**KINGDOM OF CAMBODIA**
**NATION RELIGION KING**

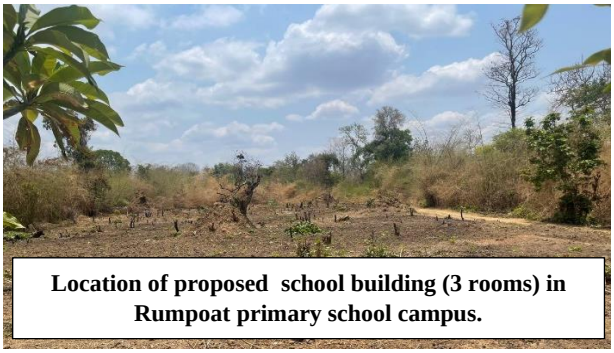
**MINISTRY OF LAND MANAGEMENT, URBAN PLANNING AND CONSTRUCTION (MLMUPC)**

**MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES (MAFF)**

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

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

The Construction of One Primary School with three Rooms, One Community Building, and Agriculture and Livelihood Support for Demo farm Livestock Activities and Vegetable Demo-Farm.

**Location of proposed school building (3 rooms) in Rumpoat primary school campus.**

**Location of proposed community building in Rumpoat**

## Kroeng Indigenous Community, Rumpoat Village
## Talat commune, Sesan District, Stung Treng Province
## September 25, 2024

*(Final)*

## Contents

**List of Abbreviation and Acronym**

| | |
|---|---|
| **ADF** | Agriculture Development Facilitator |
| **CAM GAP** | Cambodia Good Agriculture Practice |
| **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 |
| **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 Voilence/ Sexual Exploitation and Abuse/ Sexual Harrashment |

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## 1. Introduction

1. Land Allocation for Social and Economic Development – III (LASED III) aims to continue supporting the Royal Government of Cambodia's (RGC) Commune Social Land Concession (SLC) program and the RGC's Indigenous Community Land Titling (ICLT) program, in both cases through land titling as well as infrastructure and livelihoods activities. The project Development Objective (PDO) is to provide access to land tenure security, agricultural and social services, and selected infrastructure to small farmers and communities in the project areas. The executing agency for the project will be the Ministry of Land Management, Urban Planning and Construction (MLMUPC) and the implementing agencies are 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 avoidance, mitigation and monitoring measures to be applied during the sub-projects' implementation. For LASED III, all of World Bank's ESS1 – ESS10 apply except ESS9 (Financial Intermediaries).

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

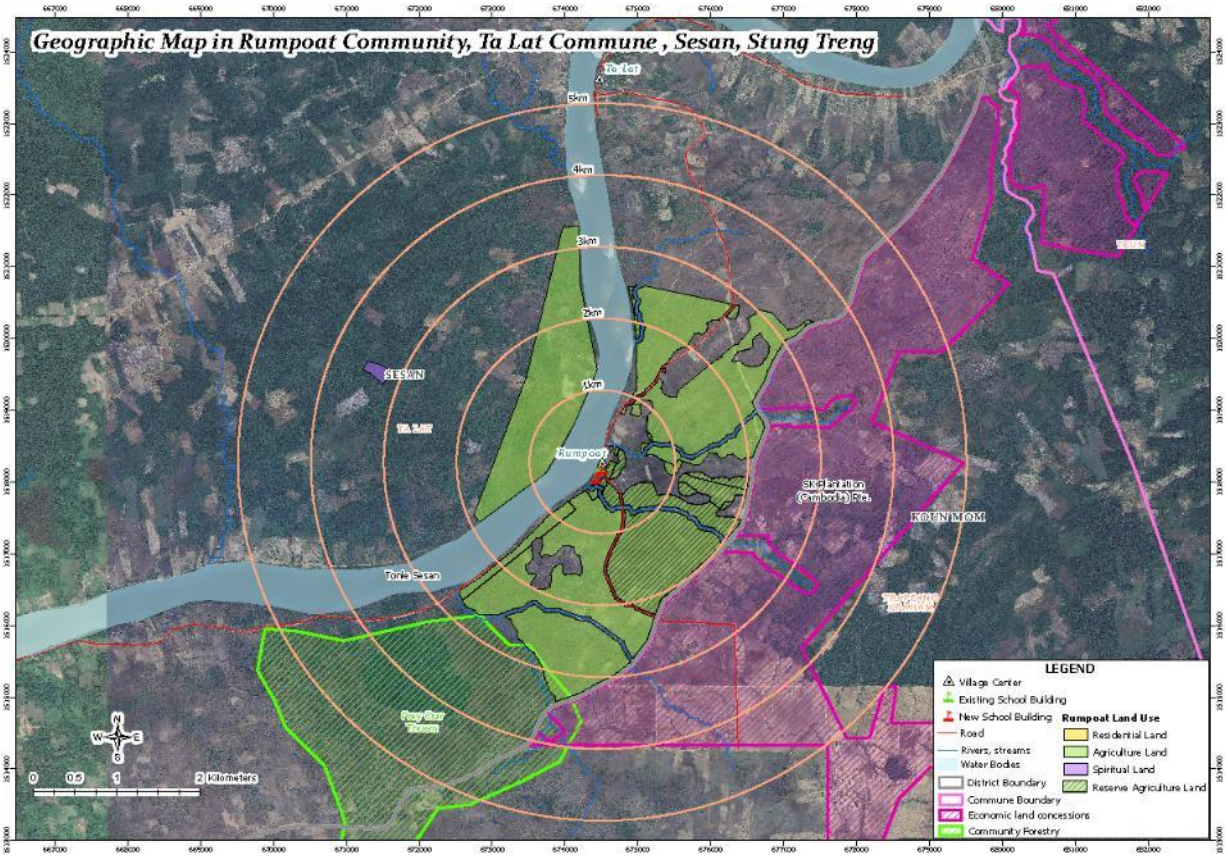
- ***Literature Review.*** Relevant national and local environmental, social, land and building laws and policies reviewed together with the administrative structures. Other documents were reviewed as part of preparing this report, such as safeguards documents of parent projects elsewhere and duly referenced.
- ***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, provinces, districts and villages 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 ESMP.
- ***Site Visits and Observations.*** Field visits to the proposed project sites to observe baseline conditions and the socio-economic activities around the project are of influence.
- ***Preparation of ESMP.*** The findings and conclusions from the literature review and design drawings, stakeholder consultations, and site visits/observations were synthesised into this report, which is in text supported by appropriate pictures, maps and drawings.

### 1.1 Location/Site Description

4. Rumpoat village is a Kroeng indigenous community located in Talat commune, Sesan district, Stung Treng province. The IC/village is located in the western part of Sesan district, around 43 km away with an accessible road in medium condition. The travel distance from the village center to the commune is around 37 km.

5. The total land area of the Rumpoat community is around 1,306.5101 ha. Rumpoat shares border with Svay Rieng in the south, with Talat in the north and Economic land concession belonging to India company in the east and Tonle Sesan in the west. The village has 86 households, including five Khmer mixing with Kroeng families as the new comers, with a total population of around 358 people, including 178 women (49.72% of the total population). There are approximately 100 women per 100 men. The population aged under 18 is around 62%.

**Figure 1: Rumpoat Community - Geographical Map**




***Sources:*** *IC land registration dataset retrieved from the Provincial Department of Land Management, Urban Planning, construction, and Cadastral*

6. Additionally, there are two villagers with disabilities, five female-headed households, and 23 elders (including 11 women). People in Rumpoat village have an average income of around US$ 2,000 per year per family.

7. All members in Rumpoat community continue to adhere to their indigenous religious practice. Community religion focuses on spirits also known as the souls of the ancestors. Those practices can be seen at various times and places such as community festivals, weddings and the periods before and after the harvest season. Tangible and intangible cultural heritages including different forms of crop cultivation, wedding celebrations, sacrifice ceremonies, and spiritual and burial sites are still existing and practicing in the community. Some taboos are still strictly practiced among the community especially in relation to spiritual forest. Only a tiny percentage of families (less than 5 households) have practiced Buddhism and none households follow Christianity.

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

| Families | Population | | | | | | Religion | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | M | F | Years 18+ | | | | Others | |
| | | | | Total | M | F | Kroeng culture | Buddhism | Christianity |
| 86 | 358 | 180 | 178 (49.7%) | 223 | 223 | 100 | 95.0% | 5.0% | 0.0% |

[1] *Commune Database 2023*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 81 (Kroeng IC member) | 337 | 169 | 168 | 182 | 92 | 90 | 100.0% | 0.0% | 0.0% |

***Note**: The whole Rumpoat village's population is 86 household, equivalent to 358 people (the indigenous Kroen constitutes the majority of the population, with a total of 81 families. Five families are Khmer mixed with Kroeng).*

8. One primary school building is located in Rumpoat village. It is an old wooden primary school with two rooms (the wooden school was built by the Commune Development Fund in 2010). The total number of students in this primary school is 61, including 30 female students. This primary school consists of six grades (one to six grades) . Therefore, the current primary school is quite small and old, thus a larger one is needed to meet the growing number of students each year. With the recent data, there are 98 people, including 52 women equivalent to 27.4% who can read and write Khmer fluently, and only 72 people, including 42 women equivalent to 20% of the total population of the young population and adults in the village have access to the internet via smartphones. To ensure that all indigenous people's children have access to basic education 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 Project, in collaboration with CARE International and with the support of UNICEF. In 2007, the MoEYS partnered with UNICEF to implement Multilingual Education in primary schools, receiving technical support from CARE.

9. Currently, the MLE program 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)

10. There is no health post in the Rumpoat community. The nearest health centre is 8 km away from Svay Rieng village. The access road to the health centre is through a laterite road and is difficult in the rainy season. Sometimes, people have to travel 10 km by boat (the Sesan River) from their community to the health center in Svay Rieng village. Sometimes, healthcare workers came to raise public health awareness in this community. It is reported that only 70% of women and children are vaccinated. (Rumpoat Village Profile, 2022).

11. There is no community building for community meetings in the Rumpoat village, so they have requested one community building to host community events and one concrete primary school with three rooms, the current wooden school has two rooms. Based on these community demands, the project will provide two community buildings, one school and one community center.

12. In regards to water resources, the community has one drilled well, two hand-dug wells and one natural stream. In addition, there is a water source from the Sesan River to be used year round. Therefore, the people in this village have enough water sources for use (drinking and other purposes). In addition, the Sesan River will be the main water source for the construction of the primary school and the community center. The distance from Sesan River to the community center and primary school is between 70 to 150 meters (See the map attached).

13. One road connects Rumpoat community to the national road, it has a length of 5,661 meters (the laterite road constructed by the Ministry of Rural Development MRD in 2012). There are three community roads within Rumpoat connecting with neighboring villages with a total of 14,500 meters (first community laterite road line is 8,500 meters in length, the second community road line is 3,500 meters and the third community road line is 2,500 meters in length as an earth road). The poor condition of these roads have created difficulty for people to travel and transporting agricultural products to market.

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

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

**Table 2: Community Infrastructure Data of Rumpoat Village**

| Description | Type | Unit | Condition | Location and remarks |
|---|---|---|---|---|
| Village Hall | 0 | 0 | 0 | |
| Kindergarten School | 0 | 0 | 0 | |
| Primary School | Wooden school | 1 | old | • There are two classrooms located in Rumpoat village with a total of 61 students (30 are girls). This school was constructed in 2010 by the commune development fund and maintained by the commune;<br>• |
| Community building | No | No | | |
| Pumping Well (two wells) | Clean Water | 02 | One useable and one broken | Within the village |
| Stream | Water Source | 01 | Accessible | One small stream connected by river |
| Sesan River (Tonle San) | Water Source | 01 | Accessible | One small stream connected by river |
| Access road | Laterite road | 01 | Medium | Connected from the main road to this community of Rumpoat |
| Community road | Laterite and earth road | 03 | Medium and bumping road | Connected between all parts of Rumpoat village |

16. The total collective land size of ICLT is 1,306.5101 ha. This includes 17.1854 ha of residential 367.8830 ha of agricultural land, 911.9884 ha of reserved land for traditional agricultural practices, 5.7003 ha of spiritual land, and 3.7130 ha of burial land, as summarized in the table below. Based on the 43 titled ICs, the spiritual forests are not located as part of the protected area or have high biodiversity value. In the case of the Rumpoat community, the spiritual forest area of 5.7 ha is located next to the residential community area. In addition, the spiritual forest in ICLT is part of the collective land title, which is clearly mentioned in sub-decree # 83 on ICLT[2].

**Table 3: Land Type and size**

| Types of Communal Land Titled | Communal Land Titled | |
|---|---|---|
| | **Number of parcels (No)** | **Land Size (Ha)** |
| Residential land area | 5 | 17.1854 |
| Agricultural land area | 10 | 367.8830 |
| Reserved land for traditional agricultural practice | 9 | 911.9884 |
| Spiritual Forest land area | 1 | 5.7003 |
| Burial Forest land area | 1 | 3.7130 |
| **Total** | **26** | **1306.4701** |

***Sources**:Rumpoat Indigenous Community land titles*

### 1.2 Scope and Activities

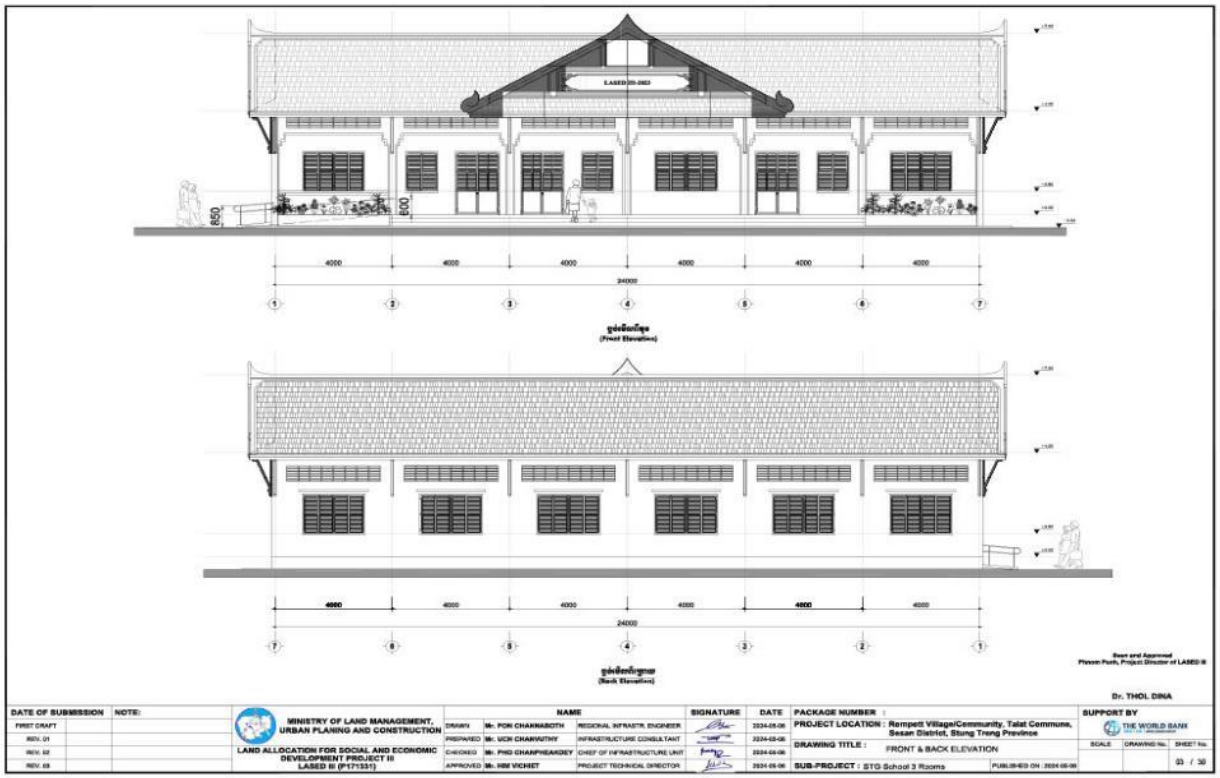
17. Responding to the community's needs and as a result of the infrastructure needs assessment, the project will provide a three-room concrete primary school, including a pump well and latrine, and a community center building. These structures will be constructed at identified locations within the village. The new school will be built within the reserved land area next to the existing school (see map), while the

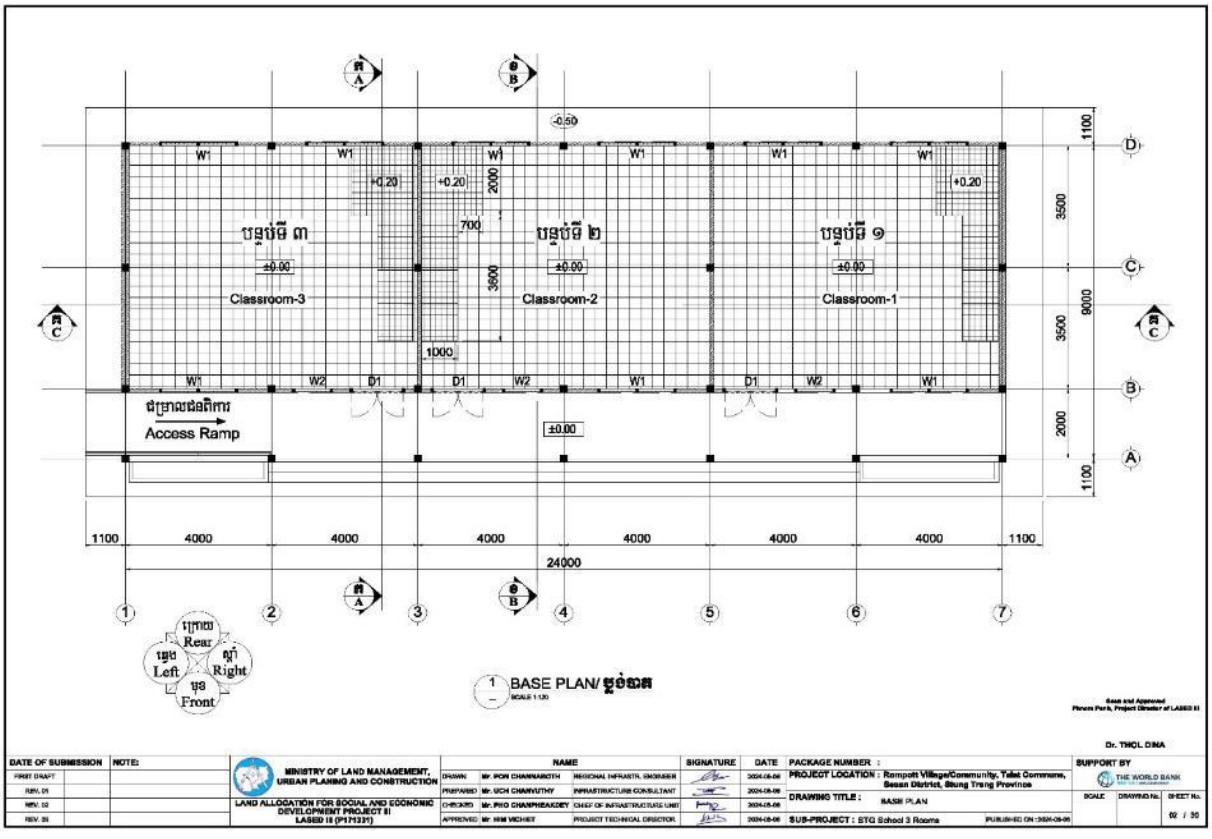
[2] The Indigenous Communal (Collective) Land titling is implemented according to the sub-decree # 83 https://drive.google.com/file/d/1dKVjOYpfGyikINzq0r9aO5OmR_w68epE/view?usp=sharing

community center will be built in a separate location (see pictures in this ESMP book cover). The first site screening and the broader community consultations show that there is no impact on the community's tangible or intangible cultural heritage resulting from sub-project activities (see Annex for meeting details).

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

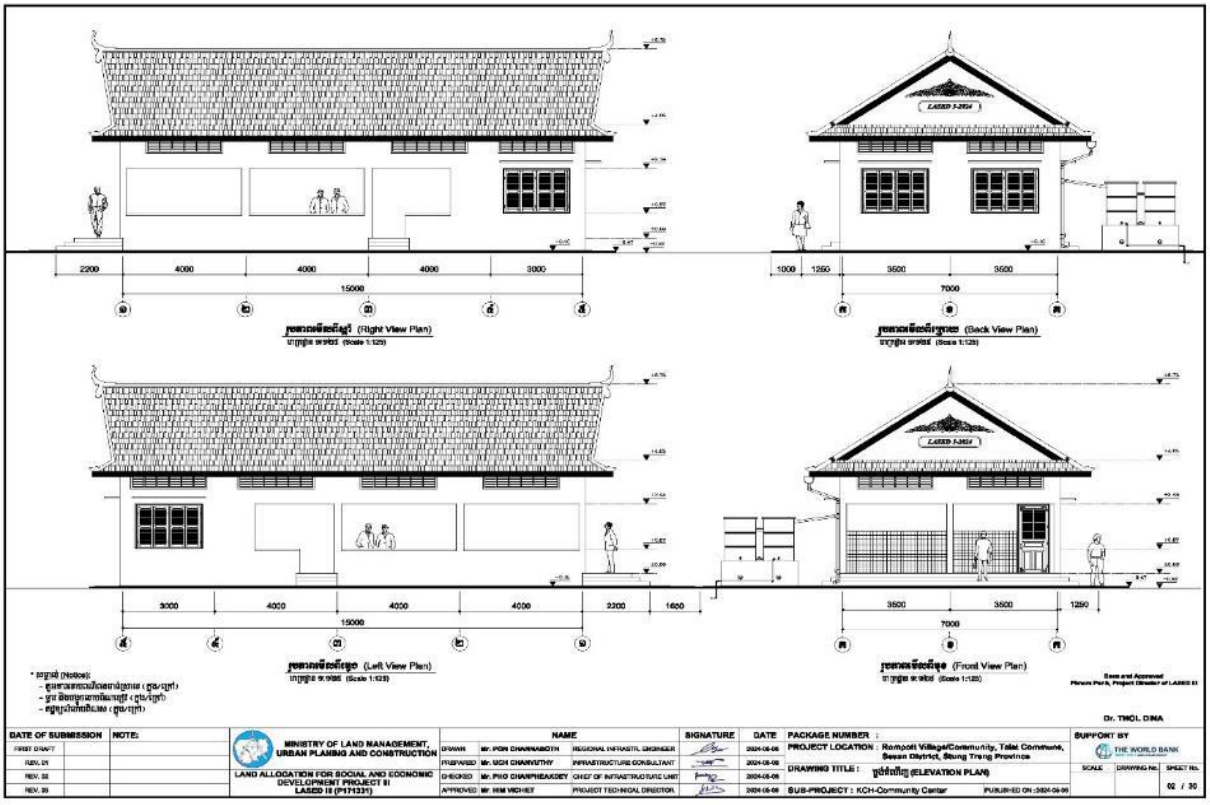
**Figure 1: Detailed drawing design for one concrete primary school with three rooms**

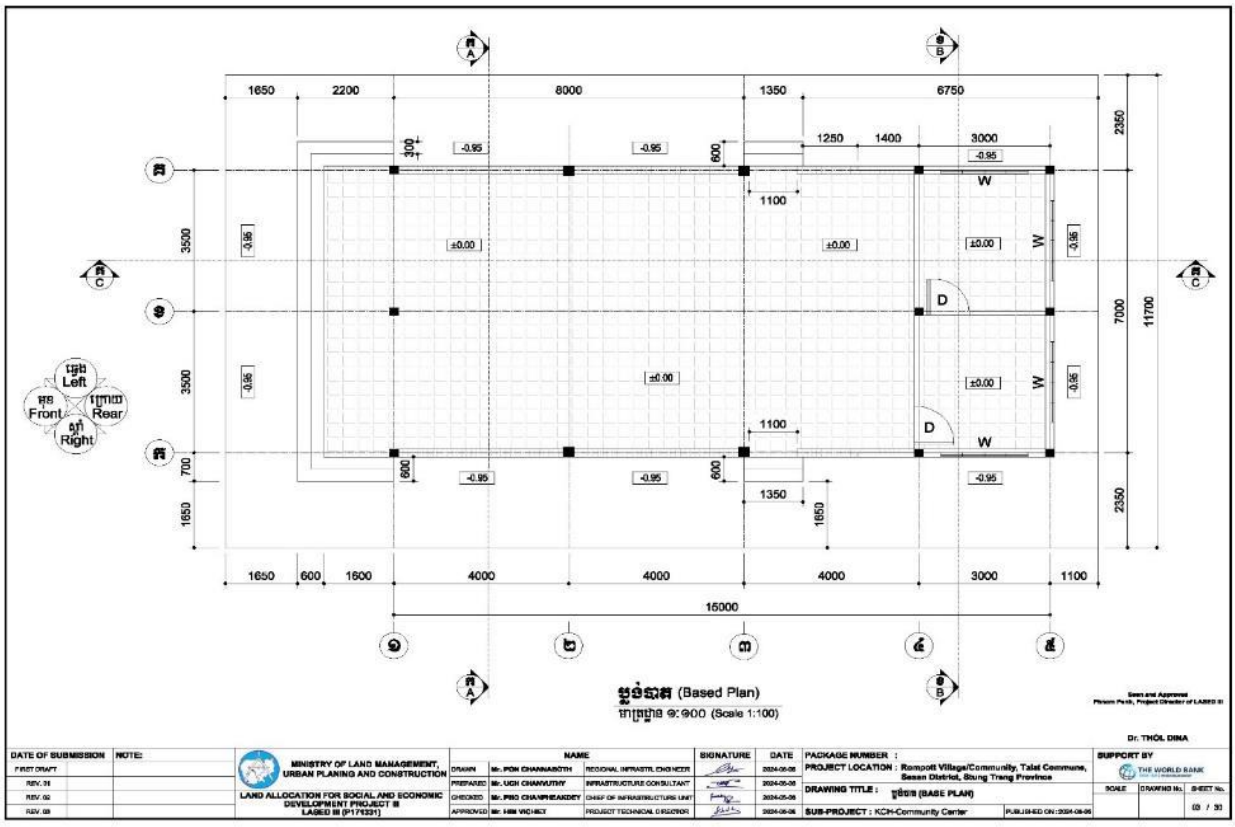



***Sources**: LASED III engineering consultant, 2024*

**Figure 2: Detailed drawing design for community building**




***Sources**: LASED III engineering consultant, 2024*

**Figure 3 Location map of primary school in Rumpoat village**


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

20. **One primary school building construction**: The project will construct three concrete classrooms at the existing primary school site. There is no requirement for additional land acquisition. The school building will include **climate resilience features** such as orienting school building to maximize natural ventilation and daylighting while minimizing exposure to direct sunlight and prevailing winds. Also, the building has operable windows and vents to facilitate natural ventilation and passive cooling, and roofing with less heat absorption tiles. Rainwater harvesting system to capture and store rainwater for non-potable uses, including irrigation, toilet flushing, and cleaning, choice of paint colors (nothing dark that will absorb heat), and ensure water drains away from the building are applied as building facilities. Safety risks to students and teachers, including life and fire, during and after construction will be mitigated according Table 7 below. 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.

- **One community center construction:** One community center will be built in the community reserved land. There are only bushes inside this reserved area. In addition, there are just few small trees standing in this proposed building site. The actual location for the construction of the community center is next to the community/village road along the river. Notably, there is no need for clearance of few trees that stand close to the proposed building. There is a plan for tree planting in the design of this building. The building will incorporate elements that promote **climate resilience**, such as building orientation that maximizes daylighting and natural

ventilation while reducing exposure to strong winds and direct sunlight. In addition, the building features a roof with less heat-absorbing tile and movable windows and vents to promote passive cooling and natural ventilation. Rainwater harvesting systems are used to collect and store rainwater for non-potable applications such as cleaning, toilet flushing, and irrigation. Dark paint colors should be avoided as they absorb heat, and water should drain away from the building. Safety risks to workers and members of the community, including life and fire, during and after construction will be mitigated according to Table 7 below. 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 volunteer farmers will be selected from the village extension workers (VEW) and farmer producer group (FPG) members who have their farm, enough family labor, and have attended training courses on raising and cultivation techniques such as vegetable production, cassava production, and other crops. For livestock raising, the volunteer farmers must have a suitable piece of land for shelter construction and with the support of the project will share technical knowledge and dissemination of raising techniques for swine or cattle, and cage for local chicken raising with other members of the community. The activities include (a). Livestock demo farms such as pig raising, chicken raising, cow shelter and (b). Vegetable demo, including a greenhouse. MAFF provides technical support and disseminates various improved agricultural techniques to indigenous groups and people of the community/village. These sub-projects will promote good environmental and social practices, including an Integrated Pest Management (IPM) approach according to national and international best practices. The aquaculture (mainly fish-ponds[3]) is not part of this subproject at Rumpoat community/village.

21. In addition, LASED III-MAFF has already provided and will provide technical support and disseminate the various improved agricultural techniques to indigenous groups and the community through various agricultural activities, accordingly to villagers' demands (Table 9 & 10). These activities will improve their agricultural knowledge and capacity and therefore increase their income generation. The agricultural activities in Rumpoat village are as follows:

- **Demonstration Plot Establishment:**

**1). Indigenous pig demonstration plot:** It has been observed that the indigenous pig has natural features, such as consuming a small number of locally available feeds and presenting more tolerance to infectious diseases than the normal pigs. Based on these features, 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 incomes/ profit in an environmentally sustainable way. The construction of this demonstration plot will be located a bit far from the houses to avoid danger and contamination to the people in the community. In terms of running this type of demonstration, the main installments are five adult saws 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.

*[3] Based on the actual geographical area, the Rumpoat village is located along the Sasan River and the hydropover dam existed, so during the last five years, the water level within the Sasan River is more stable, therefore, the community people can catch fish within year-round. Therefore, the aquaculture (mainly fish-pond) is not required or matched) and in addition, the community people is not interested in.*

**2). Cattle Raising (Provision of shelter)**[4]: An important factor affecting cattle's health is good shelter. Theoretically, good shelter helps to improve the welfare, feed intake, digestibility, and body weight of animals and to protect them from other factors. Most indigenous households of this village like to release their cattle into the forest year-round. The project will demonstrate to the villagers 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 one does not have, such as their strong resistance to infection and climate or environment and their ability to scavenge the extracted protein and energy residue. Therefore, breeding local chicken will benefit the chicken breeders and increase their profit. Two chicken breeding demonstration plots will be established in Rumpoat village to train indigenous people how to raise 100 chickens in 24 $m^2$ 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**[5]**:** 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, Rumpoat 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 surface of 60 $m^2$ covered and surrounded by the 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**[6]**:** the demonstration will introduce to the indigenous people or communities 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. So, there are no issues with land acquisition for project intervention. However, the community members agreeing to conduct demonstrations will be appropriately consulted in advance to understand and agree with the terms and requirements of the projects, (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).

## 1. 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.

[4] The cattle raising will be done at the location of village animal health workers which will be selected and the community chief's house towards presenting to all villagers due to the VAHWs Village head have experiences and they can oriented to villagers who wish to do cattle raising.

[5] The project will provide the community people the seeds and technical training on how to grow and take care of it.

[6] Rice farm demonstration will be conducted at the location of agricultural extension worker or agent, where will be demonstrated for all farmers living in this community through farmer to farmer approach.

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 3. Due-diligence Assessment of the entire ICLT process**

<table>
<tr><th rowspan="2">Due diligence Assessment</th><th colspan="3">Members</th><th colspan="2" rowspan="2">Comments</th></tr>
<tr><th>Total</th><th>Male</th><th>Female</th></tr>
<tr><td>Composition of Indigenous Community Council</td><td>13</td><td>8</td><td>5</td><td colspan="2">• The composition of ICC does address social and gender inclusiveness and representation. There is one woman or female representative in the four leading positions on the committee.<br>Mitigation Measures:<br>• The project supports an NGO to facilitate ICC and the communities to re-establish the composition of ICC to ensure social and gender inclusion and representation.</td></tr>
<tr><td rowspan="2">Indigenous Community By-laws for IC<br><br>and Collective land titles</td><td colspan="2" rowspan="2">Do the By-laws and/or the CLTs provide for equitable access to residential and agricultural land for all IP households?</td><td>Yes</td><td>No</td><td rowspan="2">The by-laws fall short of accommodating the interests and concerns of the elderly, women, and the weaker members of the IC.<br><br>Remedial action<br>• LASED III should take steps to facilitate a process based on broader community support principles that would rectify these shortcomings at the start of the LASED III sub-project development.<br>• LASED III will facilitate, the review and adjustment of the By-laws and the establishment of the Internal Rule to enhance inclusion, voice, and social and gender representation in the composition of the ICC (through a supporting NGO).</td></tr>
<tr><td></td><td>✓</td></tr>
</table>

## 2.2 Stakeholders

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

26. The participatory rural appraisal was used during the stakeholder engagement or consultation to identify the community's needs, such as a Key informant, Focus Group Discussion, transect walk, checklist and community resources mapping. The focus group discussion consists of community leaders, vice-community leaders, people with essential roles in the community's decision-making and commoners to ensure the representation of the whole community. The infrastructure needs assessment report[7] (INA) for 33 titled ICs resulted from full consultation or engagement from the whole community and stakeholder.

27. Since the beginning, between late 2020 outreach for informing and identifying the community's need and early 2022 ES risk screening, the community was informed and actively participated as mentioned above (including youth, women, and vulnerable people) in the outreach activities for LASED III, including explaining its purpose and identifying the subprojects (i.e., infrastructure development and agriculture & livelihoods) for the titled indigenous community. The primary purpose of the outreach activity is to disseminate project information and the required selection criteria for providing support such as infrastructure, agriculture, and support for livelihood subproject development. As a result of the outreach activity, the community submitted to the LASED III project, through the commune council, the consensus request for their required sub-project development. The achieved broader community support is that the community consensus confirmed the number of sub-project proposals for LASED III funding, including the building of one school, including hand-pump well and road line renovation, and one community building. Consequently, LASED III selected the community that met the LASED III selection criteria and the available budget for all 33 titled ICs (Infrastructure Need Assessment (INA), June 2022). Subsequently, LASED III coordinated the technical survey to determine the existing conditions and elevations of a site together with a boundary survey for detailed design based on existing conditions which have been conducted by LASED III's engineer and involved stakeholders and the ES risk and impact screening/consultation conducted in April 2024 (The ES screening report and attendant list are in the footnote[8]) with all stakeholders (see table below for more details).

28. Notably, this simple infrastructure (school, hand-pump wells, community building) will start in this first stage, as mentioned in this ESMP, and then the construction firm under LASED III will study another possible complex infrastructure (road) later. Finally, this final ESMP will be publicly disclosed, including the consultation meeting with Rumpoat 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.

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

[8] the ES risk and impact screening report and attendant list is referring to this link https://drive.google.com/file/d/14SG5IaVTTKwM7IKS1sZODiFLYiBMj4JJ/view?usp=sharing

**Table 4. 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 | • Community outreach identifies the community's priority needs.<br>• ICC consultation to propose and finalize priority needs of development support.<br>• Lead the consultation and development of the following:<br>  o Infrastructure Need Assessment<br>  o Village Profile<br>  o Sub-project E&S Risk and Impact Screening and ESMP.<br>  o Road alignment observation. | Approx. 30 | Khmer, Kroeng (translation by community Elders). Physical meeting | • In-person, Phone, Telegram<br>• Ensure that the SEP provisions are implemented for all outreach activities.<br>• Ensure broader community support is obtained from IC<br>• FGD, community broad meeting<br>• Identify with IC the needs of basic infrastructure development.<br>• Undertake E&S Risk and Impact screening and ESMP consultation with the mitigation measures.<br>• Lead technical survey for proposed new construction of school and community buildings (Infrastructure Team). |
| **LASEDIII-MAFF** | • Outreach Activities<br>• Beneficiary Profile<br>• Livelihood development support | Approx. 20 | Khmer, Kroeng (translation by community elders), and physical meeting | • ensure that the SEP provisions are implemented for all outreach activities.<br>• To identify with the IC the needs of basic infrastructure development.<br>• To identify with the IC the needs of basic livelihood support.<br>• Ensure broader community support obtained from IC<br>• Undertake FGD with IC |
| **PDLMUCC** | • Sub-national Project Executive Agency<br>• Coordination between project's partner for physical study, planning, monitoring and reporting.<br>• Monitoring and Reporting<br>• GRM Implementing for sub-project contract | 28 | Khmer, Kroeng (translation by community elders), Physical meeting. | • In-person, Phone, Telegram<br>• Technical survey for the construction of a school and a community building.<br>• Monitoring and reporting the sub-project contract implementation.<br>• Reporting of GRM Complaint |
| **PDRD** | • Provide consultation and planning for required technical specifications.<br>• Participate in physical study. | 3 | Khmer, Kroeng (translation by community elders), Physical meeting | • In-person, Phone, Telegram<br>• Commune meeting |

| 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 |
|---|---|---|---|---|
| | • Monitoring the construction | | | |
| **PDEYS** | • Provide consultation and planning for required technical specifications.<br>• Participate in the school physical study.<br>• Monitoring the construction | 2 | Khmer, Kroeng (translation by community elders), Physical meeting. | • In-person, Phone, Telegram<br>• Commune meeting<br>• Participated in a topographical survey<br>• Involved in the detailed design of school. |
| **DWG** | • Participate in selecting and planning the construction of a community primary school and community building within the village.<br>• Monitoring and Reporting | 2 | Khmer, Kroeng (translation by community elders), Physical meeting. | • In-person, Phone, Telegram<br>• E&S Risk and Impact consulting<br>• GRM Implementing, coordinating and reporting.<br>• Monitoring the sub-project construction in the community. |
| **CC** | • Participate in selecting and planning community primary school and community building.<br>• Provincial Grievance Redress Committee (PGRC) member.<br>• Monitoring and Reporting | 2 | Khmer, Kroeng (translation by community elders). Physical meeting | • In-person, Phone, Telegram<br>• E&S Risk and Impact consulting<br>• GRM Implementing, coordinating and reporting.<br>• Monitoring the sub-project construction in the community. |
| **ICC** | • Broader community support<br>• Participate in selecting and planning the construction of a community school and a community building.<br>• Provincial Grievance Redress Committee (PGRC) member.<br>• Monitoring the sub-project | 10 including teachers | Khmer, Kroeng (translation by community elders). Physical meeting | • In-person, Phone, Telegram<br>• E&S Risk and Impact consulting<br>• Provide broader community support to subproject activities<br>• GRM Implementing, coordinating and reporting.<br>• Participating in monitoring the sub-project construction in the community.<br>• After the construction of the primary school and community buildings together with operation and Maintenance (O&M). |

### 2.3 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 5. 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 | April 2024 | • MLMUPC, DWG<br>• Commune Council (CC), Indigenous Community Committee (ICC), Village Chief, Indigenous Community (ICs) | • Project leaflets<br>• Project GRM | • Community broad meeting. | • Community outreach identified the community's priority needs.<br>• ICC meeting to propose priority needs of development support. | • 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 construction of a school and a community building).<br>• Need identification for agriculture and livelihood support sub-projects (demonstration plot and producer group selection). |
| | March 2024<br><br><br><br>April 2024 | • **MLMUPC Infra** – PDEYS, DWG, CC, ICC. | • Community priority needs<br><br><br>• Physical study | • Commune meeting<br>• PDRD meeting | • Meeting to finalize the priority needs.<br><br><br>• Detailed design | |

| 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 |
|---|---|---|---|---|---|---|
| | April 2024 | • **MLMUPC ESS**, PDRD, PDEYS, DWG, CC, ICC. | • Community hotspot map.<br>• Community priority needs | • Commune meeting<br>• Community meeting | • ES sub-project screening | • Volunteer farmers will be selected from the members of the village extension workers (VEW) and farmer producer group (FPG).<br>• Developed Rumpoat ESMP. |
| | April 2024 | • **MLMUPC ESS**, PDRD, DWG<br>• CC, ICC, Village Chief<br>• ICs | • Hotspot map<br>• Primary School and community building. | • Road alignment and primary school plan.<br>• ES screening format | • Primary school, Community building and Hand-pump wells location identification with community representatives (ICC, Village Chief).<br>• No affected individual household. | |
| | June 2024 | • **MAFF ESS**, PDAFF, DWG, CC, ICC. | • Community priority needs for livelihood development support | • Community meeting | • ES livelihood sub-project screening | |
| Physical study and Design (Primary School and Community building) | March 2024 | • **LASED III-Infra team,** PDRD, PDEY, DWG<br>• CC, ICC<br>• ICs | Result of physical study report. | • FGD<br>• Field survey format notes. | • ICC Meeting<br>• | • Report the result of the field survey regarding the status of the land areas for the construction of a primary school and a community building with |

| 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 |
|---|---|---|---|---|---|---|
| | | | | | | demo farm activities, and whether there will be any land acquisition impacts associated with the construction of either the community buildings or the school. If there is any land acquisition impact. The land areas required to build the primary school with three rooms and community center will be located within the reserved residential land belonging to the IPs registered communal land. The community voluntarily has donated this land for the construction of the primary school and community center so there is no impact on individual land, environment, household or any individual structures.<br>• If access to land affects Indigenous Communities (IC), verify broader community support. |

| 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 |
|---|---|---|---|---|---|---|
| | | | | | | • Community building, hand-pump wells and Primary school design will follow the required specifications and Environmental Code of Conduct (ECOP) of the ESMF in Appendix 7.<br>• Update ESMP. |
| Indigenous farmer group formation<br>and training on Livestock raising and cultivation techniques. | June 2024 - 2025 | • **MAFF**, DAFF, DWG, CC, ICC. | • Technical support and disseminates<br>• The group formation of the village extension workers (VEW) and farmer producer group (PG)<br>• Training on livestock raising techniques<br>• Training on cultivation techniques such | • Farmers group formation (number of VEW, PG)<br>• Number of training courses and demofarm… | • ICC Meeting<br>• Training courses | • The group of farmers will be formed from the village extension workers (VEW) and farmer producer group (FPG) members.<br>• Number of training courses will be provided on cultivation techniques such as vegetable production, cassava production, and other crops.<br>• Number of training courses will be provided on livestock raising techniques for swine or cattle, and |

| 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 |
|---|---|---|---|---|---|---|
| | | | as vegetable production, cassava production, and other crops. | | | cage for local chicken raising.<br>• 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 |
|---|---|---|---|---|---|---|
| Procurement and contracting (Community building and Primary school) | **November 2024 (expected)**<br>• Success firm contracting | • **MLMUPC Procurement Unit**<br>• Infrastructure Unit<br>• ESS Unit<br>• Success Candidate/firm | • Procurement Process and ToR<br>• OHS is integrated into tender document.<br>• ESHS specification is integrated in the work contract document<br>• Location-specific ESMP | • Announcement for Expression of Interest (EOI)<br>• Work's contracting documents | • Development of Term of Reference (TOR) and work contract development for Firm. | • Select firms and sign works contract documents with firm or contractor.<br>• Before the contractor (s) start work, all land and asset acquisition issues, and associated compensation (or voluntary donation agreements) must be finalized (if any). |
| At the start of construction | **December 2024 (expected)** | • **LASED III - PDLMUPCC**<br>• PDEYS<br>• DWG, CC<br>• ICC, IC<br>• Workers | • Awareness raising of OHS, ESHS, CHS, Project GRM and GRM among contracted workers. | Extension training reports | • FGD and Individual interview with contracted workers | • Confirmed commencement of the construction. |
| During Construction and Monitoring (Community building and Primary School) | **Dec 2024 – May 2025 (expected)** | • **LASED III -**<br>• PDRD, PDEYS,<br>• DWG, CC<br>• ICC, IC<br>• Workers<br>• Contractor | • Health and Safety Plan of the construction site. | • Site visit report<br>• GRM reports/records | • Site Inspection<br>• Interview of contracted workers and ICs | • ESMP implementation from the contractor.<br>• Corrected action for OHS, ESHS,<br>• GRM solutions<br>• Reporting |

| Process Steps regarding Consultations on Selection and Risk Screening of Development Support | Timing | Stakeholders | Information to Be Disclosed | Means of Disclosure | Consultation Activities | Expected Outcome of Consultation |
|---|---|---|---|---|---|---|
| Operation & Maintenance (O&M) | **Post Construction** | • CC<br>• ICC<br>• O & M community committees<br>• PDEYS | • Hand over to mandated agencies for construction and buildings. | • Certificate of handing over construction<br>• Handing over ceremony.<br>• List of O & M community committees. | • Handing over the ceremony.<br>• Letter/certificate of handing over.<br>• Checklist of E&S compliance | • The community receives Primary School and community buildings.<br>• Sustainability use of Community buildings, hand-pump well and Primary School.<br>• Community building and school maintenance is integrated into the commune investment plan (CIP). |

**Figure 1: E&S Consultation for Infrastructure and Livelihood sub-project support for Rumpoat Village**

## 2. E&S Risks and Mitigation Measures

### 3.1. Building Construction: Primary School Construction (One building with three classrooms)

30. This proposed school with three classrooms will be built in the identified and reservied school complex/compound beyond the existing old wooden school of Rumpoat Primary School (group #3), Rumpoat Community. This proposed construction does not require additional land[9] and, therefore it has no advserse impact on the community. However, the risks to school kids and teachers or adults, Occupational Health and Safety (OHS), Labor and Working Conditions (LWC), Community, Health and Safety (CHS), and Environment and Natural Resources during construction will mitigate in the table below.

**Table 6. Primary School Construction - Risk Mitigation Measures**

| Description of Risk 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 | | | |
| **3.1.1. Occupational Health and Safety (OHS)** | | | | | | | | | | | |
| a) Risk of falling when working at a height | | | | ✓ | | | | ✓ | i. Wear proper PPE when working at height.<br>ii. Fall-preventing devices such as harnesses, safety belts…etc.<br>iii. Provide/Install necessary guardrail | Contractor | Construction stage |
| b) Accidents involving moving vehicles | | | | ✓ | | | | ✓ | i. A spotter and flagman will be provided to each moving equipment operator to guide the vehicle's movement.<br>ii. The Operator will receive relevant safety equipment and training by a contractor.<br>iii. All construction vehicles shall be equipped with proper lighting and warning systems. | Contractor | Construction stage |
| c) Lack of PPE will increase the risk of workers' exposure to construction hazards. | | | ✓ | | | | ✓ | | i. The contractor shall provide relevant PPE to all workers. | Contractor Workers | Construction stage |

*[9] The proposed location of the primary school construction is located in the public land within the reserved residential land as titled and confirmation letter from local authorities, IPs community committee and school director. https://drive.google.com/drive/folders/1pxBNV0vMbsV01LpPeydp_mVx_Xo4bood?usp=sharing.*

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

| Description of Risk 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 | | | |
| | | | | | | | | | ii. It is mandatory for all workers to wear the PPE provided at the construction site. | | |
| d) Risk of injury while operating machinery | | | ✓ | | | | | ✓ | i. Contractor needs to provide training for the operation of machinery and equipment.<br>ii. Wear proper PPE while operating machinery/equipment.<br>iii. Daily morning toolbox must be carried out before commencement of work. | Contractor Workers | Contractor Workers |
| **3.1.2 Labour and Working Conditions** | | | | | | | | | | | |
| a) Risk of Using child labour | | | | ✓ | | | | ✓ | i. Contractor shall follow a contract agreement that includes prohibition of using child labour at the construction site.<br>ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.).<br>iii. Employment of workers from within the community.<br>iv. Contractor to attend training regarding labour law and working conditions (LWC). | Contractor | Construction stage |
| b) Risk of unfair treatment/ discrimination | | | | ✓ | | | | ✓ | i. Ensure workers know their rights and can submit a grievance through the Project Worker Grievance Mechanism. | Contractor | Construction stage |

| Description of Risk 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 | | | |
| | | | | | | | | | ii. Contractor must attend training regarding labour and working conditions (LWC). | | |
| c) Risk of GBV/SEA/SH | | | | ✓ | | | | ✓ | i. Ensure that workers and contractors sign the code of conduct.<br>ii. Endeavor to employ workers from within the community so the risk of GBV/SEA/SH is low.<br>iii. Contractor and workers to attend training regarding GBV/SEA/SH | Contractor | Construction stage |
| **3.1.3. Community Health and Safety (CHS)** | | | | | | | | | | | |
| Safety Risk to kids and adults due to operation of construction, machinery and vehicles. | | | | ✓ | | | | ✓ | i. Raise awareness of safety measures /danger. The teachers or parents need to restrict their students or kids to be around the construction site.<br>ii. Brief on safety requirement to driver<br>iii. Fencing the construction site<br>iv. Restricted access to the construction site.<br>v. Sound proof machinery shall be used at site.<br>vi. Schedule for noise activities at reasonable times<br>vii. Spotter during movement of trucks in and out the site. | Contractor | Construction stage |
| a) Inadequate design of buildings may lead to impact on community health and the environment. (including | | | ✓ | | | | ✓ | | a. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and | MLMUPCC (design) | |

| Description of Risk 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 | | | |
| Universal Inaccessibility) | | | | | | | | | unsanitary conditions may develop due to inadequate drainage.<br>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.<br>c. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank).<br>d. Using asbestos cement tiles as roof materials is prohibited.<br>e. No physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices.<br>f. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids.<br>g. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls.<br>h. Restrooms with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights. | Contractor (implementation stage) | |
| b) Life and fire risk | | | | ✓ | | | | ✓ | a. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place.<br>b. All workers need to be trained on the fire and emergency | Contractor | |

| Description of Risk 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 | | | |
| | | | | | | | | | plan/procedure, and on how to use fire extinguishers, know the evacuation procedure and escape routes<br>c. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily.<br>d. Maintaining a strict no-smoking policy that is communicated to all employees and workers<br>e. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded.<br>f. Make sure that electrical wiring is regularly inspected on the premises.<br>g. Take notice of any electricals left unattended and candles not blown out.<br>h. Workers must not be allowed to bring any cooking equipment to the construction site. | | |
| c) Risks to the community on closed construction between latrine and pumped well or another water source. | | | | ✓ | | | | ✓ | i. A toilet should be at least 20 meters from water sources (pump well, spring water, river).<br>ii. All toilets must have a septic tank to provide primary treatment of faucal waste.<br>iii. PVC pipe used to connect a pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight.<br>iv. Metal pipe is a preferred choice for gas venting in septic tanks. Never | Contractor | Construction stage |

| Description of Risk 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 | | | |
| | | | | | | | | | use PVC pipe, as it is unable to withstand long-term exposure to sunlight.<br>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. | | |
| d) Risk of communicable diseases | | | | ✓ | | | | ✓ | i. Report any occurrence of any communicable diseases among the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C) and set up a disease prevention program if needed.<br>ii. Conduct community awareness | Contractor | Risk of communicable diseases |
| e) Risk of conflict between outside workers and community | | | | ✓ | | | | ✓ | i. Workers have to comply with code of conduct.<br>vi. Cooperate with the relevant local authority. | Contractor Workers | Risk of conflict between outside workers and community |
| **3.1.4 Environment and Natural Resource** | | | | | | | | | | | |
| 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 the use of machinery/equipment (such as trucks) at night time. | Contractor | Construction stage |
| b) Dust emissions (especially in dry conditions) | | | | ✓ | | | | ✓ | i. Dust suppression at construction site (i.e. water hosing).<br>ii. Cover truck loads with canvas to avoid dust blowing.<br>iii. Enforce vehicle speed limits (max 20 km/h). | Contractor | Construction stage |

| Description of Risk 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 | | | |
| c) Environmental contamination/ spills | | | | ✓ | | | | ✓ | i. Ensure appropriate proper and safe storage of hazard material or contaminants (including second contaminants and maintenance) such as fuels, construction materials and waste. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills.<br>ii. Ensure immediate cleaning of any spills and remediation of contaminated areas. | Contractor | Construction stage |
| d) Generation of Waste during site clearance | | | ✓ | | | | | ✓ | i. Waste handling procedure (including stockpiling and disposal). | Contractor | Construction and Post construction stage |
| e) Generation of Construction Waste. | | | ✓ | | | | | ✓ | i. Development of a waste management plan<br>ii. Waste management (including waste separation, recycling, and proper disposal).<br>ii. Wastes will be recycled, reused, and composted. The rest of wastes will be disposed at approved dumpsite.<br>v. Provide litter bins, containers, and recycling systems for waste at construction sites;<br>v. No burning, burial, or disposal of hazardous waste on site. | Contractor | Construction and Post construction stage |
| f) Risks on sourcing wood and/or other construction material (including stone, sand, gravels) from the PAs, forests, and rivers/other water bodies. | | | ✓ | | | | | ✓ | i. The sourcing of wood from the Protected Area (PA) must be banned.<br>ii. The material of construction such as stone, sand, gravels must be purchased from outside community with a licenced quarry. | Contractor | Construction stage |

| Description of Risk 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 | | | |
| | | | | | | | | | | | |
| g) Chance find of cultural heritage resources. | | | | ✓ | | | | ✓ | i. Once cultural heritage objects sites are identified, contractor or sub-contractor shall immediately stop works within an approximate distance of the site.<br>ii. Contractor/sub-contractor shall call EA/IA and provincial level to the location to make a rapid determination of the significance of the find.<br>ii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area.<br>v. EA/IA, provincial Department of Culture and Fine Arts and contractor shall evaluate sites or objects in accordance the procedure required by the Ministry of Culture and Fine Arts.<br>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.<br><br>The following management options will be considered:<br>i. **Avoidance** to minimizes the impact to the site through partial or complete project redesign or relocation, should be the preferred option for cultural resource management perspective. | Contractor<br>IC Community<br>LASED III-MLMUPC/MAFF | Construction stage |

| Description of Risk 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 | | | |
| | | | | | | | | | 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.<br>- Destruction If a site is assessed as having limited cultural significance, it may be destroyed once a complete photographic record has been made and the Chance Finds Report Form has been completed. | | |

### 3.2. Building Construction: Community center building Construction

31. As stated in section 1.2, the proposed community center building will be built on the identified and accepted location. The proposed community building's roof will be 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. 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 7. Community building Construction - Risk Mitigation Measures**

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| **3.2.1 Occupational Health and Safety (OHS)** | | | | | | | | | | | |
| a. Risk of falling when working at a height | | | | ✓ | | | | ✓ | i. Wear proper PPE when working at a height.<br>ii. Fall-preventing devices such as harnesses, safety belts, etc. | Contractor | Construction stage |

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

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | iii. Provide/install necessary guardrails. | | |
| b. Accidents involving moving vehicles | | | | ✓ | | | | ✓ | i. Each moving equipment operator will provide a spotter and flagman to guide the vehicle's movement.<br>ii. The operator will receive relevant safety equipment and training from the contractor.<br>iii. All construction vehicles shall be equipped with proper lighting and warning systems. | Contractor | Construction stage |
| c. Lack of PPE will increase the risk of workers exposure to construction hazards | | | ✓ | | | | ✓ | | i. The contractor shall provide relevant PPE to all workers.<br>ii. All workers must keep and use PPE at the construction site.<br>iii. Workers must maintain the PPE in good condition. | Contractor Workers | Construction stage |
| d. Risk of injury while operating machinery | | | ✓ | | | | | ✓ | i. The contractor needs to provide training in machinery and equipment operation.<br>ii. Wear proper PPE before any operation of machinery/equipment<br>iii. Daily morning toolbox must be carried out before the commencement of work. | Contractor Workers | Contractor Workers |
| **3.2.2 Labor and Working Conditions** | | | | | | | | | | | |
| a. Risk of Using child labor | | | | ✓ | | | | ✓ | i. The contractor shall follow a contract agreement prohibiting child labor working at the construction site.<br>ii. Verification of age before contracting and employment of worker (attachment of legal | Contractor | Construction stage |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | document: ID card, birth certificate, etc.).<br>iii. Contractor is to attend training regarding labor law and working conditions (LWC). | | |
| b. Risk of unfair treatment/ discrimination | | | | ✓ | | | | ✓ | 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 | | | | ✓ | | | | ✓ | i. Ensure that workers sign the code of conduct.<br>j. Training before construction to workers, stakeholders, and the local community on the risks of GBV/SEA/SH.<br>k. Manager's code of conduct will be properly implemented (including GBV/SEA/SH).<br>l. Endeavor to employ workers from within the community so the risk of GBV/SEA/SH is low | Contractor | Construction stage |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| **3.2.3** Community**, Health and Safety (CHS)** | | | | | | | | | | | |
| a. Safety Risks to kids and community people due to the operation of construction, machinery, and vehicles. | | | | ✓ | | | | ✓ | i. Installation safety signage including warning to avoid accidents. The community people need to restrict their children from being around the construction site.<br>ii. Brief on safety requirements to driver.<br>iii. Fencing the construction site<br>iv. Restricted access to the construction site.<br>v. Soundproof machinery shall be used at the site.<br>vi. Schedule noise activities at reasonable times.<br>vii. Provide a spotter during the movement of trucks in and out of the site. | Contractor | Construction stage |
| b. Inadequate design of buildings may lead to impact on community health and the environment. (including Universal Inaccessibility) | | | ✓ | | | | ✓ | | i. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and unsanitary conditions may develop due to inadequate drainage.<br>ii. Maximize natural light and ventilation systems to minimize the need for artificial light and the necessity of air conditioning; use large windows for bright and well-ventilated rooms.<br>iii. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank). | MLMUPCC (design)<br><br>Contractor (implementation stage) | |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | iv. Using asbestos cement tiles as roof materials is prohibited.<br>v. No physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices.<br>vi. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids.<br>vii. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls.<br>viii. Restrooms with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights. | | |
| c. Life and fire risk | | | | ✓ | | | | ✓ | i. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place.<br>ii. 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<br>iii. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily.<br>iv. Maintaining a strict no-smoking policy that is communicated to all employees and workers | Contractor | |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | v. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded.<br>vi. Make sure that electrical wiring is regularly inspected on the premises.<br>vii. Take notice of any electricals left unattended and candles not blown out.<br>viii. Workers must not be allowed to bring any cooking equipment to the construction site. | | |
| d. Risks to the community on closed construction between latrine and pumped well or another water source. | | | | ✓ | | | | ✓ | i. A toilet should be at least 20 meters from water sources (pump well, spring water, river).<br>ii. All toilets must have a septic tank to provide primary treatment of faucal waste.<br>iii. PVC pipe used to connect a pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight.<br>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.<br>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 |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| 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 disease prevention program if needed.<br>ii. Conduct community awareness | Contractor | Risk of communicable diseases |
| f. Risk of conflict between outside workers and community | | | | ✓ | | | | ✓ | i. Workers have to comply with code of conduct.<br>ii. Cooperate with the relevant local authority. | Contractor Workers | Risk of conflict between outside workers and community |
| **3.2.4. Environment and Natural Resources** | | | | | | | | | | | |
| a. Removal of bushes with no economic value during land preparation, | | | | | | | | | i. Ensure that identified bushes and trees removed properly with the allowed time by the community.<br>ii. Trees planting will be implemented by contractor during construction. | Contractor | Construction stage |
| b. 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) at night. | Contractor | Construction stage |
| c. Dust emissions (especially in dry conditions) | | | | ✓ | | | | ✓ | i. Dust suppression at the construction site (i.e. Water hosing).<br>ii. Cover truck loads with canvas to avoid dust blowing.<br>iii. Enforce vehicle speed limits (max 20km/h) | Contractor | Construction stage |
| d. Environmental contamination/ spills | | | | ✓ | | | | ✓ | i. Ensure proper and safe storage of hazardous materials or contaminants (including second contaminants and maintenance) such as fuels, construction materials, and waste. Provide | Contractor | Construction stage |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills.<br>ii. Ensure immediate cleaning of any spills and remediation of contaminated areas | | |
| e. Generation of Waste during site clearance | | | ✓ | | | | | ✓ | i. Waste handling procedure (including stockpiling and disposal). | Contractor | Construction and Post construction stage. |
| f. Generation of Construction Waste. | | | ✓ | | | | | ✓ | i. Development of waste management plan.<br>ii. Waste management (including waste separation, recycling, and proper disposal).<br>iii. Wastes will be recycled, reused, and composted. The rest of wastes will be disposed at approved dumpsite.<br>iv. Provide litter bins, containers, and recycling systems for waste at construction sites;<br>v. No burning, burial, or disposal of hazardous waste on site. | Contractor | Construction and Post construction stage. |
| g. Risks on sourcing wood and/or other construction material (including stone, sand, gravels) from the PAs, forests, and rivers/other water bodies. | | | ✓ | | | | | ✓ | i. The sourcing of wood from the Protected Area (PA) must be banned.<br>ii. The construction materials such as stone, sand, gravels must be purchased from outside the community from a licenced quarry. | Contractor | Construction stage |
| h. Chance find of cultural heritage resources. | | | | ✓ | | | | ✓ | i. Once cultural heritage objects sites are identified, contractor or sub- | Contractor<br>IC Community | Construction stage |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | contractor shall immediately stop works within an approximate distance of the site.<br>ii. Contractor/sub-contractor shall call EA/IA and provincial level to the location to make a rapid determination of the significance of the find.<br>iii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area.<br>iv. EA/IA, provincial Department of Culture and Fine Arts and contractor shall evaluate sites or objects in accordance the procedure required by the Ministry of Culture and Fine Arts.<br>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.<br><br>The following management options will be considered:<br>i. **Avoidance** to minimizes the impact to the site through partial or complete project redesign or relocation, it should be the preferred option for cultural resource management perspective.<br>ii. **In-situ Management** This option includes the application of site protection measures. Appropriate | LASED III-MLMUPC/MAFF | |

| Description of Risk associated with each planned sub-project | Level of Impact[11] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | 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.<br>iii. Destruction If 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. | | |

**Figure 2: Master Plan for the Construction of a primary school under LASED III Finance Support in Rumpoat Village**

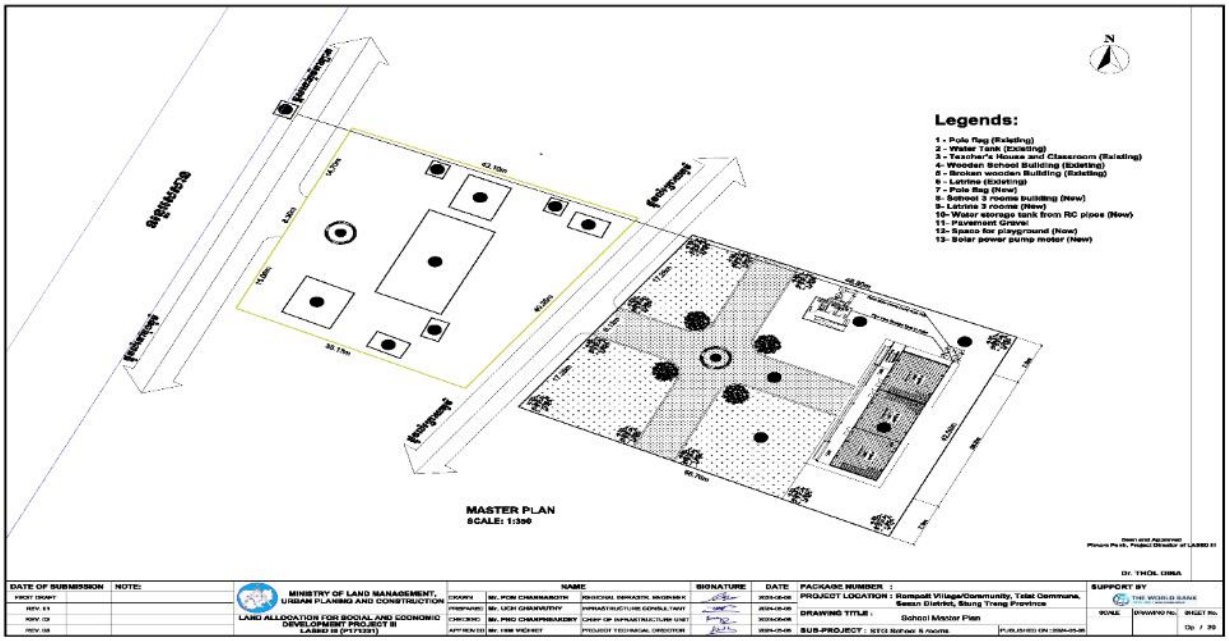
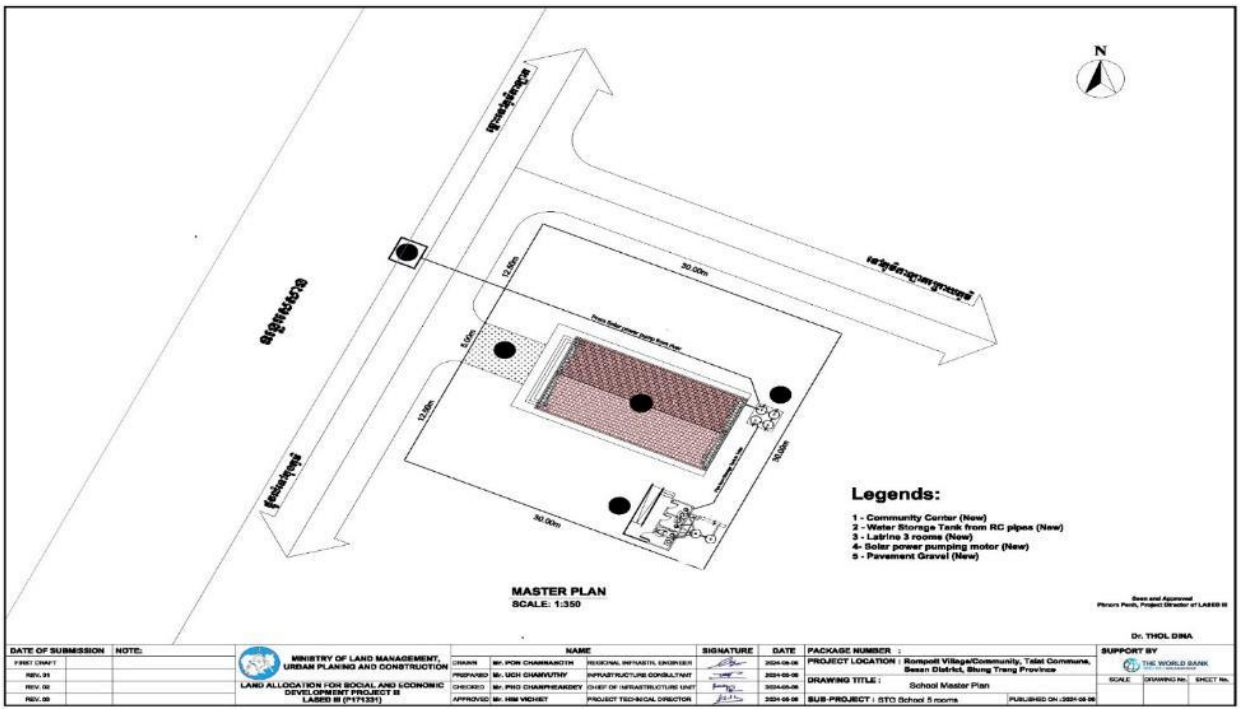



**Figure 3: Master Plan for the construction of a community center under LASED III Finance Support in *Rumpoat* Village**



### 3.3. Agriculture and livelihood support

32. 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 promote the Cambodia Agriculture Good Practice (Cam-GAP) to the community, including an awareness program on integrated pest management (IPM) and organic fertilizers, according to national regulations and international best practices. 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 and agree with 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 8. Agriculture and Livelihood Support-Risk Mitigation Measures**

| Description of Risks associated with each planned sub-project | Level of Impact[12] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| 3.3.1 Risk of using pesticides for the Vegetables or demo-farm | | | | ✓ | | | | ✓ | i. Awareness raising, including pesticide and herbicide reduction.<br>ii. Wear necessary PPE during implementation.<br>iii. Apply the existing Cambodia GAP. | MAFF | Throughout the project implementation |
| 3.3.2 Other risks related to farming activities of vegetables (Demo-farm), such as risk of invasive species, risk of soil fertility reduction and erosion, and risk of agriculture wastes. | | | ✓ | | | | ✓ | | i. Avoid the introduction of invasive species.<br>ii. Use sustainable agricultural practices/approaches/technologies (e.g., Agroforestry Practices, Polycultures, and Crop rotation, Integrated Pest Management (encouraging the predators of crop-eating pest insects such as birds and bats, etc.)<br>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.) | LASED III-MAFF | Throughout the project implementation |

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

| Description of Risks associated with each planned sub-project | Level of Impact[12] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | iv. Induce conservation and efficient use of water.<br>v. Reduce misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water.<br>vi. Reduce usage of pesticides and promote integrated pest management approaches recommended by the national regulations.<br>vii. Reduce, recycle and reuse the agricultural waste (natural, animal, plant waste). | | |

**Table 9. Risk related to Demo farm Livestock Activities**

| Description of Risks associated with each planned sub-project | Level of Impact[13] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| 3.3.3 Risk to community health and Safety from activities related to Demo farm Livestock. | | | ✓ | | | | | ✓ | i. Fence off water bodies from gazing animals.<br>ii. Regularly collect and store manure properly for composting and later application to fields to reduce noxious odours and limit spread of pathogens. | LASED III - MAFF | Throughout the project implementation |

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

| Description of Risks associated with each planned sub-project | Level of Impact[13] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| | | | | | | | | | iii. Regular cleaning of livestock sheds and feeding pens.<br>iv. Increase the carbon-to-nitrogen ratio in feeds to reduce methane and nitrous oxide production.<br>v. Promote efficient storage, handling, and use of feed by maintaining records of feed purchases and livestock feed use.<br>vi. Use covered or protected feeders to prevent feed from exposure to rain and wind.<br>vii. Consider mixing waste feed with other recyclable materials destined for use as fertilizer, or else consider incineration or land disposal options.<br>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).<br>ix. Ensure production and manure storage facilities are constructed to prevent urine and manure contamination of surface water and groundwater | | |

| 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 | | | |
| | | | | | | | | | (e.g. use concrete floors, collect liquid effluent from pens, and use roof gutters on buildings to collect and divert clean stormwater).<br>x. Control the temperature, humidity, and other environmental factors of manure storage to reduce methane and nitrous oxide emissions. This may involve use of closed storage tanks, or maintaining the integrity of the crust on open manure storage ponds / lagoons.<br>xi. Keep waste as dry as possible by scraping wastes instead of, or in addition, to flushing with water to remove waste.<br>xii. Locate manure stacks and urine away from household area, water bodies, floodplains, wellhead fields; or other sensitive habitats.<br>xiii. Regularly collect and store manure for composting and later application to fields to reduce noxious odor and to limit spread of pathogens.<br>xiv. Conduct manure spread only as part of well-planned strategy that considers potential risks to | | |

| 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 | | | |
| | | | | | | | | | health and the environment due to the presence of chemical and biological agents as well as nutrient balance in an agricultural setting. Ensure that manure is applied to agricultural land only during periods that are appropriate for its use as plant nutrient (generally just before the start of the growing season).<br>xv. Regular cleaning of livestock sheds and feeding pens.<br>xvi. Reduce the amount of water used during cleaning (e.g. by using high-pressure, low-flow nozzles).<br>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.<br>xviii. Consider covering manure piles with geotextiles (which allow water to enter the pile and maintain composting activity) to reduce fly populations. | | |

| 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 | | | |
| | | | | | | | | | 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.<br>xx. Reduce mortalities through proper animal care and disease prevention.<br>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.<br>xxii. MAFF needs to strengthen the animal health system in the community through capacity building by implementing comprehensive disease prevention and control measures biosecurity protocols and disease surveillance.<br>xxiii. Animals should be confirmed dead before disposal, and any still alive should be euthanized immediately. Dead animals should be removed promptly and disposed of appropriately.<br>xxiv. Identify and contain sick animals and develop | | |

| 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 | | | |
| | | | | | | | | | containment and cully procedures for adequate removal and disposal of dead animals in accordance with the guidance from the national regulation. | | |

### 3.4. ICLT sustainability and infrastructure operation & maintenance

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

| Description of Risk associated with each planned sub-project | Level of Impact[14] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| 3.4.1. Community By-Laws and internal rules fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC. | | | ✓ | | | | ✓ | | i. Steps should be taken to facilitate a process based on the updated sample By-Laws issued on 13 November 2013 by the MRD, MoI, NGO Forum and ICSO as well as broader community support principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules prior the start of sub-project development.<br><br>ii. The project supports and facilitates (through and NGO) the review of the community's By-laws and the development of Internal Rules of the ICC to enhance social and gender representation.[15] | 1. **NGO** (recruited by LASED III or NGO supporting ICC and indigenous communities.<br><br>2. National and provincial ESS team and ICLT team. | June 2024 (expected) |
| 3.4.2 Lack of awareness of by-laws, internal | | | ✓ | | | | ✓ | | i. Promote public disclosure on the existing collective land titling and land use within the communities: | **3. <u>Youth</u>**, ICF, community members, supporting | June 2024 (expected) |

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

[15] *Adjust the provision of Internal Rule, ICC to enhance inclusive and access to benefits across different sub-sets of the beneficiary IC (e.g., women headed families, youth, elderly) by articulating:*

- *Minimum land size for the vulnerable community member (widows, elderly, persons with disability) who lack of household labor.*
- *Maximum common land use*
- *Community interventions or response are necessary to ensure the vulnerable community members are able to access their minimum land size (both for residential and agricultural land).*
- *Land distribution for residential and agricultural purposes should be in written in a record-book of ICC and internally signed or thumb-printed by Chair of ICC and Village Chief with a clause about illegal sale to or collateral use with outsiders as internal interim protective measures.*

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

**Table 11. Infrastructure Operation & Maintenance**

| Description of Risk associated with each planned sub-project | Level of Impact[16] | | | | Probability | | | | Risk Mitigation Measures and Instruments | Responsibility | Timing |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | H | S | M | L | H | S | M | L | | | |
| 3.4.3. The lack of control over the operation and support maintenance in a sustainable manner post-construction. | | ✓ | | | | ✓ | | | 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.<br>ii. Formation of community infrastructure management committee to support O&M.<br>iii. Orientation O&M follows community operation and maintenance (COM).<br>iv. Operation and maintenance of school and community building is integrated into the commune investment plan (CIP).<br>v. Implementation infrastructure O&M<br>vi. Follow-up implementation and administration support. | • LASED III<br>• PDEYS and IPs communities are working closely with the provincial, district and commune teams.<br>• Commune operational and maintenance infrastructure committee (school, community building).<br>• Commune council with relevant authority (ICC, village chief) to support the implementation of infrastructure O&M and resource mobilization. | Post construction. |

[16] *Level of Impact, H=High, S=Severe, M=Moderate, L=Low*

## 4. Institutional and sustainability risks for sub-project development

### 4.1 Institutional Arrangement

33. 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.

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

35. The NGO contracted under LASED III will provide capacity building for key factors such as ICC members, elders, women, and youth groups on legal and policy issues on managing collective land and natural resources and paying particular attention to the roles of the ICCs and gender norms. The NGO will also facilitate various consultative dialogues or meeting with key stakeholders, including indigenous peoples' organizations, local NGO partners, and donors, to promote deeper engagement of ICC, especially elders, women, and youth groups consistent with their roles and obligations in their internal governance and communal land management, and in full adherence with the broader community support principle.

36. The ICC has played a critical role in securing its land tenure, as stated in the internal rule of managing the ICLT land. The capacity development among the ICC and communities, especially youth, would be key factors to mitigate the risk of social and gender inclusion in the infrastructure and livelihood sub-project development and in the community land-use development plan. Under the support of the NGO, the ICC will ensure the gender balance in the ICC composition, by-law, and internal rule revision as described in section 2 (table 4).

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

### 4.2 Capacity Building

38. The E&S unit of MLMUPC will support refresher training (if necessary) on the E&S Management Framework, including the labor and working conditions for the provincial E&S focal points for monitoring and managing this ESMP.

39. 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.

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

41. 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).

## 5. Grievance Redress Mechanism

42. The Grievance Redress Mechanism's procedure established on December 22, 2022, will be used for this subproject. Representatives from the IP community or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided

to the focal points or GRM committee, IP community, and workers for the grievance redress process. Affected individuals and the community may send their complaints verbally (also in their local language for IP) or in writing to the local authority (including a trained IP community representative or customary authority) or drop a complaint letter in the complaint box in a village/IP community public space or at the commune administrative office. The complaints 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'll 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). Negotiations with the parties to the complaint may take more times than 45 working days, but this resolution cannot take longer (also refer to LASED III GRM for Project Worker and affected parties).

43. 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: LASEDIIIGRM@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. Kim Piseth, Director of Provincial Department of LMUPCC_Stung Treng, Project Manager of LASED III, Chairman of Provincial Grievance Redress Committee, Tel: (+855) 97 808 8809 (Telegram);
- Mr. Khim Huylim, Head of Development & Construction Management Office of Provincial Hall Inter-Section Office, Tel: (+855) 97 688 2226 (Telegram);
- Mr. Ry Raksmei, Deputy Director of Forestry Administration, the Provincial Department of Agriculture, Forestry and Fisheries (PDAFF), Tel: (+855)97 714 0286(Telegram);
- Mr. Phirom Dara, Deputy Director of the Provincial Department of Labor and Vocational Training (PDLVT); Tel: (+855) 92 974 018;
- Mr. Chruy Menath, Deputy Head of Indigenous People Office, the Provincial Department of Rural Development (PDRD); Tel: (+855) 98 697 096;
- Mr. Huy Sokhun, Deputy Director of the Provincial Department of Environment (PDoE), Tel: (+855)71 988 8777 (Telegram);
- Mr. Sin Chham, Head Office, the Provincial Department of Water Resources and Methodology (PDWRoM), Tel: (+855) 97 8364 948 (Telegram);
- Mr. Koe Vannara, Deputy Director of the Provincial Department of Women Affair (PDWA), Tel: (+855)17 220 812 (Telegram);
- Mr. Sieng Sopheak, Head Office, the Provincial Department of LMUPCC, responsible for the Indigenous Community Land Titling, Tel: (+855) 77 686 962 (Telegram);
- Mr. Kuy Sopheara, Head Office, the Provincial Department of LMUPCC, responsible for the Social Land Concession, Tel: (+855) 12 480 590 (Telegram);
- Mr. Mao Bunnarath, Head office, the Provincial Department of LMUPCC, responsible for ESS_LASED III, Tel: (+855) 07 666 2429 (Telegram);
- Mr. Kong Sronos, Regional Environmental Risk Management Consultant (Region 3); based in Ratanak Kiri province, Tel: (+855) 11 894 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. Sovann Piseth, Sesan District Governor, Tel: (+855) 909 2999
- Mr Uoy Savan, Chief of Rumpoat ICC, Tel: (+855) 88 901 9367;

## 6. Budgeting, Monitoring, and Reporting

44. 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, functioning of the grievance redress mechanism (GRM). The contractors also are required to prepare and submit regular reports as required under contract agreement to MLMUPC.

45. The contractors are also required to prepare and submit a monthly ES risk management monitoring report to MLMUPC. The report should include details on project's environmental and social performance against requirements in this sub-project ESMP.

46. 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).

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

**Table 12. Costing of the ESMP Implementation**

| N | Activities | Cost Estimation |
|---|---|---|
| 1 | ESMP consultation with the local authority and IP Community and disclosure | $ 1,000 |
| 1 | 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** |

48. 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 13.

**Table 13. Monitoring Checklist**

| N | Type of monitoring | Mitigation Measure | Means of Verification | Responsibility | Frequency |
|---|---|---|---|---|---|
| **1** | **Level of awareness raising and practices** | 1.1. Develop friendly leaflets on OHS, ESHS, CHS, GRM | Availability of printed leaflets | Chief of ESS | Prior 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.<br>• Full day training at construction site (during inauguration road construction).<br>• Display at the construction site and distribute User-Friendly Leaflet on OHS & CHS as a training tool to workers. | Extension training reports | LASED III Provincial team (Focal person and consultant) | At the start of the sub-project |
| **2** | a. Risk related to Occupational Health and Safety<br>b. Risk related to Labour and working Condition<br>c. Risk related to Community, Health and Safety (CHS)<br>d. Risk related to Environment and Natural Resources<br>e. Risk related to Agriculture and Livelihood Support | Refer to tables 7, 8 & 9 of this ESMP | • Training record,<br>• GRM in place<br>• and GRM records<br>• Contractor Monthly report<br>• Project Site visit report. | PDMUPCC, MAFF<br><br>ICC and IC | Throughout project implementation |
| **3** | **Grievance Redress** | a) GRM functioning.<br>b) GRM training to the focal points or GRM committee, IP community, and workers | The Appointment of GRM Committee (LASED III | **LASED III Sub-national Grievance Redress Mechanism** | Construction stage |

| N | Type of monitoring | Mitigation Measure | Means of Verification | Responsibility | Frequency |
|---|---|---|---|---|---|
| | | c) Make an easy way for complaint filling through the verbal or complaint boxes at the community site level, commune administration office.<br>d) Respond to complaints through the grievance redress mechanism in time manner following the project's GRM. | Sub-national and National),<br><br>GRM Training Record,<br><br>Grievance redress filling for each project site,<br><br>Grievance Records and Solution Responses,<br><br>Worker interview, Community Interview | **Committee (GRMC),** National GRMC | |
| **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 | 8.1 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 prior to the start of sub-project development.<br><br>8.2 The project will facilitate the review of the By-laws and the development of the ICC's Internal Rules to enhance social and gender- inclusion and representation (with NGO's support). | Recruited NGO onboard,<br><br>Adjusted By-laws and the development of Internal Rule. | • **NGO (recruited by LASED III or NGO** supporting ICC and indigenous communities.<br>• National and provincial ESS team and ICLT team. | June 2024 when NGO support is on board (expected) |
| **5** | Lack of awareness raising on By-Laws, internal rule, communal land used, and collective land titles. | 14.1 Promote public disclosure on the existing collective land titling and land use within the communities:<br><br>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. | Recruited support NGO onboards,<br><br>Community Land Use Planning Album<br><br>Monthly report with the participation of elders, women, and youth. | • Youth, ICF, community members, supporting NGO, ES focal persons, and consultants (national and provincial) | June 2024 when NGO support is on board (expected) |

| N | Type of monitoring | Mitigation Measure | Means of Verification | Responsibility | Frequency |
|---|---|---|---|---|---|
| | | 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.<br><br>c) Support youth to biannually update the information included in the album. | Biannually update the information included in the album. | | |
| **6** | The lack of control post-construction over the operation and maintenance in a sustainable manner. | 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.<br><br>11.2 Formation of community infrastructure management committee to support O&M.<br><br>11.3 Orientation O&M follows Community Operation and Maintenance (COM).<br><br>a) Operation and maintenance of School and community building is integrated into commune investment plan (CIP).<br><br>b) Implementation infrastructure O&M<br><br>c) Follow-up implementation and administration support. | Community Infrastructure Management Committee formation<br><br>Records of an orientation O&M following Community Operation and Maintenance (COM).<br><br>M&E Report of Infrastructure O&M | • LASED III<br><br>• PDRD working close with provincial team, district and commune.<br><br>• Commune Operational and Maintenance Infrastructure Committee (Rural school, community building).<br>• Commune council with the relevant authority (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization. | Post Construction |

**7. Annexes: E&S Risk Screening for Development Support to Titled ICs**

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

## Appendix 3B

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

## RUMPOAT VILLAGE

## Kroeng Indigenous Community, Rumpoat Village, Talat commune, Sesan District, Stung Treng Province

**Section 1: Subproject location**

| Date of Risk Screening<br>25 / April / 2024 | Date of Desk Review<br>01/ 12/ 2023 | Grid Reference: | Latitute: 13.7276417<br>Longitude: 106.6135436 |
|---|---|---|---|
| Province[1] | District[1] | Commune[1] | Title IC (If applicable) |
| Stung Treng | Sesan | Ta Lat | Kroeng IP, Rumpoat village |

[1] 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).

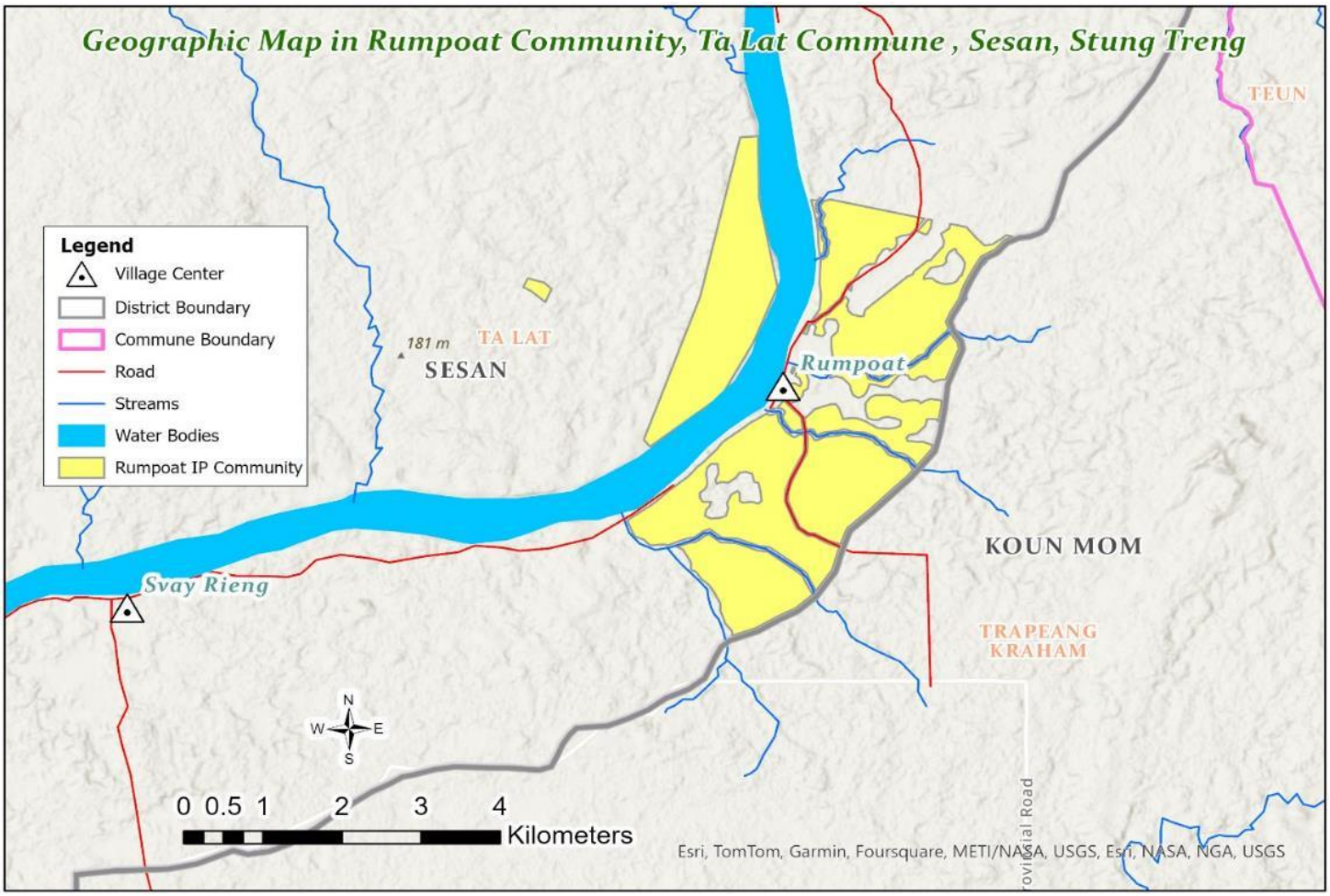
Section 2: Subproject Infrastructure screening and Agricul

**Table 8: Summary of sub-projects on infrastructure and agriculture, including risks and impacts**

| 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:<br>(1) School building<br>(2)community office building) | Yes | • If Yes: Adopt ECOP (Appendix 7 of ESMF);<br>• Conclusion after field visit: there is no impact on any structures and private properties, only few bushes with no economic value will be removed. The primary school with three classrooms will be built within the existing primary compound and there is no adverse impact on environment and social aspect.<br>• The community center will be built within the community reserved land area and there is no adverse environmental or social impact |

[2] 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).

**Location map of Rumpot**



**Section 2: Summary of Screening information**

| # | Screening Questions | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| **1.** | **Location:** Will any part of the sub-project be located outside the area of the SLC or ICLT? | No | No | All proposed sites are located inside Rumpoat community land area with hard title. |
| **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 | No | Both sub-projects have no impacts on any water body or water course.<br><br>**School Building:** No water body is near this proposed construction area, except the Sesan River, opposite the primary school at a distance of 150 meters.<br><br>**Community building:** There is a small natural stream about 70 meters behind a construction site, but there is no water during the dry season, from December to May. |
| **3.** | **Labor and Working Conditions:** Will the sub-project be implemented by workers employed by a construction contractor? | Yes | 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 | No | The contractor will sign a Code of Conduct which protects workers' rights and no outsourcing. |
| **5.** | Will any community workers be used to implement the sub-project? | Posssible | Possible | Due to the conditions of the civil work contract the non-skill workers shall be selected from the village.<br><br>The worker will be directly contracted by the contractor. |
| **6.** | Will the sub-project require the use of bricks or tiles? | Yes | Yes | Brought from outside of the community |
| **7.** | Will the sub-project require the use of agriculture planting materials produced on a commercial plantation? | Not relevant | Not relevant | |

| # | Screening Questions | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| **8.** | **Environment:** Will the sub-project create dust pollution that may affect people living nearby? | Yes, but minimally affected | Yes, but minimally affected | During the construction, the mitigation measures will be applied. |
| **9.** | Will the sub-project create noise pollution that may affect people living nearby? | Yes, but minimally affected | Yes, but minimally affected | Mitigation measures will be applied. |
| **10** | Are there any streams or water bodies that may be polluted due to the sub-project? | No | No | There is no water source close to these proposed sub-projects. The construction will take 3 – 6 months in the dry season and this construction activities are small using small and light construction equipment. |
| **11** | Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly? | Yes , | Yes | The constructor will manage all waste from the construction activities according to Cambodian and WB standards and included in the contract. |
| **12** | **Community Health and Safety:** Will the sub-project result in increased road traffic? | No | No | The sub-project is in a remote area, so the construction of the community center and school will not cause any increased road traffic. |
| **13** | ill construction of the project result in road traffic hazards during construction? | No | No | There is no major traffic in this area |
| **14** | Will implementation of the sub-project involve the use of heavy machinery in places where the public has access? | No | No | |
| **15** | Will any type of chemical be used in the implementation of the sub-project? | No | 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 | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| **17.** | If the sub-project involves drinking water supplies, has the supply been tested for arsenic? | Not relevant | Not relevant | |
| **18.** | If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution? | Yes | Yes | School and community buildings will provide each a pump-well and water tank for storage for those buildings. Water quality will be tested. |
| **19.** | If the sub-project involves drinking water supplies, has the supply been tested for biological pollution? | Not relevant | Not relevant | |
| **20.** | **Climate Change:** Will the sub-project result in a large increase in CO2 emissions? | No | No | |
| **21.** | Is the sub-project in an area that is at risk of climate hazards (e.g. floods)? | No | 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)? | No | No | |
| **23.** | **Land Acquisition**: Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use? | No | No | The consultation meetings with IPs towards broader consent among ICC's members, school director and village and commune authorities and the land areas for the school and community buildings are in the reserved residential land under the communal land title for IPs. |
| **24.** | Will any people have to move their homes to make rooms for a sub-project? | No | No | Reserved land areas |
| **25.** | Will any people lose part of their productive land because of a sub-project? | No | No | Reserved land areas |

| # | Screening Questions | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| **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 | No | Reserved residential land areas |
| **27.** | Will any sub-project require access to land outside the SLC or IC site? | No | No | |
| **28.** | If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained? | Yes | Yes | The land areas for the proposed school and IPs community building are in the reserved residential land areas which is titled as communal land title for IPs. The land areas given for the subprojects have been agreed by the ICC members, school director and village and commune authorities. |
| **29.** | **Natural Resources:** Will any sub-project result in increased extraction of water from a natural river, stream, or spring? | No | No | |
| **30.** | Will the sub-project result in increased extraction of water from a natural lake? | No | No | |
| **31.** | Will any sub-project result in increased extraction of groundwater (except for domestic consumption)? | No | No | |
| **32.** | Will any sub-project be constructed in any area that is natural forest or natural wetland now? | No | No | |
| **33.** | Are there any areas that are important for biodiversity within 1km of any sub-project? | No | No | |

| # | Screening Questions | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| **34.** | Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind? | Yes | Yes | These materials will be bought/purchased from outside the community at a licensed quarry. It is not available within the community. |
| **35.** | **Cultural Heritage:** 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 | No | |
| **36.** | Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project? | No | 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 | No | |
| **38.** | **Indigenous People:** Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)? | Not affected | Not affected | |
| **39.** | If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)? | Not affected | Not affected | There is no adverse impact on the IPs community which is a result from the the public consultation meetings |
| **40.** | Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project? | No | No | There is no negative impact on the outside IPs community. |
| **41.** | **Stakeholder Consultation:** Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans? | Yes through screening activities | Yes, through screening activities | Outreach Consultation, infrastructure needs assessment and design, and broader community consultation and common consent |
| **42.** | Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and | Yes | Yes | Outreach Consultation meetings, infrastructure needs assessment and design, and broader community |

| # | Screening Questions | School building (3 rooms) | Community building | **(Other remarks)** |
|---|---|---|---|---|
| | mitigation of its adverse impacts (if any)? | | | consultation and common consent |
| **43** | Have there been any objections to any aspect of the sub-project from the local community? | No | No | |