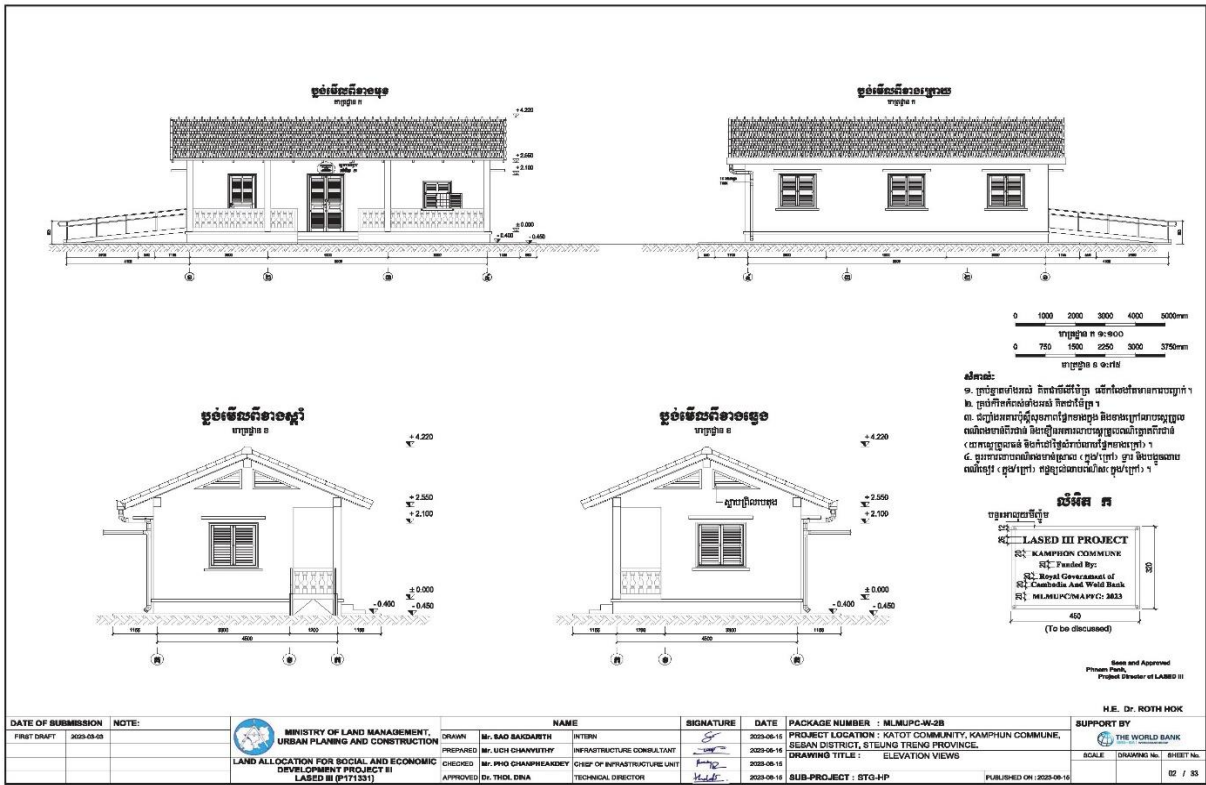
18. Health services are unavailable in the village/community. The community's indigenous people must access health services at a commune health center located about 6 km from the village. LASED III will finance the construction of one concrete health post in response to the community's request.

19. Improving the agricultural sector and people's livelihoods are necessary tasks, especially to reduce poverty in the community. In agricultural technology dissemination, plot/field demonstration is the most appropriate method for farmers in the community. Through language translator, trained community IPs local point (IPS demo farmers, VEW and VAHWs), IPs participation, picture based explanation, and practical lessons with actual field work after theory class, the villagers will learn new technologies. The purpose of farmer field schools (FFS) is to improve farmers' skills to empower them to make better decisions which will lead to sustainable agricultural practices and high agricultural yields. This technique often aims to reduce production inputs such as chemical fertilizers, and pesticide use, promoting better farming practices and boost crop/livestock yields or income.

⁴ Based on the 43 titled ICs, the spiritual forests are not located as part of the protected area or in high biodiversity value. In addition, the spiritual forest in ICLT is part of the collective land title, which is clearly mentioned in sub-decree # 83 on ICLT. The Indigenous Communal (Collective) Land titling is implemented referring to the subdecree # 83

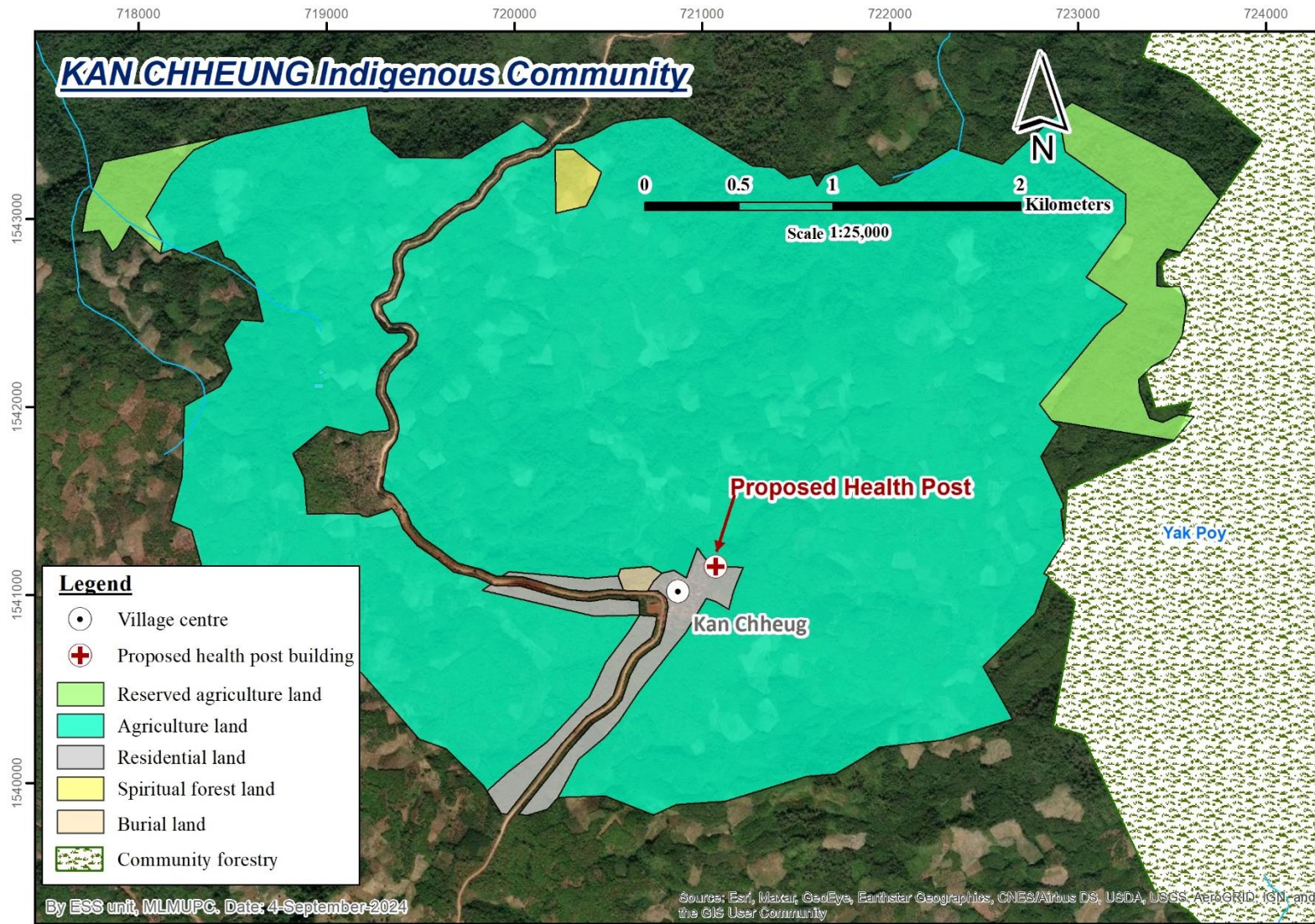
https://drive.google.com/file/d/1dKVjOYpfGvikINzq0r9aO5OmR_w68epE/view?usp=sharing

Figure 2: Detailed drawing design for one health post



Sources: LASED III engineering consultant, 2024

Figure 2: Location map of health post in Kan Chheung village



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

- **One health post:** will be built on the community reserved land area with the available area of 2,500 square meters (Figure 2). This proposed construction will include climate resilience features such as orienting building to maximize natural ventilation and daylighting while minimizing exposure to direct sunlight and prevailing winds. Also, the health post has operable windows and vents to facilitate natural ventilation and passive cooling, roofing with less heat absorption tiles, a rainwater harvesting system to capture and store rainwater for non-potable uses, including drainage, toilet flushing and cleaning, choice of paint colors (nothing dark that will absorb heat) and ensure water drains are far away from the health post. The buildings construction will be included the “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 will apply the national building codes. 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 group of the volunteer farmers will be selected. Volunteer farmers must also have a piece of land to grow crops and a sufficient labor force to manage the field demonstrations such as vegetable production, cassava production, and other crops. For livestock raising, the volunteer farmers must have a piece of land for the construction of a shelter (for swine, cattle or cage for local chicken raising). The activities include (a). Livestock demo farms such as pig raising, chicken raising, cow shelter, (b). Vegetable demo, including a greenhouse. MAFF will provide technical support and dissemination of various improved agricultural techniques to indigenous groups and people in the community/village. These sub-projects will promote good environmental and social practices, including use of Integrated Pest Management (IPM) approach and the Good Agricultural Practices (GAP) in accordance to relevant national regulations and international best practices.

21. In addition, LASED III-MAFF has already provided and will continue to provide technical support and disseminate the various improved agricultural techniques to indigenous people and the community through various agricultural activities, according to villagers’ demands to improve their agricultural knowledge, capacity building and increasing their income generation. (Table 9 & 10). The agricultural activities in this community include 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, two indigenous pig demonstration plots will be established in this village. This will help to disseminate to indigenous peoples the improved techniques of indigenous pig’s production and consequently increase their income/ profit in an environmentally sustainable way. The construction of this demonstration plot will be located far from the residential area to avoid dangers and contamination to the people in the community. In terms of running this type of demonstration, the main installments are five adult sows and one 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) who will interact very closely with animal producer groups and other IPs through farmer field school and demo training.

2). Cattle Raising (Provision of shelter): 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 in this village like to release their cattle into the forest year-round. The project will demonstrate to the villagers 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: Local chickens present some positive features that exotic ones (non-local) do not have, such as their strong resistance to infection and climate/environment and their ability to scavenge the extracted protein and energy residue. Therefore, breeding local chickens will benefit the chicken breeders and increase their profit. Two chicken breeding demonstration plots will be established in Kan Chheung village to train indigenous peoples how to raise 100 chickens in 24 m² shelter with regular supplement and vaccination against infections. This demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs) who will interact with chicken producer groups and other IPs through the farmer field school and demo training.

4). Greenhouse demonstration plot: 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 structures, cover materials, climate-control systems, irrigation and fertilization equipment, are available. In addition, Kan chheung village presents suitable 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 covered surface of 60 m² surrounded by a net. It will be monitored and maintained by Village Extension Workers (VEWs), who will interact with vegetable producer production groups and other IPs through farmer field school and demo training.

5). Rice production demonstration: the demonstration will introduce to the indigenous people or community the improved techniques and technologies of rice production to increase the yield and the income of farm households. 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 will be facilitated by VEW under the technical support of the Agriculture Development facilitator (ADF).

22. 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, consequently, there are no issues with land acquisition for project intervention. The community members agreeing to conduct demonstrations will be appropriately consulted in advance to understand and agree to the terms and requirements of the project, (ie. they need to cooperate with project staff, including agriculture extension workers, to allow them to conduct demonstrations at their plots of land for the interest of the community as a whole).

2. Stakeholder Engagement

23. 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.

24. 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	13	09	04	<ul style="list-style-type: none"> The composition of ICC does address social and gender inclusiveness and representation. There are four female representatives in both the leading position and the IPs management committee members within the committee. 				
Indigenous Community By-laws for IC and Collective land titles	Do the By-laws and/or the CLTs provide for equitable access to residential and agricultural land for all IP households?		<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td>✓</td> </tr> </table>	Yes	No		✓	The by-laws fall short of accommodating the interests and concerns of the elderly, women, and the weaker members of the IC.
Yes	No							
	✓							
<p><u>Remedial Action for the above matters:</u></p> <p>Note: This community has passed the ICLT process and has been granted a Community Land Title (CLT). LASED III only provides development support for infrastructure and livelihood according to the specific request of this community.</p>								
				<ul style="list-style-type: none"> 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

25. 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 Health (PDH), Provincial Department of Rural Development (PDRD), 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).

26. The Participatory rural appraisal was used during the stakeholder engagement/consultation to identify the community's needs, such as a Key Informant Interview, Focus Group Discussion, transect, 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 report⁵ (INA) for 33 titled ICs is the result of a full consultation/engagement with the whole community and stakeholders.

27. Since the beginning, between late 2020 (outreach for informing and identifying the community needs) and August 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 community confirmed by consensus the number of sub-project proposals for LASED III funding, the community requested only one health post equipped with a latrine and drilling well with solar pumping. LASED III selected the community that met the LASED III selection criteria and the available budget for all 33 titled ICs (INA, June 2022). Subsequently, LASED III coordinated the technical survey⁶ to determine the existing conditions and elevations of a site, together with a boundary survey for detailed design based on existing conditions, which have been conducted by LASED III's engineer and the relevant departments including the ES risk and impact screening/consultation conducted at the end of August 2024 (the ES screening report and attendant list are in footnote)⁷ with all stakeholders (see table below for more details).

28. Notably, this simple infrastructure 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 an updated ESMP would be prepared. Finally, this final ESMP will be publicly disclosed, including the consultation meeting with Kan Chheung 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.

⁵ Infrastructure Need Assessment Report, June 2022 is referring to this link <https://drive.google.com/file/d/1W42b1qb82gWcsxn27Z7iWv-4oFcoc9rG/view?usp=sharing>

⁶ For the detailed design from technical study will share later soon through the link here.

⁷ the ES risk and impact screening report and attendant list is referring to this link https://drive.google.com/file/d/16GVzbTwXyTV1dBg4jbbAsFJfbhUkcX_G/view?usp=sharing

Table 5: Stakeholders 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. ○ Road alignment observation. 	Approx. 32	Khmer, Kroeng (translation by community elders). Physical 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 in topographical survey for proposed construction of health post (Infrastructure Team).
LASEDIII-MAFF	<ul style="list-style-type: none"> • Outreach Activities • Beneficiary Profile • Livelihood development support 	Approx. 23	Khmer, Kroeng (translation by community elders), and physical 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 livelihood support. • Ensure broader community support obtained from IC • Undertake FGD with IC

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
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 • GRM Implementing for sub-project contract 	30	Khmer, Kroeng (Translation by community elders), Physical meeting.	<ul style="list-style-type: none"> • In-person, Phone, Telegram • Topographical survey for the construction of health post. • Monitoring and reporting the sub-project contract implementation. • Reporting of GRM Complaint
PDRD	<ul style="list-style-type: none"> • Provide consultation and planning for required technical specifications. • Participate in physical study of a drilled well. • Monitoring the construction 	3	Khmer, Kroeng (Translation by community elders), Physical meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • Commune meeting. • Involved in the design of drilled well.
PDH	<ul style="list-style-type: none"> • Provide consultation and planning for required technical specifications. • Participate in physical study of health post. Monitoring the construction 	3	Khmer, Kroeng (Translation by community elders), Physical meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • Commune meeting. • Involved in the design of health post.
DWG	<ul style="list-style-type: none"> • Participate in selecting and planning the construction of a health post within the village. • Monitoring and Reporting 	2	Khmer, Kroeng (Translation by community elders), Physical meeting.	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting. • Monitoring the construction of the sub-project in the community.
CC	<ul style="list-style-type: none"> • Participate in the selection and planning of the health post construction. 	2	Khmer, Kroeng	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting.

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
	<ul style="list-style-type: none"> • Provincial Grievance Redress Committee (PGRC) member. • Monitoring and Reporting 		(Translation by community elders). Physical meeting	<ul style="list-style-type: none"> • Monitoring the construction of the sub-project in the community.
ICC	<ul style="list-style-type: none"> • Broader community support • Participate in the selection and planning of the health post construction. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring the sub-project 	9	Khmer, Kroeng (translation by community elders). Physical meeting	<ul style="list-style-type: none"> • In-person, Phone, Telegram • E&S Risk and Impact consulting • Provide broader community support to sub-project activities • GRM Implementing, coordinating and reporting. • Monitoring the construction of the sub-project in the community. • After the construction of the health post together with operation and Maintenance (O&M).

2.2 Stakeholder Engagement Plan

29. The stakeholder engagement plan (SEP) matrix in Table 4 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 Site Risk Screening, (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 7. Stakeholder Engagement Plan (SEP)

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
The ES Risk Screening and mitigation measures	December 2021 – January 2022 (Completed)	<ul style="list-style-type: none"> • MLMUPC, 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 achieved broader community support is that the community achieved consensus on the number of sub-project proposals for LASED III (funding the

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
	13-Aug- 2024	<ul style="list-style-type: none"> • MLMUPC Infra – DWG, CC, ICC. 	<ul style="list-style-type: none"> • Community priority needs • Physical study 	<ul style="list-style-type: none"> • Commune meeting 	<ul style="list-style-type: none"> • Meeting to finalize the priority needs. • Detailed design 	<ul style="list-style-type: none"> • construction of a health post). • Need identification for agriculture and livelihood support sub-projects (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).
	13-Aug-2024	<ul style="list-style-type: none"> • MLMUPC ESS, PDH, DWG, CC, ICC, Village Chief • 	<ul style="list-style-type: none"> • Community hotspot map. • Community priority needs 	<ul style="list-style-type: none"> • Commune meeting • Health post plan. • ES screening format 	<ul style="list-style-type: none"> • ES sub-project screening • Health post location identification with community representatives (ICC, Village Chief). • No affected individual households 	<ul style="list-style-type: none"> • Develop Kan Chheung ESMP.

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
	Sep-2024	<ul style="list-style-type: none"> • MAFF ESS, PDAFF, DWG, CC, ICC. 	<ul style="list-style-type: none"> • Community priority needs for livelihood development support 	<ul style="list-style-type: none"> • Community meeting 	<ul style="list-style-type: none"> • ES livelihood sub-project screening 	
Physical study and Design (Health post with drilled well)	13-Aug-2024	<ul style="list-style-type: none"> • LASED III-<u>Infra team</u>, PDH,PDRD, DWG • CC, ICC • ICs 	Result of physical study report.	<ul style="list-style-type: none"> • FGD • Field survey format notes. 	<ul style="list-style-type: none"> • ICC Meeting • Technical survey. 	<ul style="list-style-type: none"> • Report the result of the field survey regarding the status of the land areas for the construction of a health post with demo farm activities, and whether there will be any land acquisition impact associated with the construction of a health post. The land area required to construct the health post is located within the reserved community land ., so there is no land related impact on individual land, environment,

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>household or any individual structures</p> <ul style="list-style-type: none"> • Verified with broader community support/concense to this reserved land for construction. • Health post design will follow the required specifications and Environmental Code of Conduct (ECOP) of the ESMF in Appendix 7 which is incorporated in this ESMP. • Update ESMP.

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
Procurement and contracting (Health post)	<p>February 2025</p> <ul style="list-style-type: none"> Contract Successful firm 	<ul style="list-style-type: none"> MLMUPC Procurement Unit Infrastructure Unit ESS Unit Successful candidate/firm 	<ul style="list-style-type: none"> Procurement Process and ToR OHS is integrated into tender document. ESHS specification is integrated into the work contract document Location-specific ESMP 	<ul style="list-style-type: none"> Announcement for Expression of Interest (EOI) Work contract documents 	<ul style="list-style-type: none"> Development of Terms of Reference (TOR) and contract for successful firm. 	<ul style="list-style-type: none"> Selected firms to sign work contract documents with firm or contractor. Before the contractor (s) start work, all land and asset acquisition issues, and associated compensation (or voluntary donation agreements) must be finalized (if any).
Indigenous farmer group formation and training on livestock raising and cultivation techniques.	Sep 2024 - 2025	<ul style="list-style-type: none"> MAFF, DAFF, DWG, CC, ICC. 	<ul style="list-style-type: none"> Technical support and dissemination of the project. Group formation of the village extension workers (VEW) and farmer producer group (PG) Training on livestock raising techniques 	<ul style="list-style-type: none"> Farmers group formation (number of VEW, PG) Number of training courses and demofarm... 	<ul style="list-style-type: none"> ICC Meeting Training courses 	<ul style="list-style-type: none"> Village extension workers (VEW) and farmer producer group (FPG) members will be formed from the group of farmers. Training courses will be provided on cultivation techniques such as vegetable production, cassava

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"> • Training on cultivation techniques such as vegetable and cassava production, and other crops. 			<p>production, and other crops.</p> <ul style="list-style-type: none"> • Training courses will be provided on livestock raising techniques for swine or cattle, and cage for local chicken raising. • The activities will be supported (a). Livestock demo farms such as pig raising, chicken raising, cow shelter and (b). Vegetable demo, including a greenhouse. MAFF provides technical support and disseminates various improved agricultural techniques to indigenous groups and people of the community/village.

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
At the start of construction	March 2025	<ul style="list-style-type: none"> • <u>LASED III - PDLMUPCC</u> • PDRD • PDH • DWG, CC • ICC, IC • Workers 	<ul style="list-style-type: none"> • Awareness raising of OHS, ESHS, CHS, Project GRM and GRM among contracted workers. 	<ul style="list-style-type: none"> • Extension training reports 	<ul style="list-style-type: none"> • FGD and Individual interview with contracted workers 	<ul style="list-style-type: none"> • Confirmed commencement of the construction.
	March 2025	<ul style="list-style-type: none"> • <u>MAFF</u> • PDAFF, VEW, VAHW, • ESS Unit • Success VEW, VAHW and farmers 	<ul style="list-style-type: none"> • Awareness raising of OHS, ESHS, CHS, Project GRM and GRM among contracted workers. • Inspection of workeraccommodation to ensure that it meets the minimum requirements agreed between the WB and the LASED III team. 	<ul style="list-style-type: none"> • Extension training reports 	<ul style="list-style-type: none"> • FGD and Individual interview with contracted VEW and farmers 	<ul style="list-style-type: none"> • Confirmed commencement of the demonstration
During Construction and Monitoring (Health post)	March-Aug 2025	<ul style="list-style-type: none"> • <u>LASED III -</u> • PDRD, PDH • DWG, CC 	<ul style="list-style-type: none"> • Health and Safety Plan for the construction site. 	<ul style="list-style-type: none"> • Site visit report • Reporting template 	<ul style="list-style-type: none"> • Site Inspection 	<ul style="list-style-type: none"> • ESMP implementation for the contractor.

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"> • ICC, IC • Workers • Contractor 		<ul style="list-style-type: none"> provided for construction oversight • GRM reports/records 	<ul style="list-style-type: none"> • Interview of contracted workers and ICs 	<ul style="list-style-type: none"> • Corrected action for OHS, ESHS, • GRM solutions • Reporting
During demonstration farm (rice, rubber and cashew-nut)	Jan-July 2025	<ul style="list-style-type: none"> • <u>MAFF</u> • PDAFF, VEW, VAHW, • ESS Unit • Success VEW, VAHW and farmers 	<ul style="list-style-type: none"> • Health and Safety Plan for the construction site. 	<ul style="list-style-type: none"> • Site visit report • Reporting template provided for construction oversight • GRM reports/records 	<ul style="list-style-type: none"> • Site Inspection • Interview of contracted workers and ICs • 	<ul style="list-style-type: none"> • Corrected action for OHS • GRM solutions • Reporting
Operation & Maintenance (O&M)	Post Construction	<ul style="list-style-type: none"> • CC • ICC • O & M community committees • PDH and PDRD 	<ul style="list-style-type: none"> • Hand over to mandated agencies for construction and building. 	<ul style="list-style-type: none"> • Certificate of handing over construction • Handing over ceremony. 	<ul style="list-style-type: none"> • Handing over ceremony. • Letter/certificate of handing over. • Checklist of E&S compliance 	<ul style="list-style-type: none"> • The community receives health post. • Sustainability use of health post. • Health post maintenance is integrated into the

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"> List of O & M community committees. 		commune investment plan (CIP).

Figure 3: E&S Consultation for Infrastructure and Livelihood sub-project support for Kan Chheung Village



Broader community consultation meetings after field visits to the proposed sub-project - Health post.



Location for the proposed health post

3. E&S Risks and Mitigation Measures

3.1. Building Construction: Health Post Construction

30. As stated in section 1.2 the proposed health post will be built on the identified public location by the community and project safeguards team. The proposed **Health Post** will have a concrete wall and brick roof with water supply and toilet facilities. This sub-project will not have an adverse impact or harm this community's spirit and burial forest. There is no need for land acquisition. The risks of 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 in the table below:

Table 8. Health Post Construction - Risk Mitigation Measures

Description of Risk associated with each planned sub-project	Level of Impact ⁸				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			✓				✓		<ul style="list-style-type: none"> 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

⁸ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>requirement as designed to minimize impacts on neighboring communities and environment.</p> <p>v. Appropriate signposting of the sites to inform visitors/workers of key rules and regulations.</p> <p>vi. First aid kits are provided, maintained and easily accessible with name(s) of trained first aid officer(s) visibly displayed.</p> <p>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.</p>		
b. Risk of falling when working at a height			✓					✓	<p>i. Wear proper PPE when working at a height.</p> <p>ii. Fall-preventing devices such as harnesses, safety belts, etc. as well as ensuring the devices are in good conditions.</p>	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Provide/install necessary guardrails 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			✓					✓	iv. 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. v. Ensure that (a) washing areas are demarcated and water from washing areas is released in sumps.	Contractor	Construction stage
d. Accidents and incidents including moving vehicles and machineries			✓					✓	i. All moving vehicles and machineries are operated by training and qualified drivers.	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> ii. Each moving equipment operator will provide a spotter and flagman to guide the vehicle's movement. iii. The operator will receive relevant safety equipment and training from the contractor. iv. All workers are protected from falling objects in the work areas v. All construction vehicles shall be equipped with proper lighting and warning systems with seat belt system. vi. All vehicles and moving equipment/machineries should be maintained and regularly inspected. 		
e. Lack of PPE will increase the risk of workers exposure to construction hazards			✓			✓			<ul style="list-style-type: none"> 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 ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>They should be trained on proper use of PPE.</p> <p>iii. All workers must keep and use PPE at the construction site.</p> <p>iv. Workers must maintain the PPE in good condition and assigned inspector should conduct checks on the PPE before and after use</p> <p>v. Contractor must have a clear protocol for issuing warnings and releasing workers from their duties after multiple non compliances.</p>		
f. Risk of injury while operating machinery and tools			✓				✓		<p>i. The contractor needs to provide training in the operation of machinery and equipment.</p> <p>ii. Wear proper PPE before the operation of any machinery/equipment as well as allow only trained and qualified operators to use the machineries/tools.</p>	Contractor Workers	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Daily morning toolbox must be carried out before the commencement of work.		
g. Disposal of waste generated from project sites may increase health issues to local people and the environment									iv. Waste collection and disposal pathways and sites should be identified for all major waste types expected from construction activities. v. Construction wastes should be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. vi. Construction waste should be collected and disposed properly by licensed collectors. vii. The records of waste disposal should be maintained as proof for proper management as designed. iii. Whenever feasible the contractor should be reused and recycled for appropriate and viable materials (except asbestos).	Contractor Workers	Construction and Post construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ix.		
h. Storage of hazardous material (including Asbestos)									<ul style="list-style-type: none"> 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 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. 	Contractor Workers	Construction and Post construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> 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. iii. The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust. 		

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.1.2 Labor and Working Conditions											
a) Risk of using child labor.				✓				✓	<ul style="list-style-type: none"> i. Children under the age of 18 must not be employed as direct project worker under any circumstances. ii. The contractor shall follow a contract agreement prohibiting child labor working at the construction site. iii. Verification of age before contracting and employment of workers (attachment of legal document: ID card, birth certificate, etc.). iv. Contractor is to attend training regarding labor law and working conditions (LWC). 	Contractor	Construction stage
b) Risk of unfair treatment/discrimination				✓				✓	<ul style="list-style-type: none"> i. Ensure workers are informed of their rights to submit a grievance through the Project Worker Grievance Mechanism. 	Contractor	Construction stage
c) Risk of GBV/SEA/SH				✓				✓	<ul style="list-style-type: none"> i. Ensure that workers sign the code of conduct. j. Training before construction to workers, stakeholders, and the local community on the risks of GBV/SEA/SH. 	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> k. Manager’s code of conduct will be properly implemented (including GBV/SEA/SH). l. Endeavor to employ workers from within the community so the risk of GBV/SEA/SH is low 		
3.1.3 Community, Health and Safety (CHS)											
a) Safety Risks to Community due to the operation of construction, machinery, and vehicles			✓				✓		<ul style="list-style-type: none"> i. Installation safety signage including warning to avoid any accident.. The community members need to restrict their children and students from being around the construction site. ii. Brief on safety requirements to driver. iii. Fencing the construction site iv. Restricted access to the construction site. v. Soundproof machinery shall be used at the site. vi. Schedule 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 	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									and community members safety when passing by active construction site areas, especially also at night or when there is limited lighting.		
b) Risks to the community on closed construction between latrine and pumped well or another water source.			✓					✓	<ul style="list-style-type: none"> 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 fecal waste. iii. PVC pipe used to connect a power-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight. 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. 	Contractor	Construction stage
c) Inadequate design of buildings may lead to impact on			✓					✓	a. Provide adequate drainage in the buildings’ immediate surroundings	MLMUPCC (design)	

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
community health and the environment. (including Universal Accessibility)									<p>to avoid standing water. Possible insect disease vectors and unsanitary conditions may develop due to inadequate drainage.</p> <p>b. 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.</p> <p>c. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank).</p> <p>d. Using asbestos cement tiles as roof materials is prohibited.</p> <p>e. No physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices.</p> <p>f. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids.</p> <p>g. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls.</p> <p>h. Restrooms with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights.</p>	Contractor (implementation stage)	

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
a) Life and fire risk				✓				✓	<ul style="list-style-type: none"> a. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place. b. All workers need to be trained on the fire and emergency plan/procedure, and on how to use fire extinguishers, know the evacuation procedure and escape routes c. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily. d. Maintaining a strict no-smoking policy that is communicated to all employees and workers e. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded. f. Make sure that electrical wiring is regularly inspected on the premises. g. Take notice of any electricals left unattended and candles not blown out. h. Workers must not be allowed to bring any cooking equipment to the construction site. 	Contractor	
d) Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		<ul style="list-style-type: none"> i. Ensure the entire perimeter of the job site is enclosed with durable fencing (e.g., chain-link, solid wooden barriers). 	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> ii. Any entry points should be secured with locked gates when workers are absent. iii. Place highly visible warning signs around the site that indicate "Danger" and "Construction Zone – Keep Out." iv. Use visual symbols or bright colors to ensure children understand the risks, even if they can't read. 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. iii. If schools and residential areas are nearby, consider organizing briefings for children or people nearby about the dangers of entering construction zones. 		
e) 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	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									disease prevention program if needed. ii. Conduct community awareness iii. Conduct specific training and awareness raising of the communicable diseases associated with livestock raising		
f) Risk of conflict between outside workers and community			✓					✓	i. Workers have to comply with code of conduct. ii. Cooperate with the relevant local authority.	Contractor Workers	
3.1.4 Environment and Natural Resources											
a) Risk of pollution, Noise and vibration impact at the construction sites and from construction traffic			✓					✓	i. Limit the hours of operation for specific equipment (typically between 11 am – 1 pm). Avoid operating machinery (such as trucks) or conduction construction related activities at night. j. Conduct regular sprinkling activities to prevent dust and pollution for surrounding houses	Contractor	Construction stage
b) Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas			✓					✓	k. Stockpile the excavated material to nonagricultural and in a minimum area and away from storm water and flood pathway. The	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>disposal should be in consultation and agreement with the local authorities.</p> <p>l. Excavation of borrow soil should be to maximum depth of 0.5m; and harnessed with slope boundaries and managed with appropriate erosion control measures.</p> <p>m. Contractor should properly rehabilitate borrow pits and removed topsoil of about 15 cm (with organic materials) should be spread back during borrow area restoration.</p> <p>n. 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.</p>		

Description of Risk associated with each planned sub-project	Level of Impact ⁸				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									<p>o. 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.</p> <p>p. 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.</p> <p>q. (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.</p> <p>r. Adjacent wetlands and streams shall be protected from construction site runoff with appropriate erosion and sediment control measures</p>	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>included in the construction management plan.</p> <p>s. There should not be unlicensed/unauthorized borrow pits, quarries or waste dumps for this construction, especially not in protected areas.</p>		
d) Dust emissions (especially in dry conditions)				✓				✓	<p>i. Dust suppression at the construction site (i.e. water hosing).</p> <p>ii. Cover truck loads with canvas to avoid dust blowing.</p> <p>iii. Enforce vehicle speed limits (max 20km/h)</p>	Contractor	Construction stage
e) Environmental contamination/ spills				✓				✓	<p>i. Ensure proper and safe storage of hazardous materials 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.</p>	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. Ensure immediate cleaning of any spills and remediation of contaminated areas		
i. Loss of fertile soil and vegetation; impacts on natural vegetation				✓				✓	ii. Remove top layer of soil of the location, stock in a proper place and once the 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. iii. Re-vegetate the embankments with only indigenous plant species.	Contractor	Construction stage
f) Waste generation during site clearance and Construction .			✓					✓	i. Development of waste management plan including stockpiling and disposal. ii. Waste management (including waste separation, recycling and proper disposal). iii. Waste will be recycled, and reused (except asbestos) as well as composted. The rest of waste will be disposed at approved dumpsite. iv. Provide litter bins, containers, and recycling systems for waste at construction sites.	Contractor	Construction and Post construction stage.

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> v. No burning, burial, or disposal of hazardous waste on site. vi. Waste Management (a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities. vii. Construction waste will only be collected and disposed by licensed collectors. iii. The records of waste disposal will be maintained as proof for proper management as designed. 		
g) Water Quality (Erosion and Sedimentation)									ix. 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
h) Risk of medical/infectious waste management in the operation of health post			✓					✓	<ul style="list-style-type: none"> i. The incinerator must be included in the design. ii. All healthcare waste must be classified well for storage, collection, and disposal (for example, infectious, sharps, and pharmaceutical waste) according to 	Provincial department of health.	During the Health Post Operation

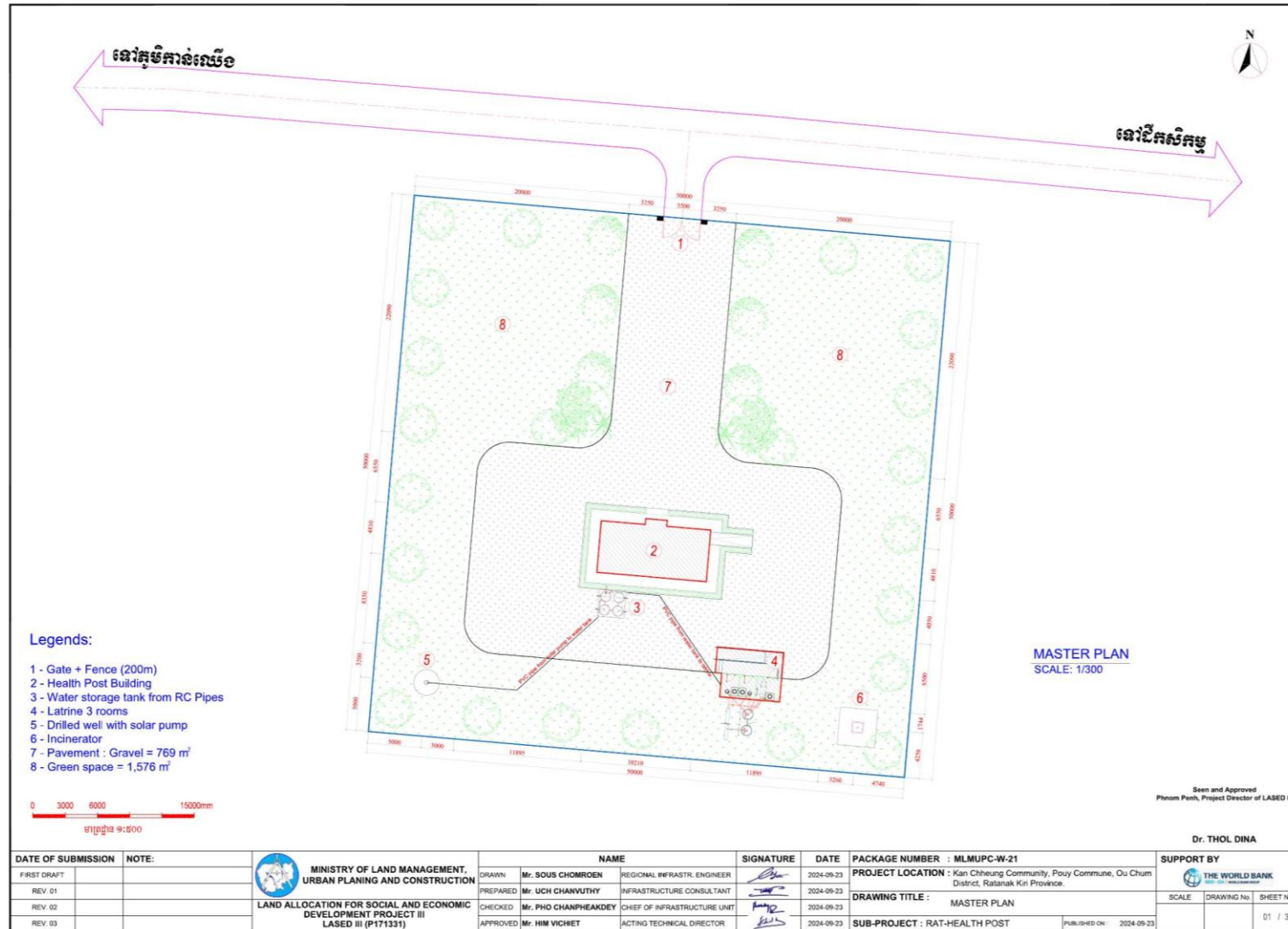
Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									the national guidelines on healthcare waste management. ⁹ i. Follow the national guidelines on healthcare waste management.		
i) Risks on sourcing wood and/or other construction material (including stone, sand, gravels) from the PAs, forests, and rivers/other water bodies.			✓					✓	ii. The sourcing of wood from the Protected Area (PA) must be banned. iii. The materials for construction such as stone, sand, gravel must be purchased from outside the community from a licensed quarry. i. The furniture for the health post must be purchased from outside the community from a licensed quarry.	Contractor IC Community LASED III- MLMUPC	Construction stage
j) Chance find of cultural heritage resources.				P				P	i. Once cultural heritage objects/sites are identified, contractor or sub-contractor shall immediately stop works within an approximate distance of the site. ii. Contractor/sub-contractor shall call EA/IA from the provincial	Contractor IC Community LASED III- MLMUPC/MAFF	Construction stage

⁹ According to the National guideline on healthcare waste management, waste has been categorized into general waste and hazardous waste. The hazardous waste is classified into four streams: infectious, hazardous, pathological and sharps (needles, etc) (3.2 Health care waste management, point 74, ESMF, Ministry of Health, October 2021)

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>office to the location to make a rapid determination of the significance of the find.</p> <p>ii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area.</p> <p>v. EA/IA, provincial Department of Culture and Fine Arts and contractor shall evaluate sites or objects in accordance to the procedure required by the Ministry of Culture and Fine Arts.</p> <p>v. Contractor and EA/IA shall work together to determine any requirements for community 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> <p>i. Avoidance to minimize the impact to the site through partial or complete project redesign or relocation, should be the preferred option for cultural</p>		

Description of Risk associated with each planned sub-project	Level of Impact ⁸				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<p>resource management perspective.</p> <p>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.</p> <p>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.</p>		

Figure 4: Master Plan for the construction of health post under LASED III Finance Support in Kan Chheung Village (After completed by Infra. Team)



3.2. Agriculture and livelihood support

31. The proposed sub-projects below support agriculture and livelihood and are related to demonstration activities (i.e. livestock, aquaculture). It is noted that the project will not introduce any alien or non-native species impacting the biodiversity in the area. Also, the project will introduce the Cambodia Agriculture Good Practice (Cam-GAP) to the community, including an awareness program on integrated pest management and using natural 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 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 in the interest of the community as a whole. The risks related to agriculture and livelihood support activities will be mitigated as in the table below:

Table 6: Agriculture and Livelihood Support-Risk Mitigation Measures

Description of Risks associated with each planned sub-project	Level of Impact ¹⁰				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, herbicide reduction and intergrated 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 waste			✓				✓		i. Avoid the introduction of invasive species. ii. Ensure use of sustainable agricultural practices/approaches/technologies (e.g., Agroforestry Practices,	LASED III-MAFF	Throughout the project implementation

¹⁰ Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact ¹⁰				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									Polycultures, and Crop rotation, Integrated Pest Management (encouraging the predators of crop-eating pest insects such as birds and bats, etc.) 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.) iv. Induce conservation and efficient use of water. v. Reduce, recycle and reuse agricultural waste (natural, animal, plant waste).		

Table 10. Risk related to Demo farm Livestock Activities

Description of Risks 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			
3.2.3 Risk to community health and Safety from activities related to Demo farm Livestock.			✓				✓		<ul style="list-style-type: none"> i. Fence off water bodies from gazing animals. ii. Regularly collect and store manure properly for 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 	LASED III - MAFF	Throughout the project implementation

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

Description of Risks 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>else consider incineration or land disposal options.</p> <p>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).</p> <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</p>		

Description of Risks 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>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> <p>xii. Locate manure stacks and urine away from household area, water bodies, floodplains, wellhead fields, or other sensitive habitats.</p> <p>xiii. Regularly collect and store manure for composting and later application to fields to reduce noxious odor and to limit spread of pathogens.</p> <p>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</p>		

Description of Risks 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>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).</p> <p>xv. Regular cleaning of livestock sheds and feeding pens.</p> <p>xvi. Reduce the amount of water used during cleaning (e.g. by using high-pressure, low-flow nozzles).</p> <p>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.</p> <p>xviii. Consider covering manure piles with geotextiles (which allow water to enter the pile and</p>		

Description of Risks 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>maintain composting activity) to reduce fly populations.</p> <p>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.</p> <p>xx. Reduce mortalities through proper animal care and disease prevention.</p> <p>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 humanely destroyed if necessary.</p> <p>xxii. MAFF needs to strengthen the animal health system in the community through capacity building.</p> <p>xxiii. Animals should be confirmed dead before disposal, and any still alive should be euthanized immediately. Dead animals should be removed</p>		

Description of Risks 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>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 7: Community By-Laws, internal rule enhancement and public disclosure

Description of Risk 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			
3.3.1 Community By-Laws and internal rules fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC.		✓					✓		LASED III Project will only determine whether the IPs 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 the benefits of the project. (the recruited NGO under LASED III will support this activity)	1. NGO (recruited by LASED III or NGO supporting ICC and indigenous communities. 2. National and provincial ESS team and ICLT team.	October 2024 (expected)
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 Youth Album in each village, on Community Land Use Planning (including key information of By-Laws and Internal Rule, copy of land titles and list summary of parcels of collective land titles and list of	3. Youth , ICF, community members, supporting NGOs, ES Focal persons, and consultants (national and provincial)	October 2024 (expected)

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

Description of Risk 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>individual land, agriculture, residential and reserve land use. Update issues related to land use.</p> <p>b) Encourage elders, women and youth to regularly (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>		

Table 8: Infrastructure Operation & Maintenance

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			
3.33. The lack of control over the operation and support maintenance in a sustainable manner post-construction.		✓				✓			<ul style="list-style-type: none"> 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 O & M. ii. Formation of community infrastructure management committee to support O&M. iii. Orientation O&M follows community operation and maintenance (COM). iv. Operation and maintenance of health post and drilled wells 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"> • LASED III • PDRD, PDH and IPs communities are working closely with the provincial, district and commune teams. • Commune operational and maintenance infrastructure committee (health post and drilled well). • Commune council with relevant authority (ICC, village chief) to 	Post construction.

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			
										support the implementation of infrastructure O&M and resource mobilization.	

4. Institutional and sustainability risks for sub-project development

4.1. Institutional Arrangement

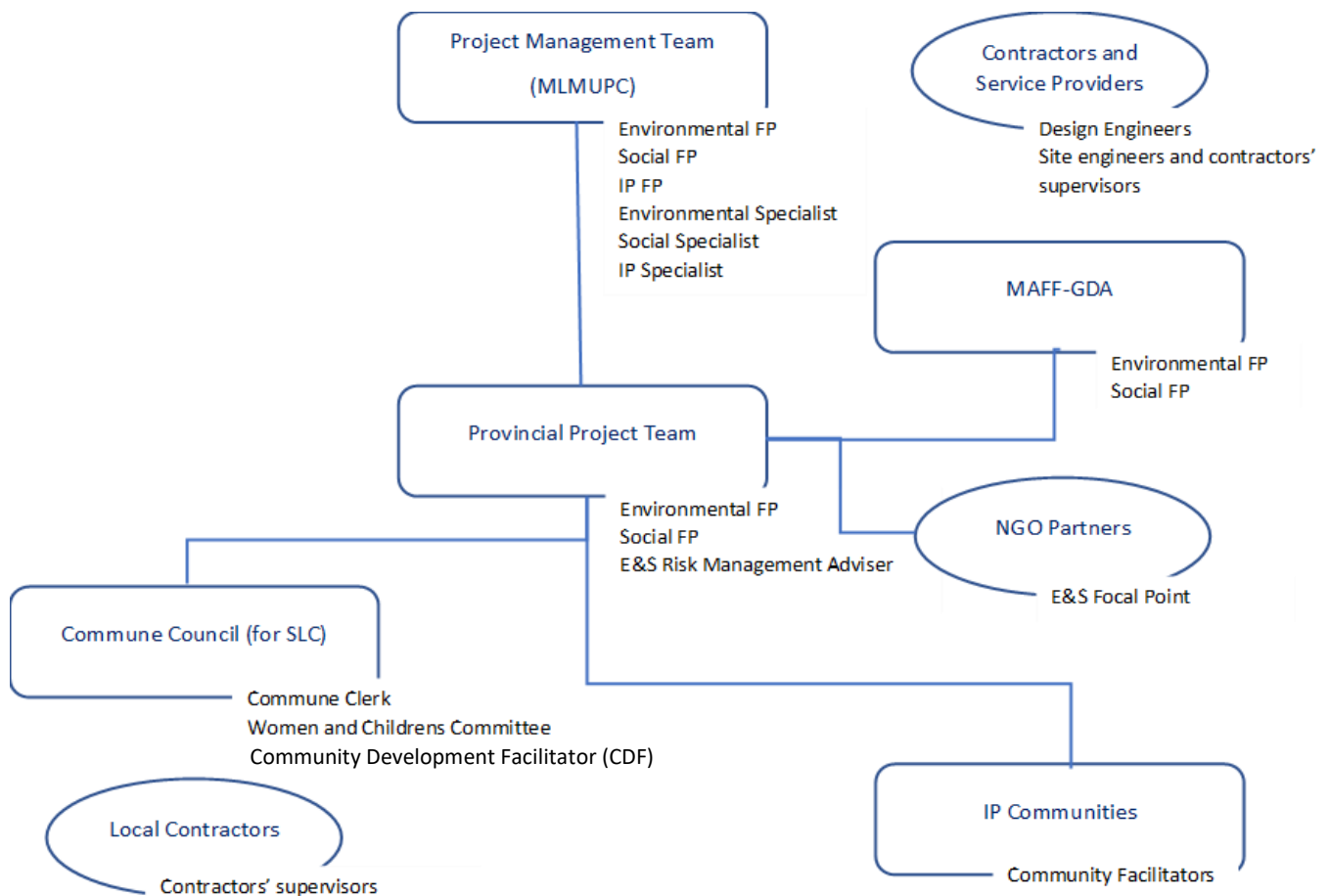
32. E&S unit (including focal points and E&S consultants) from MLMUPC and MAFF will be responsible for monitoring and supervising the implementation of the ESMP, in coordination with the ICC of the Indigenous community and an NGO to be contracted by MLMUPC to support the indigenous community.

33. MAFF and PDAFF support agriculture development. MAFF promotes adopting the Cambodia Good Agriculture Practices (CAMGAP) standards and zero chemical use.

34. 31. 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 exclusion 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 gender balance in the ICC composition, by-law, and internal rule revision as described in section 2 (table 4).

35. The project also supports establishing and strengthening the O&M Committee to ensure community mobilization and commune investment plan to maintain the health post and drilled wells after construction completion. The Provincial Department of Rural Development (PDRD) and the Provincial Department of Health (PDH) play a vital role in supporting, maintaining, and functioning the O&M Committee.

Figure 5: Key Personnel for E&S Risk Management



4.2 Capacity Building:

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

37. MAFF will provide various training and extension support for SLC land recipients' livelihoods and the safe use of chemicals (LASED III is not funded for chemical use on SLC sites); CAMGAP standards implementation includes integrated nutrient management, pest management, worker safety, and child labor provisions.

38. The E&S unit of MLMUPC must provide orientation to contractors, throughout the sub-project, 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).

39. 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).

40. 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

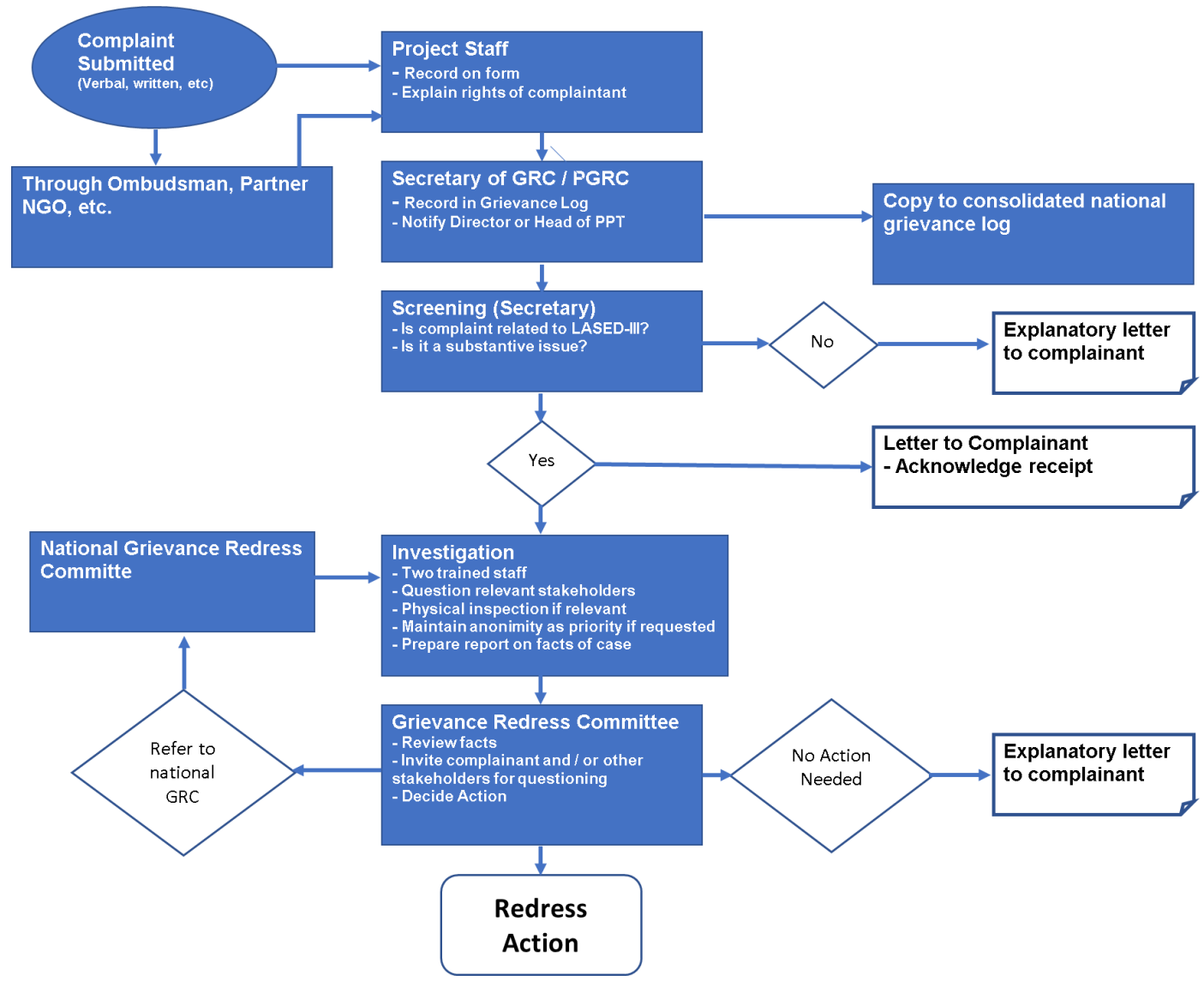
41. The Grievance Redress Mechanism's procedure established on December 22, 2022, will be used for this sub-project. Representatives from the IPs community or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided to the focal points or GRM committee, IPs community, and workers for the grievance redress process. Affected individuals and the community may send their complaints verbally (also in their local language for IPs) or in writing to the local authority (including a trained IPs community representative or customary authority) or drop a complaint letter in the complaint box in a village/IPs community public space or at the commune administrative office. The following complaints included but not limited, might relate to inquiries or ideas, rent-seeking/corruption, unfair treatment/activities, and other environmental and social issues/complaints on contractors which may arise throughout the project support. All feedback and complaints will be processed and addressed promptly and effectively by the project. 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 complaint resolution process with the parties may be extended up to 45 working days, but not any longer (also refer to LASED III GRM for Project Worker and affected parties).

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

- a. The National Grievance Redress Committee is located at the Ministry of Land Management, Urban Planning, and Construction (MLMUPC). The committee comprises:
 - Dr. Thol Dina; Project Director, Chairperson, Tel: 088 410 7778 & Email: tholdinajp@gmail.com
 - Mr. Rithy Rattanakcheyseth, Grievance Redress Officer from MLMUPC, Member, Tel: 017 988 333 & Email: rrcheyseth@yahoo.com ;
 - Mr. Khy Kosal, Grievance Redress Officer from MAFF, Member, Tel: 081 839 345 & Email: kosalkhy@yahoo.com);
 - National Social [or E&S] Risk Management Adviser/Consultant, Secretary
 - Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: LASEDIIIIGRM@GMAIL.COM;
- b. 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 (PDAFF), Tel: (+855)12 255 926 (Telegram);
- 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 Veng, Tel: (+855) 97 758 0440; (Telegram);
- Mr. Bien Sokun, Chief of Pouy commune, Tel: (+855) 88 9045 440;
- Mr. Yarm Nhory, Chief of Kanchheung village, Tel: (+855) 97 869 9203;

Figure 6: Flow Diagram of LASED III GRM



6. Budgeting, Monitoring, and Reporting

43. Implementation of the ESMP and reporting are required under 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 prior to 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 the grievance redress mechanism (GRM) functioning.

44. 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.

45. In case of incidents and accidents, the contractor must promptly notify to 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 finding of cultural heritage; natural disaster affecting project beneficiaries; civil disturbances at or relating to a project site; property damage).

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

Table 9: Costing of the ESMP Implementation

N	Activities	Cost Estimation
1	ESMP consultation with the local authority and IPs 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	\$ 1,500
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).	\$ 25,000
	Total	\$ 32,500

47. This ESMP implementation will be monitored by the National and Sub-national E&S teams and E&S consultants, including the relevant stakeholders and the project management level from MLMUPC & MAFF. The monitoring shall refer to tables 7, 8, 9, 10, 11 and also mentioned in Table 10.

Table 10: Monitoring Checklist

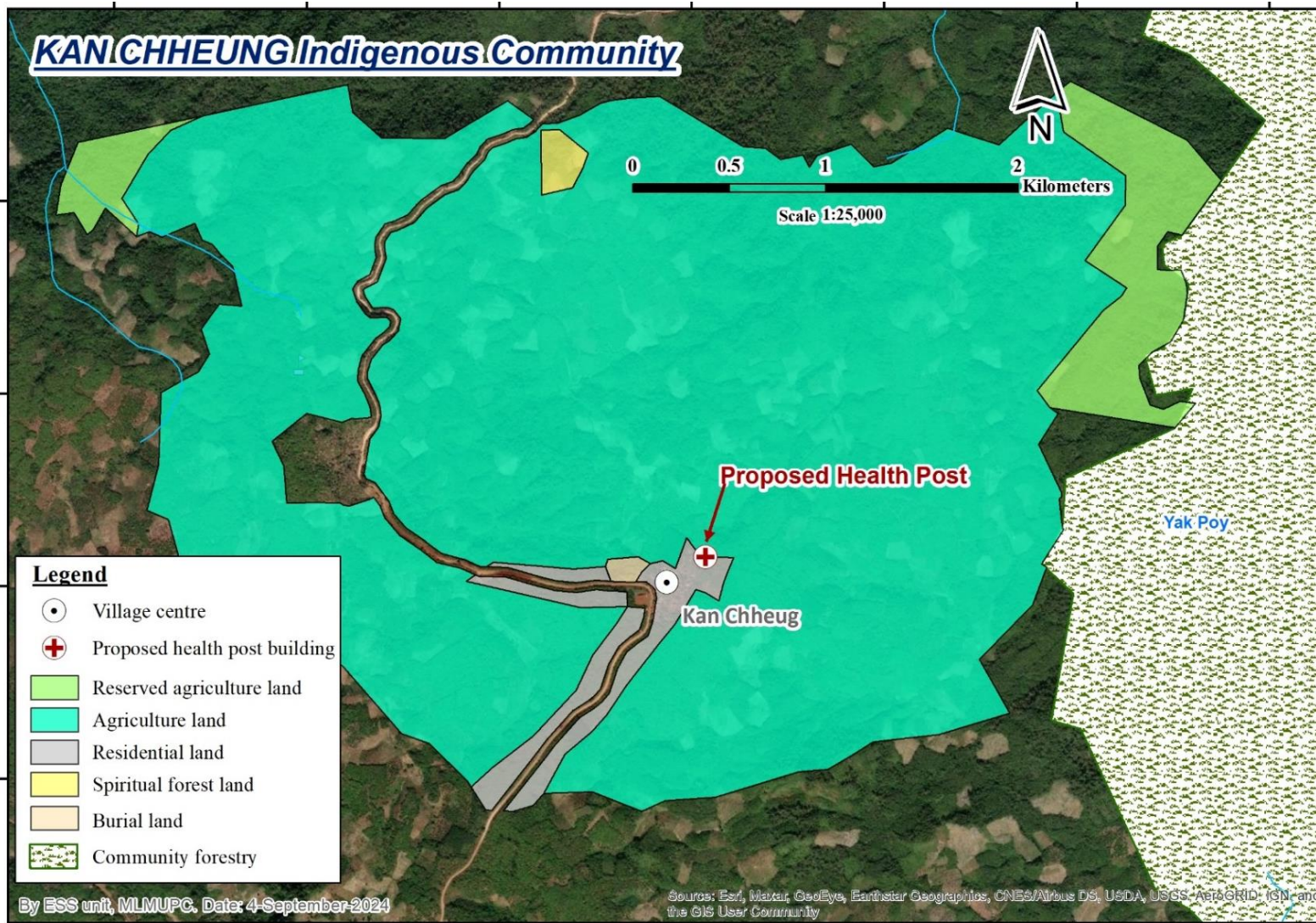
N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
1	Level of awareness raising and practices	1.1. Develop friendly leaflets on OHS, ESHS, CHS, GRM	Availability of printed leaflets	Chief of ESS	Prior to sub-project
		1.2. Provide ToT OHS, ESHS, CHS, GRM measures to the provincial team	ToT reports	Chief of ESS and consultants	Prior to sub-project
		1.3. Provision of extension training OHS, ESHS, CHS, GRM measures at the community level. <ul style="list-style-type: none"> • Full day training at construction site (during inauguration road construction). • 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	<ul style="list-style-type: none"> a. Risk related to Occupational Health and Safety b. Risk related to Labour and working Condition c. Risk related to Community, Health and Safety (CHS) d. Risk related to Environment and Natural Resources e. Risk related to Agriculture and Livelihood Support 	Refer to tables 7, 8 & 9 of this ESMP	<ul style="list-style-type: none"> • Training record, • GRM in place • and GRM records • Contractor Monthly report • Project Site visit report. 	PDMUPCC, MAFF ICC and IC	Throughout project implementation
3	Grievance Redress	<ul style="list-style-type: none"> a) GRM functioning. b) GRM training to the focal points or GRM committee, IPs community, and workers c) Make an easy way for complaint filling through the verbal or complaint boxes at the community site level, commune administration office. 	The Appointment of GRM Committee (LASED III Sub-national and National), GRM Training Record, Grievance redress filling for each project site,	LASED III Sub-national Grievance Redress Mechanism Committee (GRMC), National GRMC	Construction stage

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		d) Respond to complaints through the grievance redress mechanism in a timely manner following the project's GRM, including informal improvement suggestions voiced by community members to the contractor.	Grievance Records and Solution Responses, Worker interview, Community Interview		
4	Community By-Laws falls short of accommodating the interests of women, youth, elderly, and the weaker members of the IC. Internal rule is not available	<ul style="list-style-type: none"> 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 project benefits. (the recruited NGO under LASED III will support this activity) <p>Steps should be taken to facilitate a process based on broader community support principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules.</p>	Recruited NGO onboard, Adjusted 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. 	October 2024 when NGO support is on board (expected)
5	Lack of awareness raising on By-Laws, internal rule, communal land use and collective land titles.	<p>14.1 Promote public disclosure on the existing collective land titling and land use within the communities:</p> <p>a) Prepare Youth Album in each village, on community land use Planning (including key information of By-Laws and Internal Rule, copy of land titles, list of land titles, including parcels of collective and individual land used for agriculture, residential and reserve land). Update issues related to land use.</p> <p>b) Encourage elders, women and youth to regularly (monthly) engage with the ICC and community members to discuss issues related to the information included in the youth album and any action taken to address any land issues.</p> <p>c) Support youth to biannually update the information included in the album.</p>	<p>Recruited support NGO onboards,</p> <p>Community Land Use Planning Album</p> <p>Monthly report with the participation of elders, women, and youth.</p> <p>Biannually update the information included in the album.</p>	<ul style="list-style-type: none"> Youth, ICF, community members, supporting NGO, ES focal persons, and consultants (national and provincial levels) 	October 2024 when NGO support is on board (June 2024)

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
6	The lack of control post-construction over the operation and maintenance in a sustainable manner.	<p>11.1 The project will prepare the handing over of the community infrastructures to the relevant provincial departments, districts, communes, and communities in compliance with RGC reform policy, while finalizing the community guideline for O&M.</p> <p>11.2 Formation of community infrastructure management committee to support O&M.</p> <p>11.3 Orientation O&M follows Community Operation and Maintenance (COM).</p> <p>a) Operation and maintenance of health post is integrated into commune investment plan (CIP).</p> <p>b) Implementation infrastructure O&M</p> <p>c) Follow-up implementation and administration support.</p>	<p>Community Infrastructure Management Committee formation</p> <p>Records of an orientation O&M following Community Operation and Maintenance (COM).</p> <p>M&E Report of Infrastructure O&M</p>	<ul style="list-style-type: none"> • LASED III • PDRD working close with provincial team, district and commune. • Commune Operational and Maintenance Infrastructure Committee (Health post). • Commune council with the relevant authority (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization. 	Post Construction

7. Annexes

ANNEX A: MAP SHOWING THE PROPOSED HEALTH POST IN KANCHHEUNG COMMUNITY



**Land Allocation for Social and Economic Development
PHASE III (LASED III)**

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

**IN COMMUNITY OF Kroeung Indignons Community, Kan Chheung Village,
Pouy Commune, Ou Chum District, Ratanak Kiri Province**

Annex: 3 B.

Table 1: Subproject location

Date of Risk Screening	13-August-2024	Grid Reference:	XY: 721071 1541154
Province	District	Commune	Title IC (If applicable)
Ratanak Kiri	Ou Chum	Pouy	Kroeur IP, Kan Chheung village

Add a map (based as applicable on either final SLC or CLT mapping) that shows (a) the boundary of the SLC or IC, (b) existing settlements and land use within the SLC or IC area, (c) any IC or Khmer villages bordering the SLC or 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).

Map of Kroeur IP Community, Kanchheung Village, Pouy Commune, Ou Chum District, Ratanak Kiri Province)

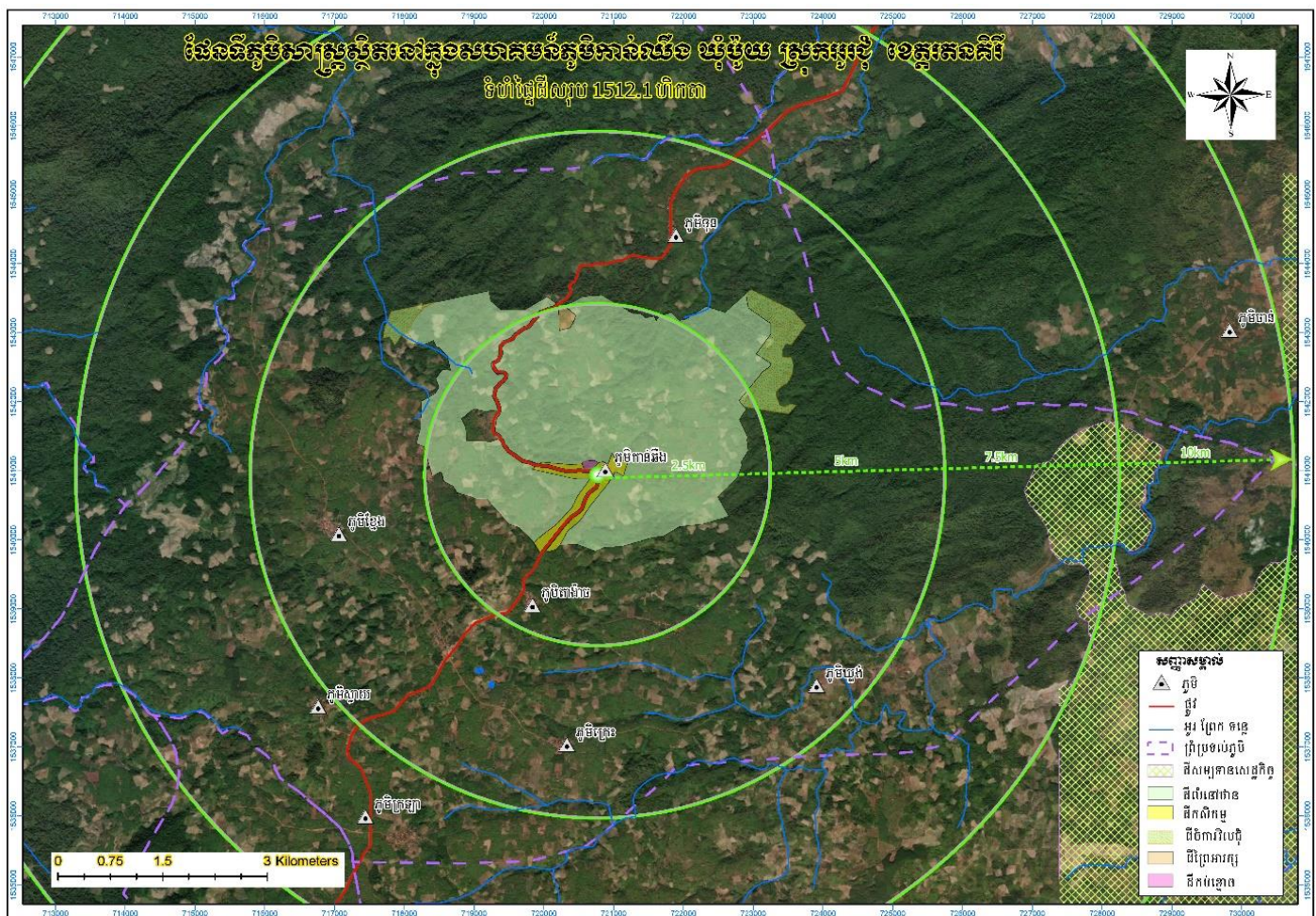


Table 2: Summary of planned infrastructure and agriculture sub-projects along with risks and impacts¹⁴ (First, complete the answer the screening questions in Table 2, and then use this information to provide the summary overview in Table 1)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Building Construction: 1). Health Post (including drilled well)	Yes	If Yes: Adopt ECOP (Appendix 7 of ESMF); 1). Health Post: The health post will be built in the identified and agreed land area within the community reserved land area. The health post has two rooms, including furniture, water supply, and toilet facilities. It was discussed among the community’s committee and local authorities the risks and mitigation measures for the kids and community people. 2) Drilled Wells: The drilled well will be built in the identified and agreed land area within the community reserved land area. The Drilled wells with concrete platform and fencings. The distance of drilled well must be at least 20m from the toilet/.

¹⁴ This brief 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).

Section 2: Summary of Screening

Table 6: impact screening on types of subprojects

No.	Screening Questions	Health Post (one building with two rooms)	<u>Others:</u>
1	Location: Will any part of the sub-project be located outside the area of ICLT?	No	This facility will be constructed in the community reserved residential land area (50mx50m
2	Water Courses: 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	It is about 100 meters from natural water sources
3	Labor and Working Conditions: Will workers employed by a construction contractor implement the sub-project?	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?	No	
5	Will any community workers be used to implement the sub-project?	No	
6	Will the sub-project require the use of bricks or tiles?	Yes	
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	No	
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	It is 150 meters far from the residential area.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	It is 150 meters far from the residential area.
10	Are there any streams or water bodies that may be polluted due to the sub-project?	No	The proposed construction site is far away from the water source.
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	During construction and according to relevant legislation
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	Very few vehicles/trucks will be needed for construction material supply/transportation.
13	Will construction of the project result in road traffic hazards during construction?	Yes	Very few vehicles/trucks will be needed for construction material supply/transportation.
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	Yes	The construction site will install barriers to protect public access and ensure safety.
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	

No.	Screening Questions	Health Post (one building with two rooms)	<u>Others:</u>
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Yes	One drilled well will be provided. The water quality will be tested.
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Yes	One drilled well will be provided. The water quality will be tested
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Yes	One drilled well will be provided. The 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 private use?	No	The sub-project will be constructed in a Community Reserved land area, However, meaningful consultation with broader community consensus have been conducted and documented.
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?	No	
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 a natural forest or natural wetland now?	No	
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	

No.	Screening Questions	Health Post (one building with two rooms)	<u>Others:</u>
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 from outside the community from a licensed quarry.
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	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 on 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 health 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	There is no adverse impact on the IPs community as stated at 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?	Not affected	There is no negative impact on IPs community outside the IC site
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	Outreach consultation, infrastructure needs assessment and design.
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	Outreach consultation, infrastructure needs assessment and design.
43	Is there any objection to any part of the sub-project from the local community?	No	

Conclusion

Based on the findings from this site-specific environmental and social risk screening in terms of the planned development infrastructure sub-project (Health Post in the Kan Chheung community/village), it is concluded that:

- The Health Post sub-project will be constructed on the reserved residential land area in Kan Chheung community, this process has been consulted and documented.
- The sub-project will not cause any adverse effect in the form of land displacement of the people from their residential area (not required for the resettlement plan).
- Based on the actual evidence both on the ground and the community reports, the community's tangible or intangible cultural heritage, water body including water sources, or other land that are used for purpose of common property resource (grazing, fishing, non-timber forest products) will not be affected by the construction of the health post.
- There is no evidence of mines or ERW accidents in this area.
- The impact related to the construction of the health post will be mitigated through the Environment, Social, Health, and Safety Specification (ESHSS) measures, which will be developed and integrated into the works' contract and services as the contract's obligation.

ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រង/ក្រុមហ៊ុន/អ្នកទទួលការ/

Manager's Code of Conduct for Firm or Contractor

I. ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រង (Manager's Code of Conduct)

អ្នកទទួលការ (អ្នកម៉ៅការ) ប្តេជ្ញាធានាថាគម្រោងនេះត្រូវបានអនុវត្តដើម្បីកាត់បន្ថយផលប៉ះពាល់អវិជ្ជមានណាមួយលើបរិស្ថានក្នុងតំបន់ លើសហគមន៍ និងកម្មករ។ ការអនុវត្តន៍នឹងត្រូវធ្វើឡើងដោយគោរពស្តង់ដារបរិស្ថានសង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាពនិងសុវត្ថិភាពការងារ ដែលសមស្រប។ អ្នកទទួលការ (អ្នកម៉ៅការ) ក៏ប្តេជ្ញាបង្កើត និងថែរក្សាបរិយាកាសដែលកុមារអាយុក្រោម១៨ឆ្នាំ នឹងត្រូវបានការពារ ហើយធានាដល់ភាពគ្មានការរំលោភបំពានផ្លូវភេទ និងការបៀតបៀនផ្លូវភេទឡើយ។ សកម្មភាពអសីលធម៌ចំពោះកុមារ អំពើហឹង្សាលើកុមារ ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ ការបៀតបៀនផ្លូវភេទ នឹងមិនត្រូវបានអត់ឱនដោយនិយោជិត អ្នកទទួលការបន្ត (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 ក៏ដូចជាបរិស្ថានគ្មានការកេងប្រវ័ញ្ចផ្លូវភេទ 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 នៅក្នុងជុំវិញនៃរបស់កម្មករ ការិយាល័យនិងនៅតាមទីសាធារណៈនៃកន្លែងធ្វើការ។ 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 និងចែកចាយទាំងអស់នៃក្រមសីលធម៌ត្រូវបានបកប្រែទៅជាភាសាសមស្របសម្រាប់ប្រើប្រាស់នៅក្នុងទីតាំងធ្វើការក៏ដូចជាសម្រាប់បុគ្គលិកអន្តរជាតិណាមួយជាភាសាកំណើតរបស់ពួកគេ។ 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 និងអង្គការផ្នែកគាំពារបរិស្ថាន 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 និងធានាថាបុគ្គលិកក៏ចូលរួមផងដែរដូចបានរៀបរាប់ខាងក្រោម (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. ត្រូវធានាវិធានប្រមូលនៅពេលចូលរួមក្នុងភាពជាដៃគូរវាង 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, ការកែប្រែប្រព័ន្ធផ្លូវភេទ 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 ឬបុគ្គលទាំងនោះតាមការសម្រប ដើម្បីធានាបាននូវការអនុវត្តតាមស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាព ឬសុវត្ថិភាពការងារ (OHS) និងចាត់វិធានការបង្ការប្រឆាំងនឹងការកែប្រែប្រព័ន្ធផ្លូវភេទ និងការរំលោភបំពាន ឬការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារ ដើម្បីស៊ើបអង្កេតការចោទប្រកាន់ ឬចាត់វិធានការកែតម្រូវនៅពេលដែលការកែប្រែប្រព័ន្ធផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារបានកើតឡើង។ មិនត្រឹមតែបង្កើតហេតុផលសម្រាប់ការដាក់ទណ្ឌកម្ម និងការពិន័យដោយ អនុលោមតាមក្រមប្រតិបត្តិ របស់បុគ្គលិកប៉ុណ្ណោះទេ ប៉ុន្តែក៏ត្រូវបញ្ចប់កិច្ចព្រមព្រៀងការងារ ឬការផ្គត់ផ្គង់គម្រោងផងដែរ។ 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 និងផ្សព្វផ្សាយការបណ្តុះបណ្តាលបុគ្គលិក និង ការលើកកម្ពស់ការយល់ដឹងនៅលើការកែប្រែប្រព័ន្ធផ្លូវភេទ 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. ត្រូវប្រាកដថាពាក្យបណ្តឹងលើការកែប្រែប្រព័ន្ធផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហិង្សាលើកុមារ ដែលត្រូវធានាថាមានចំណាត់ការពីនគរបាល 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 ឬភាពជាក់ស្តែងនៃការកែប្រែប្រព័ន្ធផ្លូវភេទ 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 ព្រមទាំង

វិស្វករទទួលខុសត្រូវភ្នាក់ងារ។ 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 រួមទាំងអ្នកទទួលការបន្ត និងអ្នកផ្គត់ផ្គង់ 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) ហើយត្រូវបានបណ្តុះបណ្តាលសមស្រប 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 ហើយបុគ្គលិកទាំងនោះចូលរួមវគ្គបណ្តុះបណ្តាលមុនពេលចាប់ផ្តើមការងារក្នុងការដ្ឋានលើ។ 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 ក៏ដូចជាវគ្គបណ្តុះបណ្តាលឡើងវិញប្រចាំខែដែល

បុគ្គលិកទាំងអស់ត្រូវការនៅលើការកែប្រែប្រវត្តិភារកិច្ច 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. ទាក់ទងនឹងការកែប្រែប្រវត្តិភារកិច្ច និងការបៀតបៀនផ្លូវភេទ (Regarding SEA/SH) ÷

(i) រក្សាការសម្ងាត់របស់និយោជិតទាំងអស់ដែលរាយការណ៍ ឬ ការចោទប្រកាន់លើការប្រព្រឹត្តការកែប្រែប្រវត្តិភារកិច្ច 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) ប្រសិនបើអ្នកគ្រប់គ្រងមានការព្រួយបារម្ភឬការសង្ស័យទាក់ទងនឹងទម្រង់ណាមួយនៃការកែប្រែប្រវត្តិភារកិច្ច និងការរំលោភបំពាន/ ការបៀតបៀនផ្លូវភេទដោយរាយការណ៍ផ្ទាល់ពីពួកគាត់ ឬដោយនិយោជិតដែលធ្វើការឱ្យអ្នកទទួលការ (អ្នកម៉ៅការ) ផ្សេងទៀតនៅទីតាំងការងារដូចគ្នា អ្នកនោះត្រូវឱ្យរាយការណ៍ករណីណាមួយដោយប្រើយន្តការដោះស្រាយបណ្តឹងតវ៉ា (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 យន្តការដោះស្រាយបណ្តឹងតវ៉ា។ ក្រុមហ៊ុននឹងតម្រូវឱ្យតែងតាំងអ្នកគ្រប់គ្រងផ្សេងទៀត ដែលគ្មានទំនាស់ផលប្រយោជន៍ដើម្បីឆ្លើយតបទៅនឹងពាក្យបណ្តឹងតវ៉ា។ 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) ត្រូវប្រាកដថាបញ្ហាកែប្រែប្រវត្តិភារកិច្ច ឬការបៀតបៀនផ្លូវភេទ SEA/SH ណាមួយដែលជាចំណាត់ការរបស់នគរបាល 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 ការកែប្រែប្រវត្តិភារកិច្ច ឬ ការបៀតបៀនផ្លូវភេទ អាចជាកម្មវត្ថុនៃវិធានការវិន័យដែលត្រូវកំណត់ និងអនុម័តដោយក្រុមហ៊ុន។ វិធានការ

ទាំងនោះអាចរួមបញ្ចូលនូវ (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 ៦ខែ (Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months)
- (vi) ការបញ្ឈប់ពីការងារ (Termination of employment)

18. ជាចុងក្រោយ ការបរាជ័យក្នុងការដោះស្រាយប្រកបដោយប្រសិទ្ធភាពចំពោះករណី បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, អំពើហិង្សាលើកុមារ 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 និងយល់ព្រមអនុវត្តតាមស្តង់ដារដែលមាននៅក្នុងក្រមសីលធម៌នេះ និងយល់ពីតួនាទី និងការទទួលខុសត្រូវរបស់ខ្ញុំក្នុងការទប់ស្កាត់ និងឆ្លើយតបទៅនឹងតម្រូវការបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, អំពើហិង្សាលើកុមារ 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 និងយោជិត/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.

អ្នកទទួលបានការ (អ្នកម៉ៅការ) ពិចារណាថា ការខកខានមិនបានអនុវត្តតាមស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងសុខភាព 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 និងសុខុមាលភាពរបស់កម្មកររបស់អ្នកទទួលបានការ 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 ស្ថិតនៅក្រោមការគ្រប់គ្រងរបស់ខ្ញុំ 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), អំពើហឹង្សាលើកុមារ (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 (ត្រៀមស្រវឹង) 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) ព្រមទាំងបុរសដោយការគោរព ដោយមិនគិតពីពូជសាសន៍ 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 ឬរំលោភបំពានលើអ្នកទទួលបានផលគម្រោង និងសមាជិកជុំវិញសហគមន៍ទេ។ Not sexually exploit or abuse project beneficiaries and members of the surrounding communities
- មិនចូលរួម ឬពាក់ព័ន្ធនឹង ការបៀតបៀនផ្លូវភេទលើបុគ្គលិក និងកម្មករឡើយ។ ឧទាហរណ៍ ការបង្ហាញ ឬការស្នើសុំលើចំណង់រួមភេទ និងការប្រព្រឹត្តដោយកាយវិការ (ពាក្យសំដី) ឬរាងកាយផ្សេងទៀតនៃចំណង់ផ្លូវភេទត្រូវបានហាមឃាត់ ពោលគឺសម្លឹងមើលនរណាម្នាក់ពីលើដល់ក្រោម ការចើប ធ្វើសំលេងស្រែកចម្លែក ការប៉ះពាល់ ស្តាប់ ឬអង្គុយលើនរណាម្នាក់ ធ្វើសំលេងហួចនិងសំឡេងឆ្មា 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.
- មិនចូលរួមក្នុងការកេងប្រវ័ញ្ចផ្លូវភេទ ឧទាហរណ៍មានការសន្យាសម្រាប់ការយកចិត្តទុកដាក់ឬការគំរាមកំហែង (ឧទាហរណ៍ ការបាត់បង់ការងារ) ឬការទូទាត់ជាសំណងផ្សេងៗ ឬជាសាច់ប្រាក់ អាស្រ័យលើសកម្មភាពផ្លូវភេទ ឬការ 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 ឬសកម្មភាពមិនសមរម្យណាមួយជាមួយកុមារក្រោមអាយុ១៨ឆ្នាំ 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.
- បើទោះជាមានការយល់ព្រមពេញលេញ¹⁵ពីគ្រប់ភាគីពាក់ព័ន្ធ ខ្ញុំនឹងមិនមានទំនាក់ទំនងផ្លូវភេទជាមួយសមាជិកនៃសហគមន៍ជុំវិញនោះទេ។ នេះរួមបញ្ចូលទាំងទំនាក់ទំនងដែលពាក់ព័ន្ធនឹងការកាត់ទុកឬការសន្យានៃការផ្តល់អត្ថប្រយោជន៍ជាថវិកា ឬមិនមែនជាថវិកា ដល់សមាជិកសហគមន៍ជាថ្នូរនឹងការរួមភេទ (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 ចូលទៅក្នុងផ្ទះ ឬជុំវិញផ្ទះរបស់ខ្ញុំ 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.

¹⁵ ការយល់ព្រម គឺត្រូវបានកំណត់ថាជាជម្រើសដែលសេរីភាពបុគ្គល និងដោយស្ម័គ្រចិត្តការទទួលយក ឬកិច្ចព្រមព្រៀងដើម្បីធ្វើអ្វីមួយ។ គ្មានការយល់ព្រមអាចត្រូវបានរកឃើញនៅពេលដែលការទទួលយក ឬកិច្ចព្រមព្រៀងបែបនេះត្រូវបានទទួលដោយមានការគំរាមកំហែង ប្រើកម្លាំង ឬទម្រង់ផ្សេងទៀតនៃការបង្ខិតបង្ខំការចាប់ផ្តើម ការភ្នែងបន្តិ ការបោកប្រាស់ ឬការបកស្រាយខុស។ អនុលោមតាមអនុសញ្ញាអង្គការសហប្រជាជាតិស្តីពីសិទ្ធិកុមារ ធានាតារាពិភពលោកពិចារណាថា ការយល់ព្រមមិនអាចផ្តល់ឱ្យដោយកុមារដែលមានអាយុក្រោម ១៨ ឆ្នាំទេ 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)

- មិនប្រើប្រាស់កុំព្យូទ័រ ទូរស័ព្ទដៃ វីដេអូ និងកាមេរ៉ាឌីជីថល ឬឧបករណ៍ផ្ទុកផ្សេងទៀតដើម្បីកេងប្រវ័ញ្ច 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 (សូមមើលលេខ៥ ខាងក្រោម)។ រូបថត ឬខ្សែភាយន្តរបស់កុមារជាទូទៅមិនគួរត្រូវបានថតនៅក្នុង 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 និងឌីជីថលភាពកុមារក្នុងលក្ខណៈថ្លៃថ្នូរ និងគួរឱ្យគោរព ហើយមិនមែនក្នុងលក្ខណៈងាយរងគ្រោះ ឬងាយលង់ខ្លួននោះទេ។ កុមារគួរតែស្លៀកពាក់ឱ្យបានត្រឹមត្រូវ និងមិនស្ថិតក្នុងសភាពបង្ហាញខ្លួនដែលងាយទាក់ទាញ ធ្វើអោយគេមើល ឃើញថាមានភាពសិចសី។ 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)

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

6) សម្តែងចេញពីការព្រួយបារម្ភផ្សេងៗ (Raising Concerns)

ប្រសិនបើសង្កេតឃើញថាអាកប្បកិរិយាបុគ្គលណាម្នាក់ជាការរំលោភលើក្រមសីលធម៌នេះត្រូវតែរាយការណ៍បញ្ហានេះភ្លាមៗតាមយន្តការបណ្តឹងតវ៉ារបស់គម្រោង 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 ឬអាកប្បកិរិយាទាំងឡាយណាដែលចាត់ទុកថាជាអំពើហឹង្សាលើកុមារ (VAC) ឬ ការកេងប្រវ័ញ្ច និងការរំលោភបំពានផ្លូវភេទ / ការបៀតបៀនផ្លូវភេទ SEA/SH។ សកម្មភាពបែបនេះនឹងជាការបំពានលើក្រមសីលធម៌កម្មករនេះ។

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

