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 School Building with 3 classrooms, One Community Center with 2 Rooms and Demo Farm Livestock Activities and Vegetable Demo Farm for Agriculture/Livelihood




Brao Indigenous Community, Ka Tieng Village, Lbang Pir Commune, Lumphat District, Ratanak Kiri Province
December 9, 2024 (Final)

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List of Abbreviations and Acronyms

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
FPIC	Free, Prior and Informed Consent
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IC	Indigenous Community
ICC	Indigenous Community Committee
ICLT	Indigenous Community Land Titling
ILO	International Labour Organization
IP	Indigenous People
IPCC	Indigenous People Community Committee
LASED	Land Allocation for Social and Economic Development
MAFF	Ministry of Agriculture, Forestry and Fisheries
MLMUPC	Ministry of Land Management, Urban Planning, and Construction
MOH	Ministry of Health
MOI	Ministry of Interior
NGO	Non-Government Organization
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

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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 the Ministry of Agriculture, Forests and Fisheries (MAFF) and the Provincial Project Teams. The project will cover about 71 sites and IP communities in 14 provinces.

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

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

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

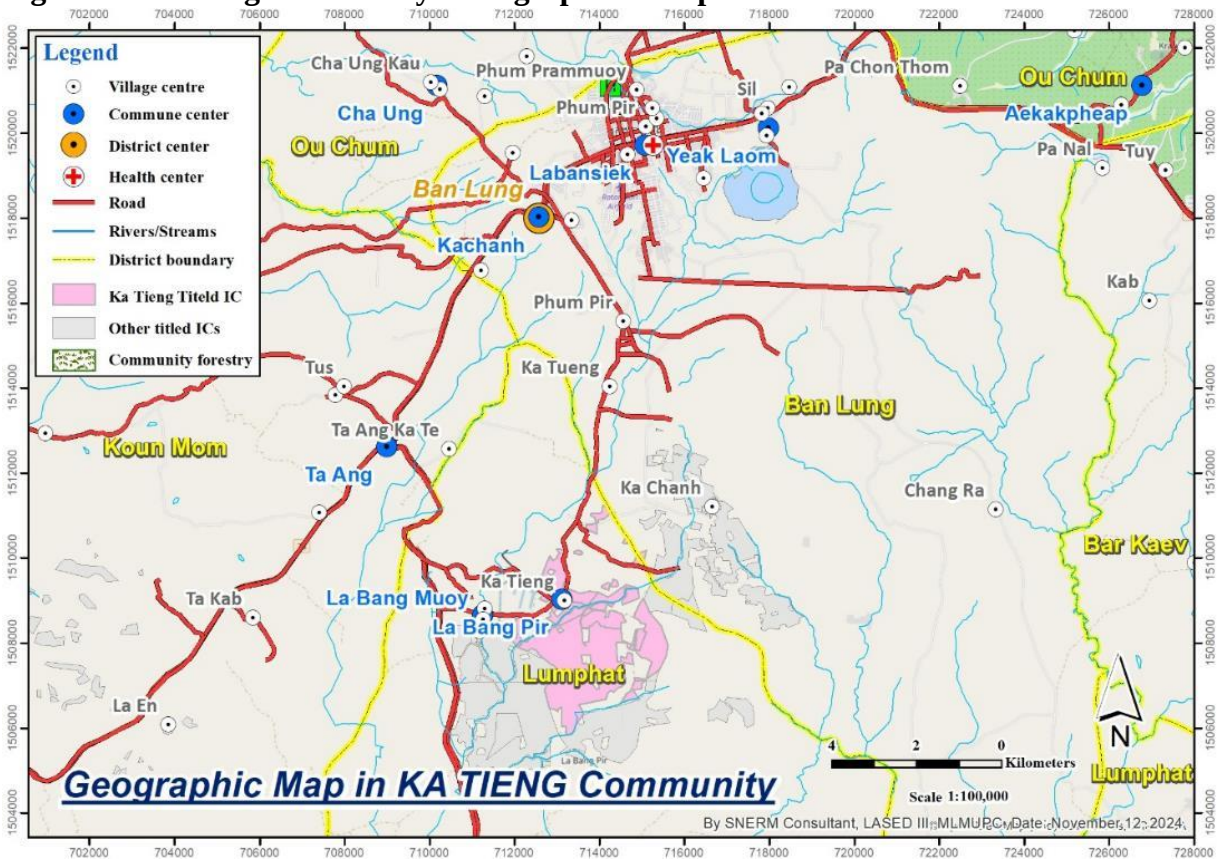
1.1. Location/Site Description

4. The Brao Indigenous Community of Ka Tieng village is geographically located in Lbang Pir Commune, Lumphat district, Ratanak Kiri province. This indigenous community/village shares a Northern border with Kachanh Factory Village, a southern border with Kachanh Ou

Sieng El Village, an Eastern border with Kachan Ou Sieng El Village and a Western border with Ka Tieng village in Lbang Muoy commune (See Figure 1).

5. The distance between the village center and the commune hall is about 215 meters via a laterite road. From the commune hall to the district town is about 18km, with a DBST road, and from the provincial hall is about 18 km with a DBST road.

Figure 1. Ka Tieng Community - Geographical Map



6. The total land area of the Ka Tieng community/village is about 656 hectares. The village (including Indigenous, Khmer, and Muslim) has 231 households with a total population of 818 people, including 426 women (52.08% of the total population). The population aged 18 years old is 458 of the total population (55.99%), including 247 women (53.9%). The village has 9 women-headed households (Poor#1 is 3HHs and Poor#2 is 6HHs), 48 poor families (Poor#1 is 20HHs and Poor#2 is 28 families), and 8 disabled people, including 3 women[1].

Table 1. Number of households, population, and beliefs of the ethnic groups[2]

Households	Village Population			Population with the age from 18 years old			Religion			
	Total	M	F	Total	Men	Women	Main	Others		
231	818	392	426	458	211	247	Brao	Tum puon	Khmer	Muslim
	100%	47.92 %	52.08%	100%	46%	53.93%	81%	1%	16.45 %	1.29%

[1] Village Data 2023: The Commune Development and Investment Plan for three years
[2] Commune/village Data 2023

7. In the education sector, the primary school is located in Katieng Village, outside the officially registered Indigenous Peoples (IP) community land. Situated approximately 2 km from the IP community, this school serves as the primary educational facility for students from the IP community. This primary school[3] has one concrete school building with five classrooms covering grades one through grade six, with 166 pupils, including 90 females . According to commune data, the overall literacy rate is 58.72%, and 40% of the total population uses the Internet. The community's wooden kindergarten has been abandoned for years due to its deteriorating condition. The current structure is in severe disrepair, with a broken roof and damaged walls, making it unsafe and unsuitable for preschool pupils. These conditions have left young children without an adequate learning environment, emphasizing the need for a new, safe, and supportive facility to foster early childhood education. LASED III will address this issue by providing a brand-new concrete building with three classrooms, replacing the abandoned and dilapidated wooden structure.

8. To ensure that all indigenous children have the right to basic education access, including the use of their language (indigenous languages) in the initial stage of education, the Multilingual Education (MLE) program was developed by the Ministry of Education, Youth and Sport (MoEYS). This initiative emerged from the success of the Highland Children Education Pilot 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, Brao, and Kuoy. Additionally, the Charai language is currently in the preparation stage for inclusion in the MLE program (MLE Action Plan 2019-2023, MoEYS).

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

11. In regards to health services, there is no health post in the village. However, the community members have access to health services at a commune health center located in Lbang Muoy, about 2 km away from the village.

12. Infrastructure: Ka Tieng village has 9 underground water pumping[4] wells (drilled wells with hand pumping) used by 70 families, and 5 reinforced concrete wells are properly used by 120 families. However, 50 families use other water sources such as Ou Pria reservoir located about 1.5 km from the village for their daily consumption (drinking and cooking) and agriculture. Ou Pria reservoir is located outside the village (See Table 2). Closed to the village has one Ou Prai reservoir and Ka Tieng waterfall about 3 km from the village center. Surface

[3] The school building was sponsored by Teach for Cambodia Program since 2013.
[4] The water quality was tested for pumping wells.

water on Ou Prai reservoir and Ka Tieng waterfall receives a continuous water flow throughout the year. The community also uses this water only for bathing and clothes cleaning. According to village data 100% of community population has access to clean water for daily consumption and 31.16% have accessed to latrines.

13. 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.

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

Table 2: Community Infrastructure Data of Ka Tieng village

Description	Type	Unit	Condition	Location
Village Hall	Wooden	1	Poor	Center of the village
Kindergarten School	Wooden	0	-	-
Primary School	No	0	-	The primary school is in Katieng village boundary but outside the officially registered Indigenous Peoples (IP) community land. It is situated approximately 2 km from this IP community.
Health Post (HP)	No	-	-	-
Drilled Well	Clean Water	9	Medium	In the community
Reinforced concrete pipe well	Clean Water	5	Medium	In the community
Underground water tube with motor pumping	No	-	-	-
Rainwater tank with metal stand	No	-	-	-
Spring water (Teuk Chrab)	Yes	2	Flow full year	-
Stream	Water Source	2	Accessible and flows all year long	
Irrigation scheme	Irrigation System	No	-	-
Community Road	laterite road	1	5 km	Connection laterite road from Main Road No. 76 which starts at Lbang Muoy Commune Hall to the village center

15. The source of water supply for the construction is likely to come from the surface water located within 1.5km away from the project site or other water sources from drilled wells and

reinforced concrete pipe wells in the village. As surface water is abundant, it is not expected that the impact on the water supply would be significant. The contractor is responsible for securing water access that is adequate and continuously supplied through the construction phase. Water efficiency and conservation practices will be adopted by the contractor and other site personnel.

16. The farmers in this village rely on seasonal rainfall for crop production, and underground water is used for daily consumption. Drought is a common problem during the dry season, so growing vegetables or other cash crops is challenging . It is observed that climate change has caused a critical shortage of rainwater for the last few years, which resulted in a decrease in crop yields. The village's animals, including chickens, are illustrated in the Table below.

Table 3: Livestock Production in the Community[5]

Type of Livestock	# Household (HH)	Total Number of Livestock (Head)	# Female Livestock (Head)
Cow	155	560	NA
Buffalo	9	70	NA
Local Chicken	170	600	NA
Duck	5	30	NA
Local Pig	20	50	NA

17. The total collective land size of ICLT is 656.2535ha, including 588.4815ha of residential and agriculture land, 58.0294 ha of shifting cultivation land, 6.8211ha of spiritual land, and 2.9215ha of burial land, as summarized in the Table below:

Table 4: Size and composition of the ICLT

Type of land	Number of parcels	Size (ha)
Residential land area	23	588.4815
Agricultural land area		
Reserve land for traditional agriculture	5	58.0294
Spiritual forest land area	1	6.8211
Burial forest land area	1	2.9215
Total	30	656.2535

1.2. Scope and Activities

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

[5] Village Data 2023.

19. The proposed sub-projects are one school building with 3 classrooms, including furniture such as desks, chairs, tables and whiteboard. The building will also include water supply system and toilet facilities to ensure a hygienic and comfortable learning environment. and one community center including water supply system and toilet facilities.

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

Figure 2. Location of Sub-projects Support Map (under LASED III)

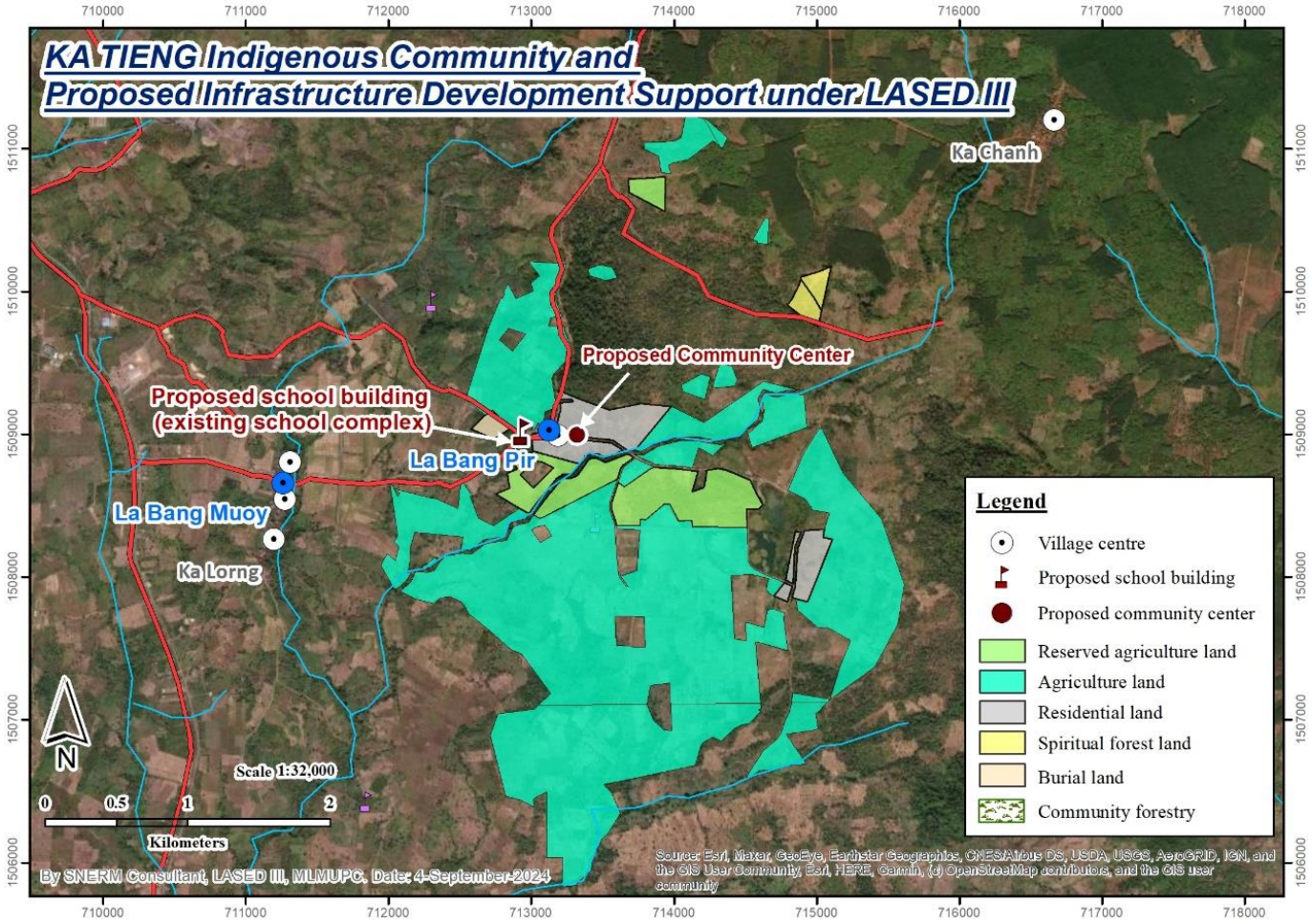
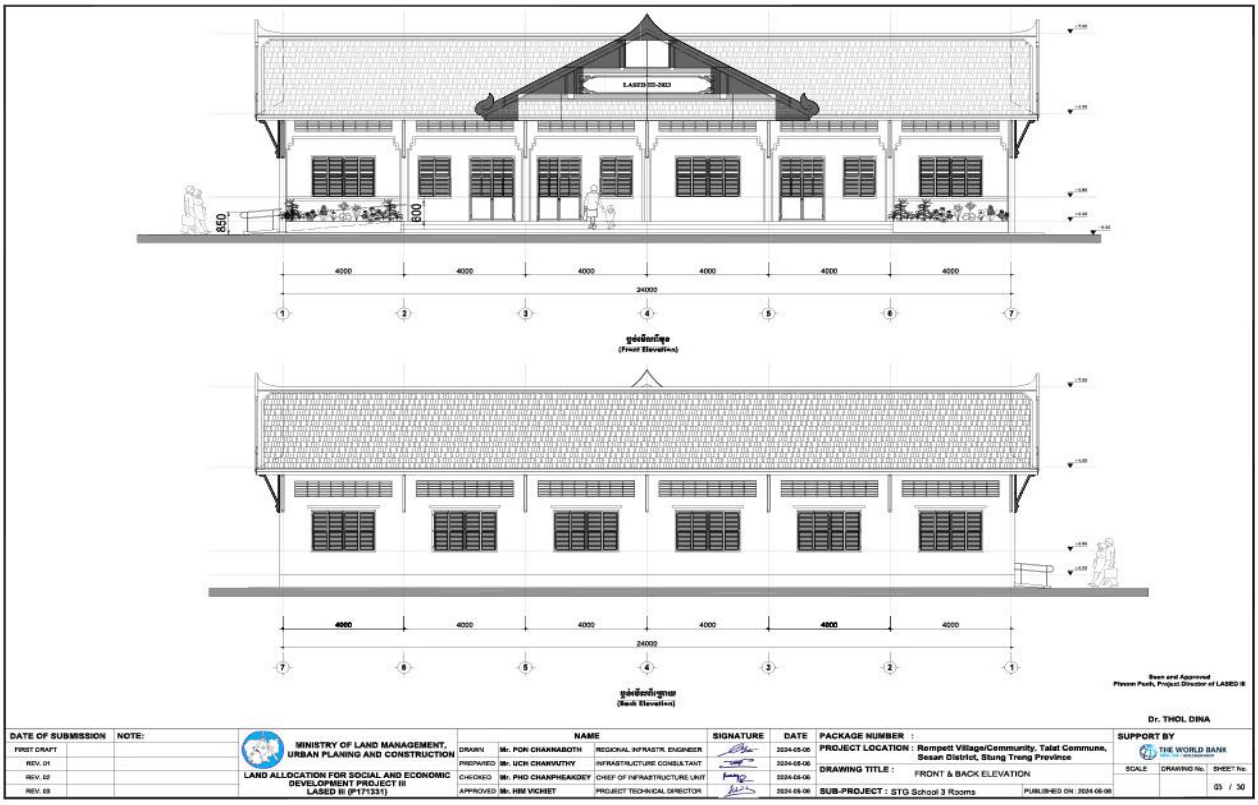


Figure 4: Detailed drawing design for one primary school



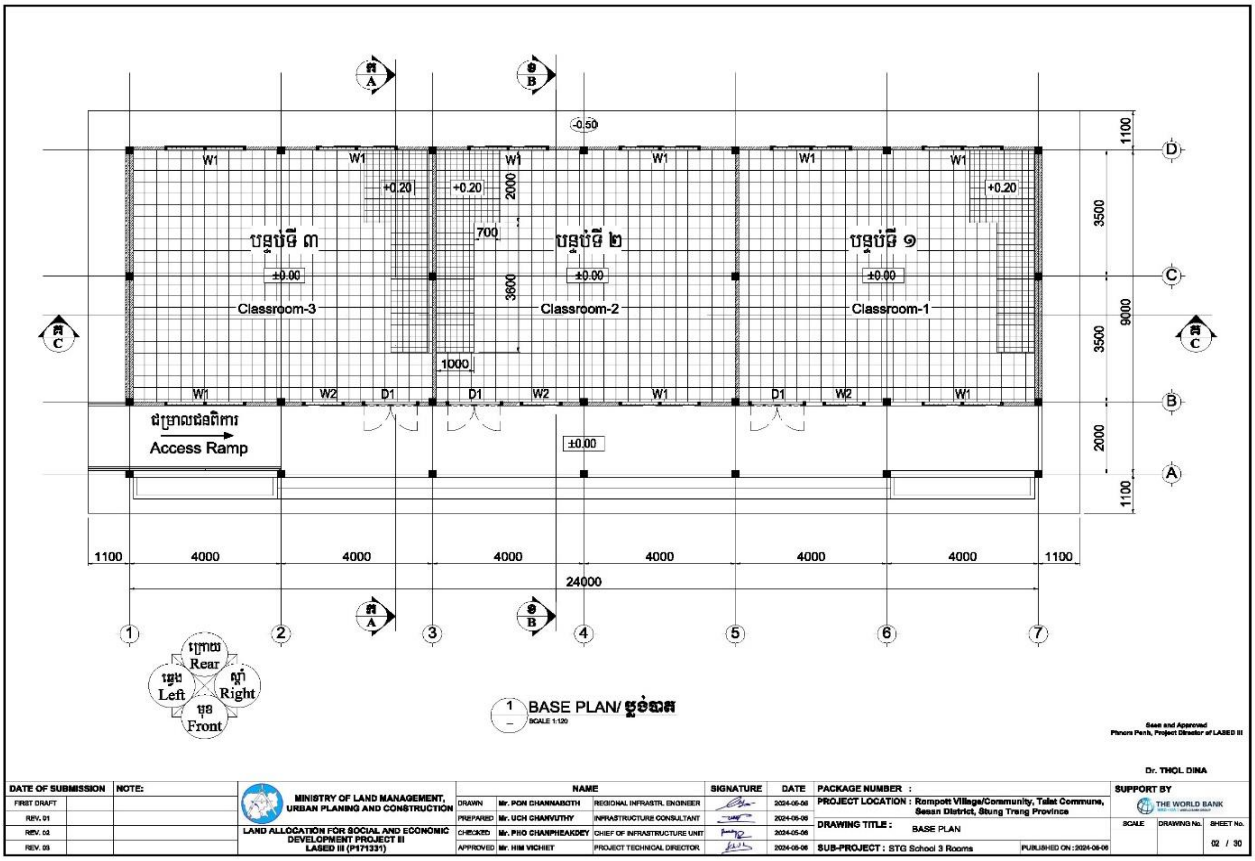
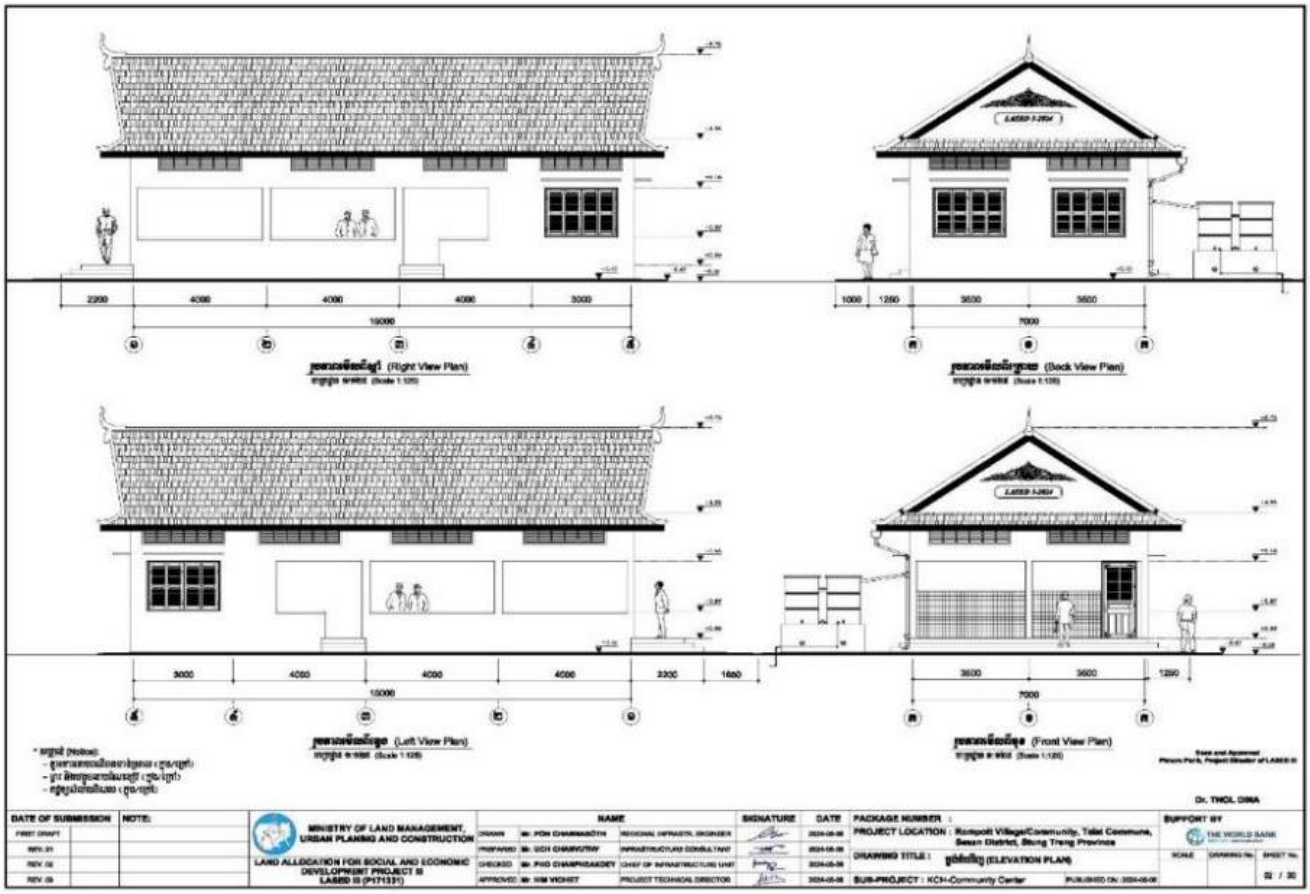
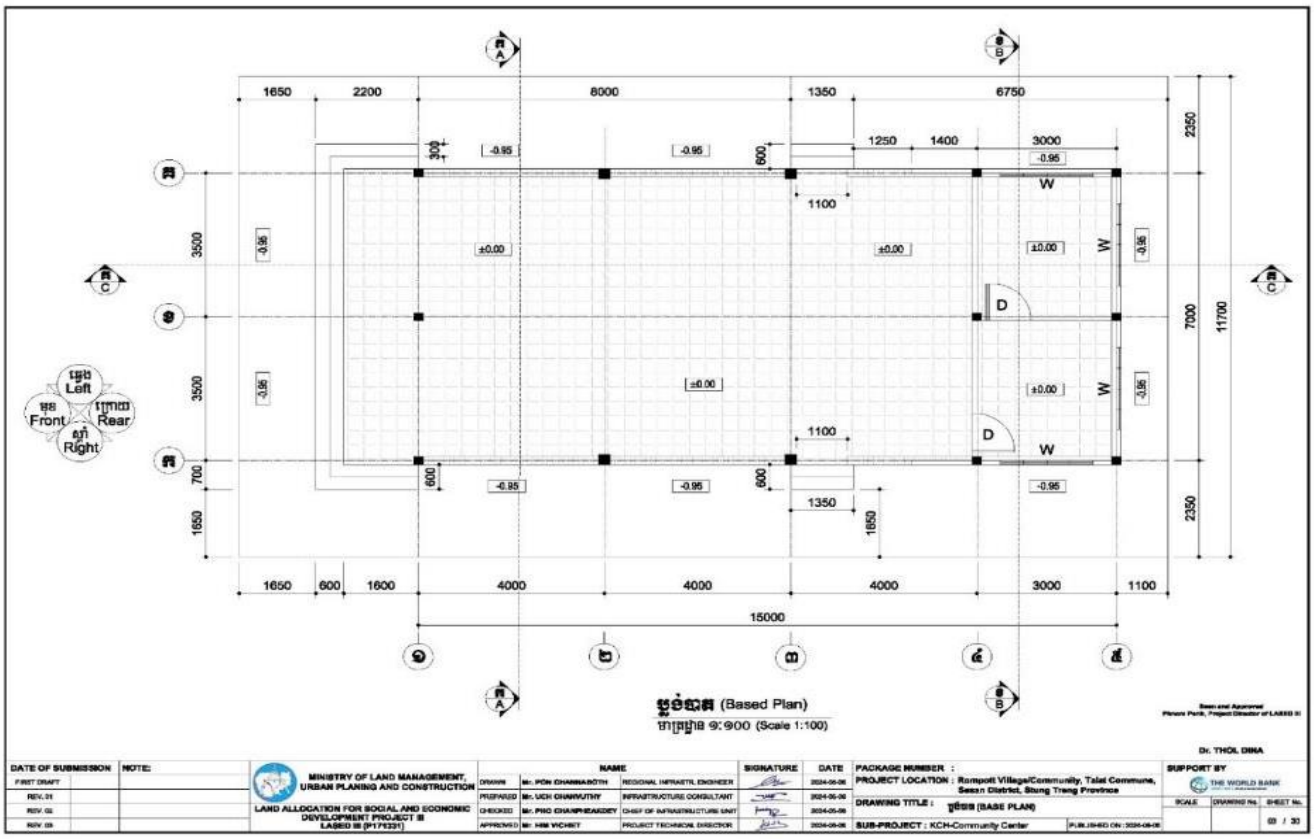


Figure 5: Detailed drawing design for one community center





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

1. **One school building construction**: The project will build one concrete school building with three classrooms within the existing area of the school compound which is located outside the community registered land area arround 200 meters (the area is under communal land). There is no requirement for additional land acquisition. This school is managed by the Lbang Pir Commune Committee. The pupils currently study at Lbang Pir Primary School, which is about 1.5 km away from the the proposed construction site so there are no potential risks affecting the pupils. The school building will include **climate resilience features** such as orienting the school building to maximize natural ventilation and daylighting while minimizing exposure to direct sunlight and prevailing winds. Also, the building has operable windows and vents to facilitate natural ventilation and passive cooling, and roofing with less heat absorption tiles. rainwater harvesting system to capture and store rainwater for non-potable uses, including irrigation, toilet flushing, and cleaning, choice of paint colours (nothing dark that will absorb heat) and ensure water drains away from the school building. The building's design and construction will include **"Universal Accessibility"**; this refers to the design and construction of spaces that can be easily accessed and used by all people, regardless of their age, size, ability, or disability. The key features of "universal accessibility" in buildings include barrier-free access, wide doors and corridors, and accessible restrooms. **Life and Fire Safety (LFS)** measures will be included in the design of public buildings to address potential fires during the operation of these buildings. LFS 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.

2. **One community center construction**: The new community center will be built on the existing site which is designated as community land. The area of community center size is 16.5m by 28m, one building with two rooms will require an area of 105m2 (7m x 15m). This sub-project has no requirement for additional land acquisition or there is no impact on private properties and structures or cultural heritage. The center will include **climate resilience features** such as an orienting center 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, roofing with less heat absorption tiles. Rainwater harvesting system to capture and store rainwater for non-potable uses, including drainage, toilet flushing, and cleaning, choice of paint colors (nothing dark that will absorb heat) and ensure water drains away from the center. The building's design and construction will include "**Universal Accessibility**"; this refers to the design and construction of spaces that can be easily accessed and used by all people, regardless of their age, size, ability, or disability. The key features of "universal accessibility" in buildings include barrier-free access, wide doors and corridors, and accessible restrooms. **Life and Fire Safety (LFS)** measures will be included in the design of public buildings to address potential fires during the operation of these buildings. LFS 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) put in place an emergency response plan.

3. **Agriculture and Livelihood Development Support:** Before the demonstration process, the volunteer farmers will be selected from the village extension worker (VEW) and farmer and farmer producer group (FPG) members. Volunteer farmers must also have a piece of land to grow crops and a sufficient labor force to manage the field demonstrations such as vegetable production, cassava production, and other crops.For livestock raising, the volunteer farmers must have a piece of land to construct a shelter for swine, cattle or cage for local chicken raising. The activities include: (a). livestock demo farm such as pig raising, chicken raising, cow shelter, (b). vegetable demo, including a greenhouse. (c). Aquaculture such as fish ponds. MAFF will provide technical support and disseminate various improved agricultural techniques to indigenous groups and people of Ka Tieng village. These sub-projects will promote good environmental and social practices, including an Integrated Pest Management IPM approach, according to national and internation best practices.

22. In addition, LASED III-MAFF has already provided and will provide technical support or disseminate the various improved agricultural techniques to indigenous groups and community through various agricultural activities, according to the villagers' demands (Table 8 & 9) in terms of improving their agricultural knowledge and capacity therefore increasing their income generation. The agricultural activities in this village/community are described below:

❖ **Demonstration Plot Experiment:**

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 people the improved techniques of indigenous pig production and consequently increase their income/ profit in an environmentally sustainable way. The construction of this demonstration plot will be located far from the houses to avoid danger and contamination to the people in the community. In terms of running this type of demonstration, the main instalments are five adult sows and one boar. These pigs will be completely fed by local feed and all of the inputs of the demonstration plot will be brought from non-infectious contaminated areas. Furthermore, this demonstration will be monitored and maintained by Village Animal Health Workers (VAHWs), and it will link very closely to animal producer groups and other IPs through farmer field school (FFS) and demo training (DT). The most common training for illiterate IPs and farmers of the project is based on practical lessons and farmer-to-farmer methods which stimulate their discussion and sharing experiences, using appropriate tools, time-based, under the technical orientation of IP demo farmer, facilitation of Village Extension Workers (VEW), Village Animal Health Workers (VAHWs) and agricultural officers of PDAFF of target provinces.

2) **Cattle Raising (Provision of shelter)**: An important factor affecting cattle's health is good shelter. Theoretically, good shelter helps to improve the welfare, feed intake, digestibility, and body weight of animals and to protect them from other factors. Most indigenous households of this village like to release their cattle into the forest year-

round. The project will demonstrate to the villagers of this village how to raise cattle with proper shelter, prepare supplements, and provide regular vaccination and deworming. The demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs) who will interact with cattle producer groups and other IPs through farmer field school (FFS) and demo training (DT).

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

4) **Greenhouse demonstration plot:** Greenhouses or Net houses can produce fresh vegetables in all year-round production. Generally, Greenhouses are easy to construct and very tolerant to local weather (climate change) and insects. All the elements to build a greenhouse, such as structure, cover materials, climate-control systems, irrigation, and fertilization equipment, are available. In addition, Ka Tieng 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), they will also interact with vegetable production groups and other IPs through farmer field school and demo training.

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

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

2. Stakeholder Engagement

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

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

Table 5. 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>9</td><td>5</td><td>4</td><td colspan="2">• There are currently 4 female members out of 9 in the committee which addresses gender balance and representation. 2 members out of 11 have resigned from the community.
The ICC needs to complete the number of community members (11 members)</td></tr>
<tr><td rowspan="2">Indigenous Community By-laws for IC

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.</td></tr>
<tr><td></td><td>✓</td></tr>
<tr><td colspan="4">Remedial action

<u>Note</u>: This community has finalized the ICLT process and has been granted a Community Land Title (CLT). LASED III only provides development support for infrastructure and livelihoods according to the specific request of this community.</td><td colspan="2">LASED III Project will determine whether the IP community needs to be engaged in a consultation/broader community support process to review and adjust the by-laws and IPCC to ensure voice and equitable access to beneficiaries of the project. (the recruited NGO under LASED III will support this activity).</td></tr>
</table>

2.1. Stakeholders

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

27. The Participatory rural appraisal was used during the stakeholder engagement/consultation to identify the community's needs, such as a Key Informant Interview, Focus Group Discussion, transect, checklist, and community resources mapping. The focus group discussion consists of community leaders, vice-community leaders, people with essential roles in the community's decision-making, and commoners to ensure the representation of the whole community. The infrastructure needs assessment report[6] (INA) for 33 titled ICs resulted from full consultation/engagement from the whole community and stakeholders

28. Since the beginning, between late 2021 and early 2022, the community was informed and actively participated (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 livelihood subproject development support. As a result of the outreach activity, the Katieng community submitted its request by consensus for the required sub-project development through the commune council to the LASED III project. The achieved broader community confirmed the number of sub-project proposals for LASED III funding, including the school building and one community center. Currently, LASED III selected the community that met LASED III selection criteria and the available budget for all 33 titled ICs (INS 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 relevant departments and the ES risk and impact screening/consultation conducted in August 2024 (E&S screening report and attendant list are in the footnote[7]) with all stakeholders involved (see table below for more details).

29. These simple infrastructures (school and community center) are part of this first stage, later on the construction firm under LASED III will study another possible complex infrastructure (road) later, which for a new ESMP would be prepared. Finally, this final ESMP will be publicly disclosed, including the consultation with this IC community representatives and will incorporate 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.

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

[7] The ES risk and impact screening report and attendant list: see is this linkhttps://drive.google.com/file/d/16GVzbTwXyTV1dBg4jbbAsFJfbhUkcX_G/view?usp=sharing

Table 6. Stakeholders Consultation/Engagement

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation Process

Community LASEDIII-MLMUPC	• Community outreach identified the community's priority needs.
	• ICC consultation to propose and finalize priority needs of development support.
	• Lead the consultation and development of the following:
	  o Infrastructure Need Assessment
	  o Village Profile
	  o Sub-project E&S Risk and Impact Screening and ESMP.
	  o School and Community location observation.
		Approx. 30	• Khmer, Brao (translation by members of the community),
			• Physical/in-person meeting
				• In-person, Phone, Telegram
				• Ensure that the SEP provisions are implemented for all outreach activities and well documented.
				• Ensure broader community support is obtained from IC
				• FGD, community broad meeting
				• Identify with IC the needs of basic infrastructure development.
				• Undertake E&S Risk and Impact screening and ESMP consultation with the mitigation measures.
				• Lead in topographical survey for proposed new construction of school building and community center (Infra. Team).

LASEDIII-MAFF	• Outreach Activities • Livelihood development support	Approx. 20	• Khmer, Brao (translation by members of the community), and • Physical/in-person meetings	• ensure that the SEP provisions are implemented for all outreach activities and well documented. • To identify with the IC the needs of basic infrastructure development. • To identify with the IC the need for basic livelihood support. • Ensure broader community support obtained from IC • Undertake FGD with IC
PDMLMUCC	• Sub-national Project Executive Agency • Coordination between the project's partner for physical study, planning, monitoring, and reporting. • Monitoring and Reporting • GRM Implementing for sub-project contract	30	• Khmer, Brao (translation by members of the community), • Physical/in-person meeting.	• In-person, Phone, Telegram • Topographical survey for proposed school building and community center constructions. • Monitoring and reporting the sub-project contract implementation. • Reporting of GRM Compliant

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
PDEYS	• Provide consultation and planning for required technical specifications. • Participate in the school building physical study • Monitoring the construction	2	• Khmer, Brao (translation by members of the community), • Physical/in-person meeting.	• In-person, Phone, Telegram • Commune meeting • Participated in a topographical survey • Involved in the detailed design of the school building and community center.
PDRD	• Provide consultation and planning for required technical specifications. • Participate in the school building and community center physical studies. • Monitoring the construction	2	• Khmer, Brao (through a community translator) • Physical/in-person meeting	• In-person, Phone, Telegram • Commune meeting • Participated in a topographical survey • Involved in the detailed design of the school building and community center.
DWG	• Participate in selecting and planning community center and school building • Monitoring and Reporting	5	• Khmer, Brao, (translation by members of the community) • Physical/in-person meeting.	• In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating, and reporting. • Monitoring the sub-project construction in the community.
CC	• Participate in selecting and planning the community center and school building. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring and Reporting	3	• Khmer, Brao, (translation by members of the community) • Physical/in-person meeting	• In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting. • Monitoring the sub-project constructions in the community.
ICC	• FPIC • Participate in selecting and planning community center and school building. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring the sub-project	13	• Khmer, Brao, (translation by members of the community), • Physical/in-person meeting	• In-person, Phone, Telegram • E&S Risk and Impact consulting • Provide broader community support to subproject activities • GRM Implementing, coordinating, and reporting.

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation Process
				• Participating in monitoring the sub-project constructions in the community. • After the school building and community center construction, operation, and Maintenance (O&M).

2.2. Stakeholder Engagement Plan

30. The stakeholder engagement plan (SEP) matrix in Table 7 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 subproject risk screening, (b) physical study and design (c) procurement and contracting, (d) monitoring at the start and during construction and finally (e) operation and maintenance. It includes local stakeholders from the beneficiary IC (e.g., beneficiary ICC members, traditional authorities, community members including women, youth, elders, as well as any adversely affected groups), facilitating project actors such as NGO(s), and national or sub-national government entities. It also indicates the **lead agency** highlighted in bold and underlined.

Table 7. Stakeholder engagement plan

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	August 16, 2024 (Completed)	• MLMUPC PDRD, DWG • Commune Council (CC), Indigenous Community Committee	• Project leaflets • Project GRM	• Community broad meeting.	• Community outreach identified the community's priority needs. • ICC meeting to propose priority	• Achieved broader community support through the consultation process on the sub-project activities development. The

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
		(ICC), Village Chief, Indigenous Community (ICs)			needs of development support.	achieved broader community support is demonstrated with the community consensus confirming the number of sub-project proposals for LASED III funding school construction.
	August 16, 2024 (Completed)	• **MLUPC Infra** PDEYS, DWG, CC, ICC.	• Community priority needs • Physical study	• PDEYS meeting. • Commune meeting • Community meeting	• Meeting to finalize the priority needs • Detailed design	
	August 16, 2024 (Completed)	• **MLMUPC ESS**, PDEYS, DWG, CC, ICC.	• Community hotspot map. • Community priority needs • Primary School.	• Commune meeting • Community meeting • Primary school plan. • ES screening format	• ES sub-project screening • School location observation with community representatives (ICC, Village Chief). • No affected individual household.	

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
Physical Study and Design (Primary School and community center)	August 16, 2024	• **LASED III-Infra team,** PDRD, PDEY, DWG • CC, ICC • ICs	Result of physical study report.	• FGD • Field survey format notes.	• ICC Meeting • Topographic survey.	• Report the result of the field survey regarding the land status for the proposed building of the primary school and community center with demo farm activities, and whether there will be any land acquisition impacts associated with the school and community center construction. • If access to land affects Indigenous Communities (IC), verify Free, Prior, and Informed Consent FPIC. • Primary school and community center design will follow the required specifications and Environmental

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
						Code of Conduct (ECOP) of the ESMF in Appendix 7, which is incorporated in this ESMP. . • Update ESMP.
Procurement and contracting (Primary school and community center)	**Feb 2025** • Success firm contracting	• **MLMUPC Procurement Unit** • Infrastructure Unit • ESS Unit • Success Candidate/firm	• Procurement Process and ToR • OHS is integrated into the tender document • ESHS specification is integrated in work contract document • Location-specific ESMP	• Announcement for Expression of Interest (EOI) • Works contracting documents	• Development of Terms of Reference (TOR) and work contract development for the Firm.	• Select firms and sign contract with the firm or contractor. • Before the contractors(s) start work, all land acquisition issues and associated compensation (or voluntary donation agreements) must be finalized (if any).
At the start of construction	**May, 2025**	• **LASED III - PDMLMUPCC** • PDH • PDEYS • DWG, CC • ICC, IC	• Awareness raising of OHS, ESHS, CHS, Project GRM, and GRM among contracted workers. • Inspection of worker accommodation to ensure	Extension training reports	• FGD and Individual interviews with contracted workers	• Confirmed commencement of the construction.

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
		• Workers	that it meets the minimum requirements agreed between the WB and the LASED III team.			
During Construction Monitoring (School and community center)[8]	**May-July 2025**	• **LASED III - PDMLMUPCC** • PDRD, PDEYS • DWG, CC • ICC, IC • Workers • Contractor	• Health and Safety Plan of the construction site.	• Site visit report/ ESMP monitoring report • Reporting template provided for construction oversight • GRM reports/records	• Site Inspection • Interview of contracted workers and ICs	• ESMP implementation by the contractor. • Corrected action for OHS, ESHS, • GRM solutions • Reporting
Operation & Maintenance (O&M)	**Post Construction**	• CC • ICC • O & M community committees • PDEYS •	• Hand over to mandate agencies for construction and building.	• Certificate of handing over construction • Handing over the ceremony.	• Handing over the ceremony. • Letter/certificate of handing over. • Checklist of E&S compliance	• The community receives Primary School. • Sustainability use of Primary School. • School maintenance is integrated into the

[8] The monitoring check list is in Table 14

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

The Consultation Activities - E&S Screening and Topographic Survey for School Building and Community Center Construction

The Consultation Activities - E&S Screening for the construction of a School Building and a Community Center

Figure 3. E&S Consultation for sub-project support in the community

3. E&S Risks and Mitigation Measures

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

31. The old wooden school building (the building is damaged and not in use) will be removed before the construction of the new school, the removal is the responsibility of the contractor. The materials removed from the old school buildings will be temporarily stored in a suitable location at the school compound (The school compound is large enough to temporarily store the construction materials). The contractor will ensure that the site is accessible, secured, and does not pose risks to people or the environment. Construction materials (especially wood) will be recycled and/or reused for other purposes. Wood waste, such as small wood scraps, old wood, and decay can be composted along with other organic materials. The rest of the waste that cannot be reused, recycled, or used for composting may be disposed of in an available dumpsite approved by the local environmental agency.

32. This proposed building construction has no requirement for additional land. However, the risks to school kids and teachers, Occupational Health and Safety (OHS), Labor and Working Conditions (LWC), Community, Health and Safety (CHS), and Environment and Natural Resources during construction will be mitigated as in the table below:

Table 8. Primary School Building Construction - Risk Mitigation Measures

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.1.1 Occupational Health and Safety (OHS)											
a) OHS Housekeeping and General Conditions			✓				✓		i. Notify local construction/environment inspectorates and communities of upcoming activities. ii. Relevant stakeholders are informed of the works through appropriate means and in manner acceptable to the communities.	MLMUPCC (design and prior to construction) Contractor	Prior to, during and after Construction stage

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

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Acquire all key legally required permits for implementation of all subproject activities. iv. Selected contractor(s) are mandated to formally agree to conduct all works in accordance with contractual requirement as designed to minimize impacts on neighboring communities and environment. v. Appropriate signposting of the sites to inform visitors/workers of key rules and regulations. vi. First aid kits are provided, maintained and easily accessible with name(s) of trained first aid officer(s) visibly displayed. vii. Construction sites are clean and clear with all sharp objects, nails and boards removed from work areas, passageways, walkways and resting as well as properly storing them.		
b) Risk of falling when working at a height			✓				✓		viii. Awarded contractor must be assigned the site manager, social and environmental safeguards persons to be responsible for construction	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									sites (each site) as identified in the contractors' TOR). These persons will follow up the construction work status and health and safety standards factor for workers and the communities through job safety checklist which has been prepared by them to evaluate the OHS. ix. Wear proper PPE when working at height x. Fall-preventing devices such as harnesses, safety belt as well as ensuring the devices are in good conditions. xi. Provide/Install the necessary guardrail with regular inspections before and after use.		
c) Establishment and operation of worker camps could increase waste generation, water pollution, and disturbance and other direct and indirect social impacts to local community			✓				✓		i. Ensure that the siting of campsite is acceptable and approved by communities and local authority and in line with minimum standards required by the World Bank. ii. Ensure that basic camp facilities are provided including proper housing protected from the elements and animals, security, latrines and shower facilitates, eating	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									areas, safe water supply, mosquito nets, blanket, safe paths, fire prevention equipment, and other basic amenities, etc. iii. Ensure that (a) washing areas are demarcated and water from washing areas is released in sumps.		
d) Accidents and incidents including of moving vehicles and machineries.				✓				✓	i. All moving vehicles and machineries are operated by training and qualified drivers. ii. A spotter and flagman will be provided to each moving equipment operator to guide the vehicle's movement. iii. The Operator will receive relevant safety equipment and training from a contractor. iv. All workers are protected from falling objects in the work areas v. All construction vehicles shall be equipped with proper lighting and warning systems. vi. All vehicles and moving equipment/machineries should be maintained and regularly inspected.	Contractor	Construction stage
e) Lack of PPE will increase the risk of			✓				✓		i. Workers' PPE will comply with international good practice (with hardhats, and	Contractor Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
workers' exposure to construction hazards.									where needed will use masks and safety glasses, harnesses and safety boots). ii. The contractor shall provide relevant PPE to all workers. They should be trained on proper use of PPE. iii. All workers must keep and use PPE at the construction site. iv. It is mandatory for all workers to use the PPE in the construction site. v. Workers must maintain the PPE in good condition and assigned inspector should conduct checks on the PPE before and after use. vi. Contractor must have a clear protocol for issuing warnings and releasing workers from their duties after multiple non compliances.		
f) Risk of injury for operating machinery and tools.				✓				✓	i. The contractor needs to provide training in machinery and equipment operation. ii. Wear proper PPE before any operation of machinery/equipment as well as allow only trained and qualified operators to use the machineries/tools	Contractor Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Daily morning toolbox must be carried out before the commencement of work.		
g) Disposal of waste generated from project sites may increase health issues to local people and the environment.			✓					✓	i. Waste collection and disposal pathways and sites should be identified for all major waste types expected from construction activities. ii. Construction wastes should be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. iii. Construction waste should be collected and disposed properly by licensed collectors. iv. The records of waste disposal should be maintained as proof for proper management as designed. v. Whenever feasible the contractor should be reused and recycled for appropriate and viable materials (except asbestos).	ractor Workers	Construction and Post construction stage
h) Storage of hazardous material (including Asbestos)			✓					✓	i. Hard compacted, impervious and bounded flooring should be provided for storage of hazardous material. They should also be adequately labelled. Ensuring that no	ractor Workers	Construction and Post construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									contaminated effluent is released to the environment. ii. Fuel tanks should be labeled and stored in impervious lining and dykes etc., and firefighting arrangements should also be made available iii. All workers should be trained on the hazardous material safe handling techniques. iv. Storage and handling of hazardous materials should be included in the contractor's construction site management plan. v. Ensure that operating vehicles are checked regularly for any fuel, oil, or battery fluid leakage. vi. If asbestos is located on the project site, it shall be marked clearly as hazardous material and when possible, the asbestos will be appropriately contained and sealed to minimize exposure. Asbestos should only be handled and disposed by skilled & experienced professionals. vii. If asbestos material is be stored temporarily, the wastes should be securely enclosed inside		

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									closed containments and marked appropriately. Security measures will be taken against unauthorized removal from the site. viii. The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust.		
3.1.2 Labor and Working Conditions											
a) Risk of Using Child Labor				✓				✓	i. Contractors shall follow a contract agreement that includes the prohibition of using child labour at construction sites. ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.). iii. The contractor is to sign a code of conduct that includes not using child labour according to Cambodian Labor Law.	Contractor	Construction stage
b) Risk of unfair treatment/ discrimination.				✓				✓	i. Ensure that 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.	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. The contractor will deliver GBV/SEA/SH awareness training for the employees, general community, school teachers and children.		
3.1.3 Community, Health and Safety (CHS)											
a) Safety Risks to Community due to the operation of construction, machinery, and vehicles			✓				✓		i. Installation safety signage including warning to avoid any accident.. The community members need to restrict their children and students from being around the construction site. ii. Brief on safety requirements to driver. iii. Fencing the construction site iv. Restricted access to the construction site. v. Soundproof machinery shall be used at the site. vi. Schedule noise activities at reasonable times vii. Provide a spotter during the movement of trucks in and out of the site. viii. It is particularly important to take measures and raise awareness regarding children and community members safety when passing by active construction site areas,	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									especially also at night or when there is limited lighting.		
b) Risks to the community on closed construction between latrine and pumped well or another water source.			✓				✓		i. A toilet should be at least 20 meters from water sources (pump well, spring water, river). ii. All toilets must have a septic tank to provide primary treatment of fecal waste. iii. PVC pipe used to connect a power-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight. iv. Metal pipe is a preferred choice for gas venting in septic tanks. Never use PVC pipe, as it is unable to withstand long-term exposure to sunlight. v. Septic tanks must have a vent pipe to prevent gas buildup inside the chamber, and there shall be a 'manhole' that provides access inside the tank if needed.	Contractor	Construction stage
c) Inadequate design of buildings may lead to impact on community health and the environment.			✓				✓		i. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and unsanitary	MLMUPCC (design)	

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
(including Universal Accessibility)									conditions may develop due to inadequate drainage. ii. Maximize natural light and ventilation systems to minimize the need for artificial light and the necessity of air conditioning; use large windows for bright and well-ventilated rooms. iii. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank). iv. Using asbestos cement tiles as roof materials is prohibited. v. No physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices. vi. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids. vii. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls. viii. Restrooms with grab bars, sufficient turning space for	Contractor (implementation stage)	

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									wheelchairs, and fixtures at appropriate heights.		
a) Life and fire risk			✓				✓		i. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place. 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 iii. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily. iv. Maintaining a strict no-smoking policy that is communicated to all employees and workers v. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded. vi. Make sure that electrical wiring is regularly inspected on the premises. vii. Take notice of any electricals left unattended and candles not blown out. viii. Workers must not be allowed to bring any cooking equipment to the construction site.	Contractor	

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
d) Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		i. Ensure the entire perimeter of the job site is enclosed with durable fencing (e.g., chain-link, solid wooden barriers). ii. Any entry points should be secured with locked gates when workers are absent. iii. Place highly visible warning signs around the site that indicate "Danger" and "Construction Zone – Keep Out." iv. Use visual symbols or bright colors to ensure children understand the risks, even if they can't read. v. Site managers inspect the site regularly for vulnerabilities like gaps in fencing or damaged barriers. vi. All open trenches, holes, or pits should be securely covered or surrounded by barriers that cannot be easily bypassed. vii. Inform nearby residents about the construction site risks and encourage them to report any unauthorized access. viii. If schools and residential areas are nearby, consider organizing briefings for children or people	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									nearby about the dangers of entering construction zones.		
e) Risk of communicable diseases				✓				✓	i. Report any occurrence of any communicable diseases among the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C) and set up a disease prevention program if needed. ii. Conduct community awareness iii. Conduct specific training and awareness raising of the communicable diseases associated with livestock raising	Contractor	Construction stage
f) Safety Risks to Community due to the operation of construction, machinery, and vehicles			✓				✓		i. Installation safety signage including warning to avoid any accident.. The community members need to restrict their children and students from being around the construction site. ii. Brief on safety requirements to driver. iii. Fencing the construction site iv. Restricted access to the construction site. v. Soundproof machinery shall be used at the site. vi. Schedule noise activities at reasonable times	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									vii. Provide a spotter during the movement of trucks in and out of the site. viii. It is particularly important to take measures and raise awareness regarding children and community members safety when passing by active construction site areas, especially also at night or when there is limited lighting.		
3.1.4 Environment and Natural Resources											
a) Risk of pollution, Noise, and vibration impact at the construction sites and from construction traffic			✓				✓		i. Limit the hours of operation for specific equipment or operations (typically between 11 am – 1 pm). Avoid machinery/ equipment movements (such as trucks) or conduction construction related activities at night. Conduct regular sprinkling activities to prevent dust and pollution for surrounding houses.	Contractor	Construction stage
b) Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas			✓				✓		i. Stockpile the excavated material to nonagricultural and in a minimum area and away from storm water and flood pathway. The disposal should be in consultation and	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									agreement with the local authorities. ii. Excavation of borrow soil should be to maximum depth of 0.5m; and harnessed with slope boundaries and managed with appropriate erosion control measures. iii. Contractor should properly rehabilitate borrow pits and removed topsoil of about 15 cm (with organic materials) should be spread back during borrow area restoration. iv. The contractor should avoid placing excavated material near the houses surrounding the construction sites as it hinders access. Moreover, safe passages around excavated material should be provided for community members.		
c) Affected forests, wetlands and/or protected areas including risk to protected areas			✓				✓		i. All recognized natural habitats, wetlands and protected areas within the immediate vicinity of the project areas and connected communities will not be damaged or exploited. ii. Contractor and the workers should be strictly prohibited from hunting, foraging, logging or other damaging activities to	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									these recognized habitats, wetlands and protected areas within the vicinity of project areas or related communities. iii. A survey and an inventory shall be made of large trees in the vicinity of the construction and project areas. Large trees should be marked and cordoned off with fencing, their root system protected, and any damage to the trees avoided. iv. Adjacent wetlands and streams shall be protected from construction site runoff with appropriate erosion and sediment control measures included in the construction management plan. v. There should not be unlicensed/unauthorized borrow pits, quarries or waste dumps for this construction, especially not in protected areas.		
d) Dust emissions (especially in dry conditions)				✓				✓	i. Dust suppression at the construction site ie.water hose to avoid excessive dust ii. Cover truck loads with canvas to avoid dust blowing. iii. Enforce vehicle speed limits (max 20km/h)	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
e) Environmental contamination/ spills				✓				✓	i. Ensure appropriate proper and safe storage of construction hazard material or contaminants (including second contaminants and maintenance) such as fuels. ii. materials and waste. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills. iii. Ensure immediate cleaning of any spills and remediation of contaminated areas	Contractor	Construction stage
f) Loss of fertile soil and vegetation; impacts on natural vegetation				✓				✓	i. Remove top layer of soil of the location, stock in a proper place and once the construction is finished, put the soil back on that place. The leftover spoil soil should be collected and kept aside for rehabilitation of the project site at later stage of the work. ii. Re-vegetate the embankments with only indigenous plant species.	Contractor	Construction stage
g) Waste generation during site clearance and Construction .			✓				✓		i. Development of waste management plan including stockpiling and disposal.	Contractor	Construction and Post construction stage.

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. Waste management (including waste separation, recycling and proper disposal). iii. Waste will be recycled, and reused (except asbestos), as well as composted. The rest of waste will be disposed at approved dumpsite. iv. Provide litter bins, containers, and recycling systems for waste at construction sites. v. No burning, burial, or disposal of hazardous waste on site. vi. Waste Management (a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities. vii. Construction waste will only be collected and disposed by licensed collectors. viii. The records of waste disposal will be maintained as proof for proper management as designed.		
h) Water Quality (Erosion and Sedimentation)									i. Project site should establish appropriate erosion and sediment control measures to prevent sediment and erosion from construction sites causing pollution to the environment.	Contractor	Construction and Post construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
i) Risks on sourcing wood and/or other construction materials (including stone, sand, gravel) from the Pas forests, and rivers/other water bodies.			✓					✓	i. The sourcing of wood from the Protected Area (PA) must be banned. ii. The construction material, such as stone, sand, and gravel must be purchased from outside the community from a licensed quarry. iii. The furniture of the school such as student's tables and chairs must be purchased from outside the community from a provider with appropriate licence.	Contractor	Construction stage
a) Risks from dump pits/sites during and after construction			✓					✓	i. Measures to ensure all dump pits/site are properly labelled and barricaded to restrict unauthorized access. The dump pits should be properly located and contained to avoid risks of erosion and sedimentation from run off. ii. The dump pits should be closed and levelled down after construction and returned to its original state where possible.	Constructor	During and after construction
b) Chance finds of cultural heritage resources.			✓					✓	i. Once cultural heritage objects sites are identified, contractor or sub-contractor shall immediately stop works within	Contractor IC Community LASED III-MLMUPC/MAFF	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									an approximate distance of the site. 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. iii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area. 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. 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. The following management options will be considered:		

Description of Risks associated with each planned sub-project	Level of Impact[9]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									i. Avoidance: to minimize the impact to the site through partial or complete project redesign or relocation, should be the preferred option from the cultural resource management perspective. ii. In-situ Management: This option includes the application of site protection measures. Appropriate protection measures will be identified and agreed between EA/IA, contractor, provincial department of culture and fine arts, and the local authority on a site-specific basis. iii. Destruction :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. Community Center Construction- Risk Mitigation Measures

33. The old wooden community center needs to be replaced and it will be removed before the construction of the new community center, the removal is the responsibility of the contractor. The contractor will ensure that the site is accessible, secured, and does not pose risks to people or the environment. Construction materials (especially wood) will be recycled and/or reused for other purposes. Wood waste, such as small wood scraps, old wood, and decay can be composted along with other organic materials. The rest of the waste that cannot be reused, recycled, or used for composting, may be disposed of in an available dumpsite approved by the local environmental agency.

34. This proposed building construction has no requirement for additional land. However, the risks to the community, 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 9: Community Center Construction - Risk Mitigation Measures

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.2.1 Occupational Health and Safety (OHS)											
i) OHS Housekeeping and General Conditions			✓				✓		i. Notify local construction/environment inspectorates and communities of upcoming activities. ii. Relevant stakeholders are informed of the works through appropriate means and in manner acceptable to the communities. iii. Acquire all key legally required permits for implementation of all subproject activities. iv. Selected contractor(s) are mandated to formally agree to conduct all works in accordance with contractual requirement as	MLMUPCC (design and prior to construction) Contractor	Prior to, during and after Construction stage

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

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									designed to minimize impacts on neighboring communities and environment. v. Appropriate signposting of the sites to inform visitors/workers of key rules and regulations. vi. First aid kits are provided, maintained and easily accessible with name(s) of trained first aid officer(s) visibly displayed. vii. Construction sites are clean and clear with all sharp objects, nails and boards removed from work areas, passageways, walkways and resting as well as properly storing them.		
j) Risk of falling when working at a height			✓				✓		i. Wear proper PPE when working at a height. ii. Fall-preventing devices such as harnesses, safety belts, . as well as ensuring the devices are in good conditions. iii. Provide/install necessary guardrails with regular inspections before and after use.	Contractor	Construction stage
k) Establishment and operation of worker camps could increase waste generation, water pollution, and disturbance and other			✓				✓		i. Ensure that the siting of campsite is acceptable and approved by communities and local authority and in line with minimum standards required by the World Banky.	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
direct and indirect social impacts to local community									ii. Ensure that basic camp facilities are provided including proper housing protected from the elements and animals, security, latrines and shower facilitates, eating areas, safe water supply, mosquito nets, blanket, safe paths, fire prevention equipment, and other basic amenities, etc. iii. Ensure that (a) washing areas are demarcated and water from washing areas is released in sumps.		
a. Accidents and incidents including of moving vehicles and machineries. l)				✓			✓		i. All moving vehicles and machineries are operated by training and qualified drivers. ii. Each moving equipment operator will provide a spotter and flagman to guide the vehicle's movement. iii. The operator will receive relevant safety equipment and training from the contractor. iv. All workers are protected from falling objects in the work areas v. All construction vehicles shall be equipped with proper lighting and warning with seat belt systems. vi. All vehicles and moving equipment/machineries should	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									be maintained and regularly inspected.		
Risk of injury while operating machinery and tools			✓				✓		i. Workers' PPE will comply with international good practice (with hardhats, and where needed will use masks and safety glasses, harnesses and safety boots) ii. The contractor shall provide relevant PPE to all workers. They should be trained on proper use of PPE. iii. It is mandatory for all workers to use the PPE in the construction site. iv. Workers must maintain the PPE in good condition and assigned inspector should conduct checks on the PPE before and after use. v. Contractor must have a clear protocol for issuing warnings and releasing workers from their duties after multiple non compliances.	Contractor Workers	Construction stage
m) Risk of injury while operating machinery and tools				✓				✓	i. The contractor needs to provide training in machinery and equipment operation. ii. Wear proper PPE before any operation of machinery/equipment as well as allow only trained and qualified	Contractor Workers	Contractor Workers

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									operators to use the machineries/tools. iii. Daily morning toolbox must be carried out before the commencement of work.		
n) Disposal of waste generated from project sites may increase health issues to local people and the environment			✓				✓		i. Waste collection and disposal pathways and sites should be identified for all major waste types expected from construction activities. ii. Construction wastes should be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. iii. Construction waste should be collected and disposed properly by licensed collectors. iv. The records of waste disposal should be maintained as proof for proper management as designed. v. Whenever feasible the contractor should be reused and recycled for appropriate and viable materials (except asbestos).	Contractor Workers	Construction and Post construction stage
o) Storage of hazardous material (including Asbestos)			✓				✓		i. Hard compacted, impervious and bounded flooring should be provided for storage of hazardous material. They should also be adequately	Contractor Workers	Construction and Post construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									labelled. Ensuring that no contaminated effluent is released to the environment. ii. Fuel tanks should be labeled and stored in impervious lining and dykes etc., and firefighting arrangements should also be made available iii. All workers should be trained on the hazardous material safe handling techniques. iv. Storage and handling of hazardous materials should be included in the contractor's construction site management plan. v. Ensure that operating vehicles are checked regularly for any fuel, oil, or battery fluid leakage. vi. If asbestos is located on the project site, it shall be marked clearly as hazardous material and when possible, the asbestos will be appropriately contained and sealed to minimize exposure. Asbestos should only be handled and disposed by skilled & experienced professionals. vii. If asbestos material is be stored temporarily, the wastes should		

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									be securely enclosed inside closed containments and marked appropriately. Security measures will be taken against unauthorized removal from the site. viii. The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust.		
3.2.2 Labor and Working Conditions											
d) Risk of Using Child Labor			✓				✓		i. Contractors shall follow a contract agreement that includes the prohibition of using child labour at construction sites. ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.). iii. The contractor is to sign a code of conduct that includes not using child labour according to Cambodian Labor Law.	Contractor	Construction stage
e) Risk of unfair treatment/ discrimination.			✓				✓		i. Ensure that workers are informed of their rights to submit a grievance through the Project Worker Grievance Mechanism.	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
f) Risk of GBV/SEA/SH			✓				✓		i. Ensure that workers sign the code of conduct. ii. The contractor will deliver GBV/SEA/SH awareness training for the employees, the general community, especially parents and children in the community.	Contractor	Construction stage
3.2.3 Community, Health and Safety (CHS)											
a) Safety Risks to children and community members due to the operation of construction, machinery, and vehicles.			✓				✓		i. Installation safety signage including warning to avoid any accident.. The community members need to restrict their children and students from being around the construction site. ii. Contractor to educate/supply information to parents in the community to protect the children during construction. iii. Brief on safety requirements for driver iv. Fencing the construction site v. Access restriction vi. Soundproof Machinery shall be used at the site. vii. Schedule noise activities at reasonable times viii. Spotter during the movement of trucks in and out of the site. ix. It is particularly important to take measures and raise	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									awareness regarding children and community members safety when passing by active construction site areas, especially also at night or when there is limited lighting.		
b) Inadequate design of buildings may lead to impact on community health and the environment.(including Universal Accessibility)			✓				✓		i. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and unsanitary conditions may develop due to inadequate drainage. ii. Maximize natural light and ventilation systems to minimize the need for artificial light and the necessity of air conditioning; use large windows for bright and well-ventilated rooms. iii. School buildings should comprise a large room for indoor activities, an outdoor playground, and sanitary facilities (washrooms and toilets with a septic tank). iv. Using asbestos cement tiles as roof materials is prohibited. v. No physical barriers that would limit the movement of individuals, especially those	MLMUPCC (design) Contractor (implementation stage)	Before, during, and after the construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									using wheelchairs, walkers, or other mobility devices. vi. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids. vii. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls. viii. Restrooms with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights.		
c) Life and fire risk				✓				✓	i. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place. 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 iii. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily. iv. Maintaining a strict no-smoking policy that is communicated to all employees and workers	Construction	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									v. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded. vi. Make sure that electrical wiring is regularly inspected on the premises. vii. Take notice of any electricals left unattended and candles not blown out. 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). ii. All toilets must have a septic tank to provide primary treatment of faucal waste. iii. PVC pipe used to connect a pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight. 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.	Constructor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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.		
e) Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		i. Ensure the entire perimeter of the job site is enclosed with durable fencing (e.g., chain-link, solid wooden barriers). ii. Any entry points should be secured with locked gates when workers are absent. iii. Place highly visible warning signs around the site that indicate "Danger" and "Construction Zone – Keep Out." iv. Use visual symbols or bright colors to ensure children understand the risks, even if they can't read. v. Site managers inspect the site regularly for vulnerabilities like gaps in fencing or damaged barriers. vi. All open trenches, holes, or pits should be securely covered or surrounded by barriers that cannot be easily bypassed. vii. Inform nearby residents about the construction site risks and	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									encourage them to report any unauthorized access. viii. If schools and residential areas are nearby, consider organizing briefings for children or people nearby about the dangers of entering construction zones.		
f) Risk of communicable diseases				✓				✓	i. Report any occurrence of any communicable diseases among the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C) and set up a disease prevention program if needed. ii. Conduct community awareness	Contractor	During construction
g) Risk of conflict between outside workers and the community				✓				✓	i. Workers have to comply with code of conduct. ii. Cooperate with the relevant local authority.	Contractor's worker	During construction
3.2.4 Environment and Natural Resources											
a) Risk of pollution, Noise, and vibration impact at the construction sites and from construction traffic			✓				✓		i. Limit the hours of operation for specific equipment (typically between 11 am – 1 pm). Avoid operating machinery (such as trucks) or conduction construction related activities at night. ii. Conduct regular sprinkling activities to prevent dust and pollution for surrounding houses	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
b) Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas			✓				✓		i. Stockpile the excavated material to nonagricultural and in a minimum area and away from storm water and flood pathway. The disposal should be in consultation and agreement with the local authorities. ii. Excavation of borrow soil should be to maximum depth of 0.5m; and harnessed with slope boundaries and managed with appropriate erosion control measures. iii. Contractor should properly rehabilitate borrow pits and removed topsoil of about 15 cm (with organic materials) should be spread back during borrow area restoration. iv. The contractor should avoid placing excavated material near the houses surrounding the construction sites as it hinders access. Moreover, safe passages around excavated material should be provided for community members.	Contractor	Construction stage
c) Affected forests, wetlands and/or									i. All recognized natural habitats, wetlands and protected areas	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
protected areas including risk to protected areas									within the immediate vicinity of the project areas and connected communities will not be damaged or exploited. ii. Contractor and the workers should be strictly prohibited from hunting, foraging, logging or other damaging activities to these recognized habitats, wetlands and protected areas within the vicinity of project areas or related communities. iii. A survey and an inventory shall be made of large trees in the vicinity of the construction and project areas. Large trees should be marked and cordoned off with fencing, their root system protected, and any damage to the trees avoided. iv. Adjacent wetlands and streams shall be protected from construction site runoff with appropriate erosion and sediment control measures included in the construction management plan. v. There should not be unlicensed/unauthorized borrow pits, quarries or waste dumps for		

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									this construction, especially not in protected areas.		
d) Dust emissions (especially in dry conditions)			✓				✓		i. Dust suppression at the construction site i.e. water hose to avoid excessive dust ii. Cover truck loads with canvas to avoid dust blowing. iii. Enforce vehicle speed limits (max 20km/h)	Contractor	Construction stage
e) Environmental contamination/ spills			✓				✓		i. Ensure appropriate proper and safe storage of construction hazard material or contaminants (including second contaminants and maintenance) such as fuels. ii. Ensure immediate cleaning of any spills and remediation of contaminated areas	Contractor	Construction stage
f) Loss of fertile soil and vegetation; impacts on natural vegetation			✓				✓		i. Remove top layer of soil of the location, stock in a proper place and once the construction is finished, put the soil back on that place. The leftover spoil soil should be collected and kept aside for rehabilitation of the project site at later stage of the work. ii. Re-vegetate the embankments with only indigenous plant species.	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
g) Waste generation during site clearance and Construction .			✓				✓		i. Development of waste management plan including stockpiling and disposal. ii. Waste management (including waste separation, recycling and proper disposal). iii. Waste will be recycled, and reused (except asbestos), as well as composted. The rest of waste will be disposed at approved dumpsite. iv. Provide litter bins, containers, and recycling systems for waste at construction sites. v. No burning, burial, or disposal of hazardous waste on site. vi. Waste Management (a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities. vii. Construction waste will only be collected and disposed by licensed collectors. viii. The records of waste disposal will be maintained as proof for proper management as designed.	Contractor	Construction and Post construction stage.

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
i. Water Quality (Erosion and Sedimentation)			✓				✓		i. Project site should establish appropriate erosion and sediment control measures to prevent sediment and erosion from construction sites causing pollution to the environment.	Contractor	Construction and Post construction stage
ii. 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. ii. The construction materials such as stone, sand, gravels must be purchased from outside the community and from a licenced quarry.	Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
iii. Risks from dump pits/sites during and after construction.			✓					✓	i. Measures to ensure all dump pits/site are properly labelled and barricaded to restrict unauthorized access. The dump pits should be properly located and contained to avoid risks of erosion and sedimentation from run off. ii. The dump pits should be closed and levelled down after construction and returned to its original state where possible.	Contractor	During and after Construction
iv. Chance finds 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. 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. iii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is	Contractor IC Community, LASED III-MLMUPC/MAFF	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									discovered, demarcate and secure the area. 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. 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. The following management options will be considered: i. **Avoidance:** to minimize the impact to the site through partial or complete project redesign or relocation, this should be the preferred option from a cultural resource management perspective. ii. **In-situ Management:** This option includes the application		

Description of Risks associated with each planned sub-project	Level of Impact[10]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									of site protection measures. Appropriate protection measures will be identified and agreed between EA/IA, contractor, provincial department of culture and fine arts, and the local authority on a site-specific basis. iii. **Destruction**: 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 4. Map of proposed location for the construction of a School Building and a Community Center in Ka Tieng Village.

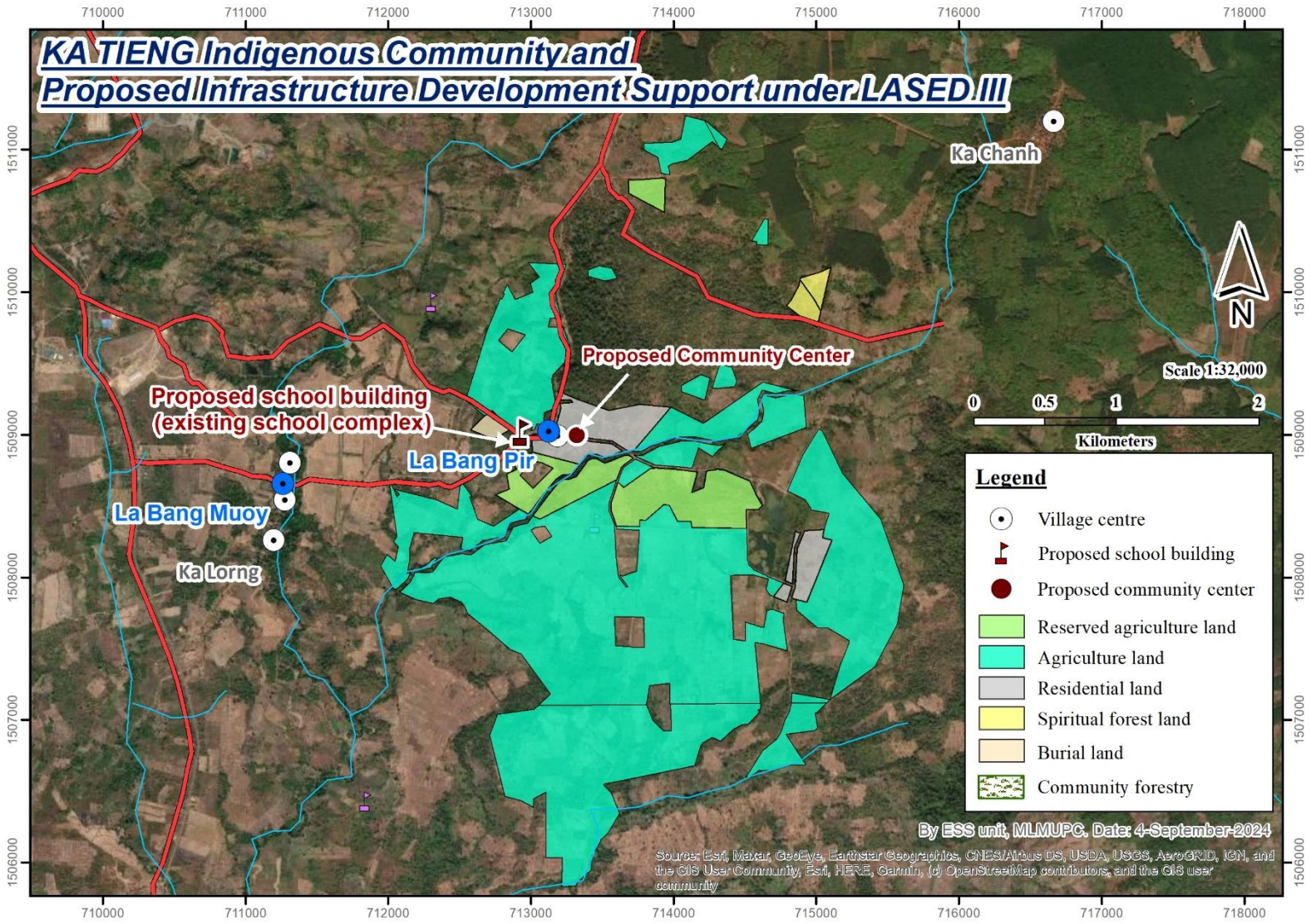


Figure 5. Master Plan of School Construction under LASED III Finance Support in Ka Tieng Village

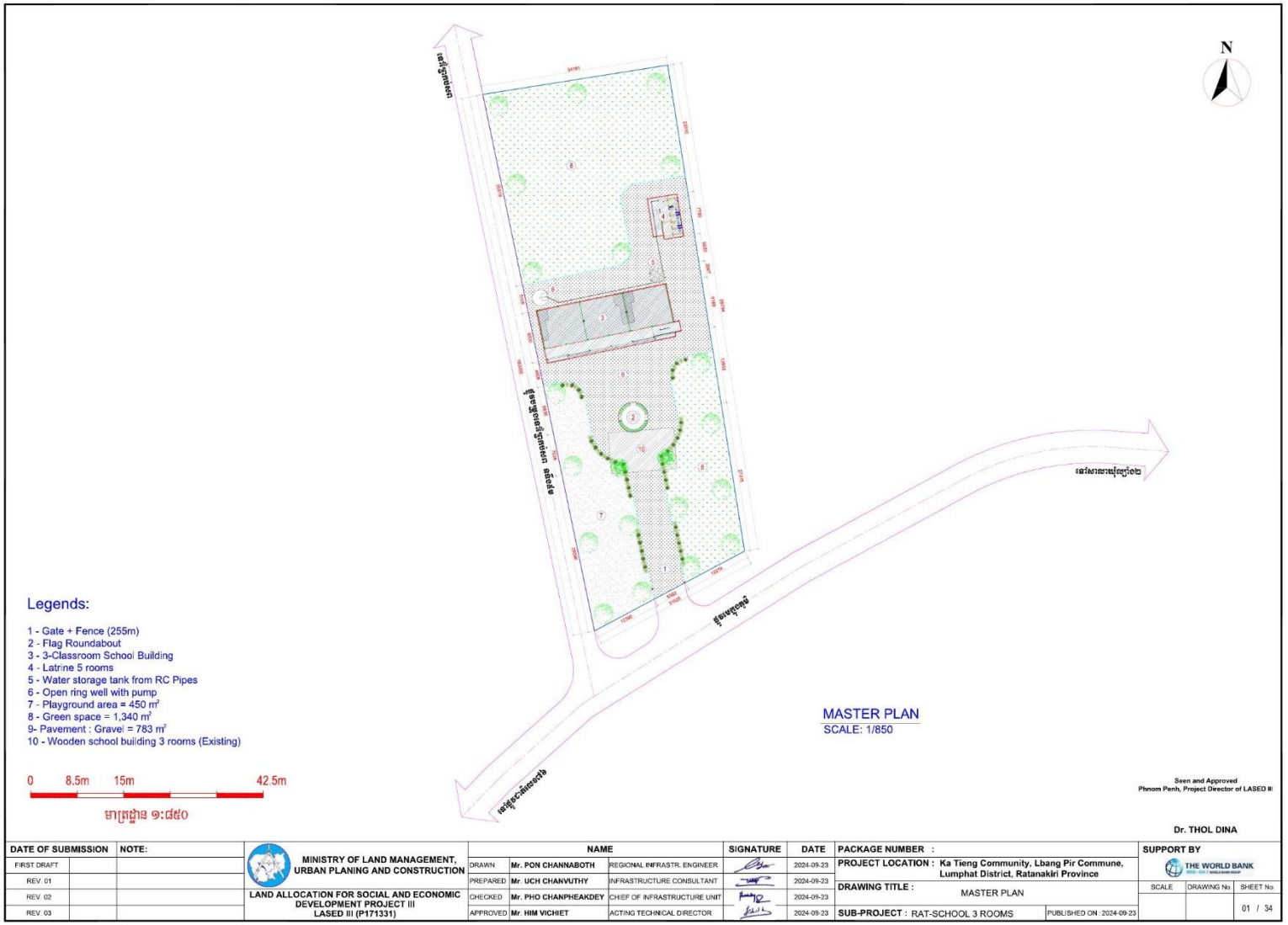
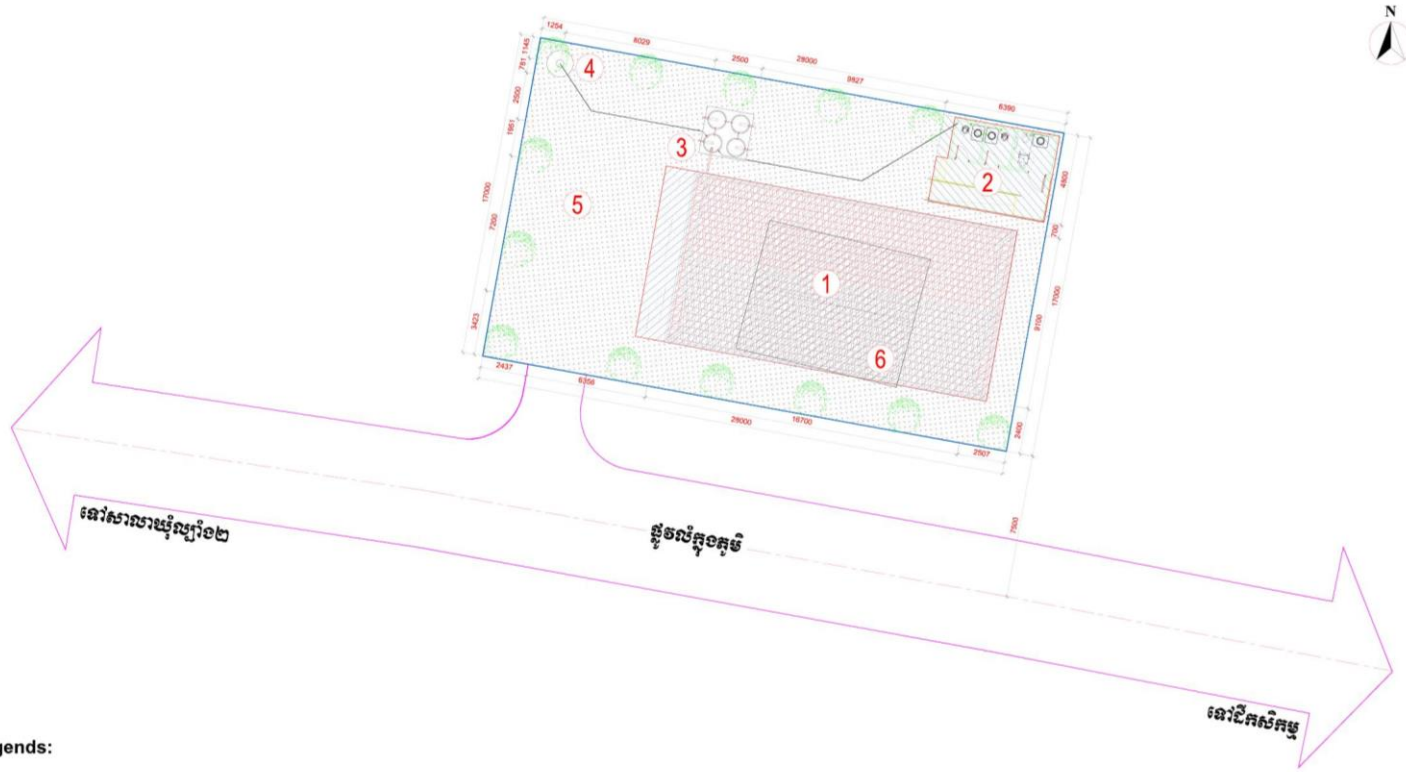


Figure 6: Master Plan for Community Center Construction under LASED III Finance Support in Ka Tieng Village



Legends:

1 - Community Center Building (New)
2 - Latrine 3 rooms (New)
3 - Water storage tank from RC Pipes (New)
4 - Drilled well with Solar Pump
5 - Pavement : Gravel = 268.8 m
6- Wooden Community Center (To remove)

MASTER PLAN
SCALE: 1/200

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Seen and Approved
Phnom Penh, Project Director of LASED II
Dr. THOL DINA

DATE OF SUBMISSION	NOTE:
FIRST DRAFT	
REV. 01	
REV. 02	
REV. 03	

MINISTRY OF LAND MANAGEMENT, URBAN PLANING AND CONSTRUCTION
LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT PROJECT III
LASED III (P171331)

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CHECKED	Mr. PHO CHANPHEAKDEY	CHIEF OF INFRASTRUCTURE UNIT			2024-09-23
APPROVED	Mr. HIM VICHIET	PROJECT TECHNICAL DIRECTOR			2024-09-23

PACKAGE NUMBER : MLMUPC-W-21
PROJECT LOCATION : Ka Tieng Community, Lbang Pir Commune, Lumphat District, Ratanakiri Province
DRAWING TITLE : ប្លង់សរុប (MASTER PLAN)
SUB-PROJECT : RAT-COMMUNITY CENTER
PUBLISHED ON : 2024-09-23

SUPPORT BY: THE WORLD BANK

SCALE	DRAWING No.	SHEET No.

3.3. Agriculture and livelihood support

35. The proposed sub-projects below support agriculture and livelihood and are related to demonstration activities (i.e. livestock, aquaculture). It is noted that the project will not introduce any alien or non-native species impacting the biodiversity in the area. Also, the project will introduce the Cambodia Agriculture Good Practice (Cam-GAP) to the community, including an awareness program on integrated pest management and using natural fertilizers. These activities will occur at land plots belonging to individual community members. So, there are no issues with land acquisition. However, the community members agreeing to conduct demonstrations will be meaningfully consulted in advance to understand the terms and requirements of the projects. For example, they will need to cooperate with project staff, including agriculture extension workers, to allow them to conduct demonstrations in the interest of the community as a whole. The risks related to agriculture and livelihood support activities will be mitigated as in the table below:

Table 9: Agriculture and Livelihood Support-Risk Mitigation Measures

Description of Risks associated with each planned sub-project	Level of Impact[11]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.3.1 Risk of using pesticides for the Vegetables or demo-farm				✓				✓	i. Awareness raising, including pesticide, herbicide reduction and intergrated pest management (Apply the existing Cambodia GAP.). ii. Wear necessary PPE during implementation.	MAFF	Throughout the project implementation
3.3.2 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 waste			✓				✓		i. Avoid the introduction of invasive species. ii. Ensure use of sustainable agricultural practices/approaches/technologies (e.g., Agroforestry Practices, Polycultures, and Crop rotation, Integrated Pest Management	LASED III-MAFF	Throughout the project implementation

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

Description of Risks associated with each planned sub-project	Level of Impact[11]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									(encouraging the predators of crop-eating pest insects such as birds and bats, etc.) iii. Reduce top-soil losses from erosion and the reduction in soil fertility (Cover Crops and Mulches, establishing leguminous ground cover and applying plant residues), Grass Barriers (planting grass in strips along the contour lines, etc.) iv. Induce conservation and efficient use of water. v. Reduce, recycle and reuse agricultural waste (natural, animal, plant waste).		

Table 10. Risk related to Demo farm Livestock Activities

Description of Risks associated with each planned sub-project	Level of Impact[12]				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. ii. Regularly collect and store manure properly for composting	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			
									and later application to fields to reduce noxious odours and limit spread of pathogens. iii. Regular cleaning of livestock sheds and feeding pens. iv. Increase the carbon-to-nitrogen ratio in feeds to reduce methane and nitrous oxide production. v. Promote efficient storage, handling, and use of feed by maintaining records of feed purchases and livestock feed use. vi. Use covered or protected feeders to prevent feed from exposure to rain and wind. vii. Consider mixing waste feed with other recyclable materials destined for use as fertilizer, or else consider incineration or land disposal options. viii. Grain feed to increase utilization efficiency by the animals, allowing the use of less feed and thereby reducing the amount of manure generated (as well as increasing the production efficiency). ix. Ensure production and manure storage facilities are constructed		

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			
									to prevent urine and manure contamination of surface water and groundwater (e.g. use concrete floors, collect liquid effluent from pens, and use roof gutters on buildings to collect and divert clean stormwater). 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. xi. Keep waste as dry as possible by scraping wastes instead of, or in addition to, flushing with water to remove waste. This practice minimizes excess moisture and reduces the potential for odor, insect breeding, and spreading pathogens, enhancing overall sanitation and reducing risks to nearby. xii. Locate manure stacks and urine away from household area,		

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			
									water bodies, floodplains, wellhead fields, or other sensitive habitats. xiii. Regularly collect and store manure for composting and later application to fields to reduce noxious odor and to limit spread of pathogens. xiv. Conduct manure spread only as part of well-planned strategy that considers potential risks to health and the environment due to the presence of chemical and biological agents as well as nutrient balance in an agricultural setting. Ensure that manure is applied to agricultural land only during periods that are appropriate for its use as plant nutrient (generally just before the start of the growing season). xv. Regular cleaning of livestock sheds and feeding pens. xvi. Reduce the amount of water used during cleaning (e.g. by using high-pressure, low-flow nozzles). xvii. Improve the productivity and efficiency of livestock		

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			
									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. viii. Consider covering manure piles with geotextiles (which allow water to enter the pile and maintain composting activity) to reduce fly populations. xix. Use predators to control pests. Protect natural enemies of pests by providing a favorable habitat (e.g. bushes for nesting sites and other indigenous vegetation) that can house pest predators. xx. Reduce mortalities through proper animal care and disease prevention. xxi. Any sick or injured animals should be treated or cared for to alleviate pain and distress as soon as practically possible, including being isolated or humanely destroyed if necessary.		

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			
									xxii. MAFF needs to strengthen the animal health system in the community through capacity building. xiii. 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. xiv. Identify and contain sick animals and develop 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 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			
3.4.1 Community By-Laws and internal rules fall short of accommodating the interests of women, youth, the elderly, and the weaker members of the IC.			✓				✓		Steps should be taken to facilitate a process based on the updated sample By-Laws issued in October 2020 by the MRD, MoI, NGO Forum, and ICSO as well as FPIC principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules prior the start of sub-project development.	**NGO** (recruited by LASED III or collaborated NGO supporting ICC and indigenous communities. National and provincial ESS team and ICLT team.	January 2025

Table 11: Infrastructure Operation & Maintenance

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

Description of Risk associated with each planned sub-project	Level of Impact[14]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
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. ii. Formation of community infrastructure management committee to support O&M. iii. Orientation O&M follows community operation and maintenance (COM). iv. The operation and maintenance of the school are integrated into the commune investment plan (CIP). v. Implementation infrastructure O&M vi. Follow-up implementation and administration support.	• LASED III • PDEYS are working closely with the provincial team, district, and commune. • Commune operational and maintenance infrastructure committee (school) • Commune council with the close authority (ICC, village chief) to support the implementation of infrastructure O&M and resource mobilization.	Post construction.

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

4. Institutional and sustainability risks for sub-project development

4.1. Institution Arrangement

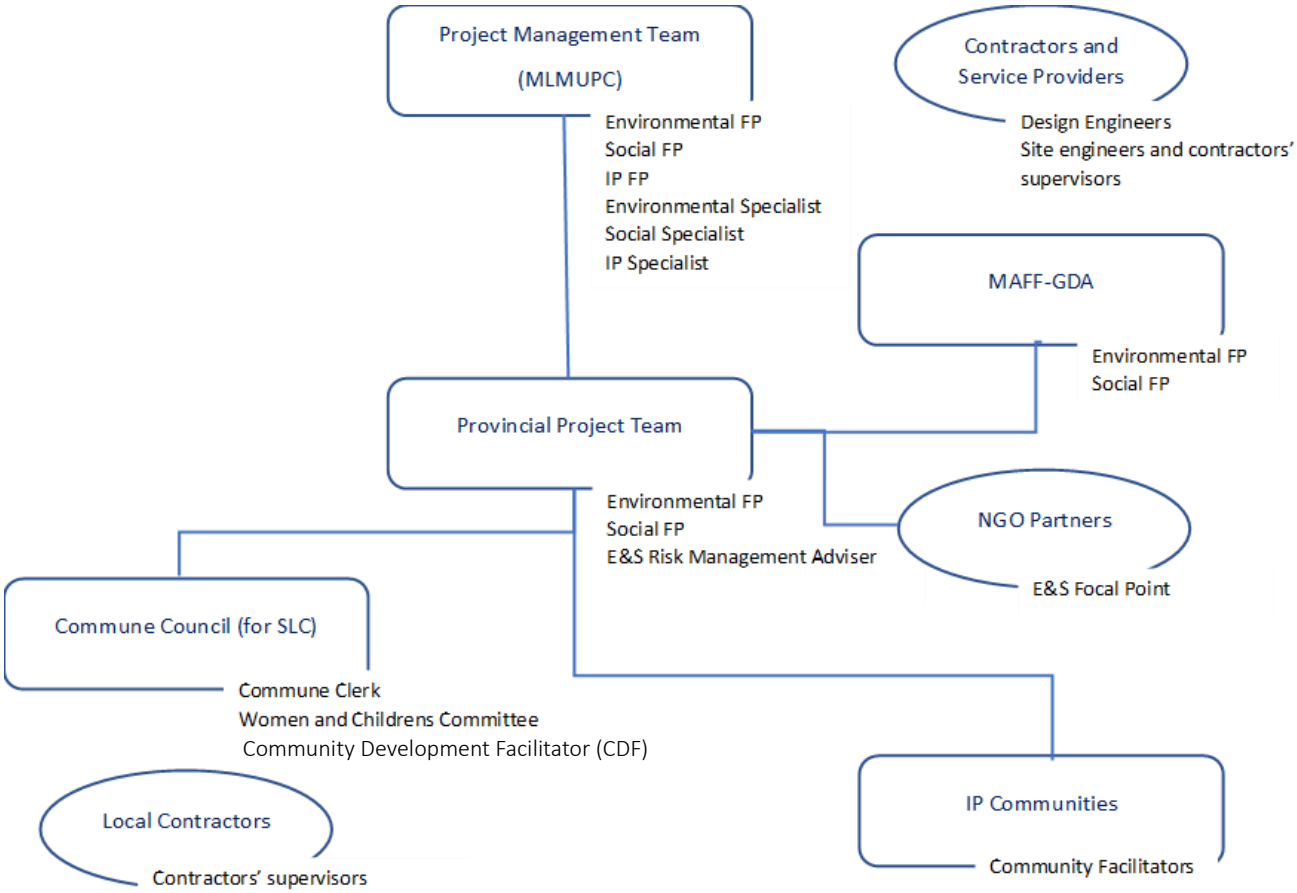
36. E&S unit (including E&S focal points, CDF, ADF and E&S consultants) from MLMUPC and MAFF will be responsible for monitoring and supervising the implementation of the ESMP in coordination with the ICC of the Indigenous community and an NGO, to be contracted by MLMUPC, to support the Indigenous community.

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

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

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

Figure 7: Key Personnel for E&S Risk Management



4.2. Capacity Building:

40. The E&S unit of MLMUPC will support refresher training (if necessary) on the E&S Management Framework, including labor and working conditions as well as health and safety for the provincial E&S focal points for monitoring and managing this ESMP.
41. MAFF will provide various training and extension support for SLC land recipients' livelihood and the safe use of chemicals (LASED III not funded for chemical use on SLC sites); CAMGAP standards implementation includes integrated nutrient management, pest management, worker safety, and child labor provisions.
42. 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).
43. 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).
44. The contracted NGO under LASED III will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to the benefits of the project.

5. Grievance Redress Mechanism

45. The Grievance Redress Mechanism's procedure established on December 22, 2022 will be used for this sub-project. Representatives from the IP community or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided to the focal points or GRM committee, IP community, and workers for the grievance redress process. Affected individuals and the community may send their complaints verbally (also with 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 admirative office. Inquiries or ideas, rent-seeking/corruption, unfair treatment/activities, and other related environmental and social issues/complaints on contractors are some of the complaints that may arise throughout the project implementation. All feedback and complaints will be processed and addressed by the project promptly and effectively. Within five working days, we will acknowledge the comments or complaints. After the grievance is lodged, the mechanism will take up to 30 working days to process it, giving time for evidence collecting and analysis (if necessary). The grievance resolution process with the parties to the complaint may be extended up to 45 working days, but it may not take longer (also refer to LASED III GRM for Project Worker and affected parties).

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

1. The National Grievance Redress Committee is located at the Ministry of Land Management, Urban Planning, and Construction (MLMUPC). The committee comprises:

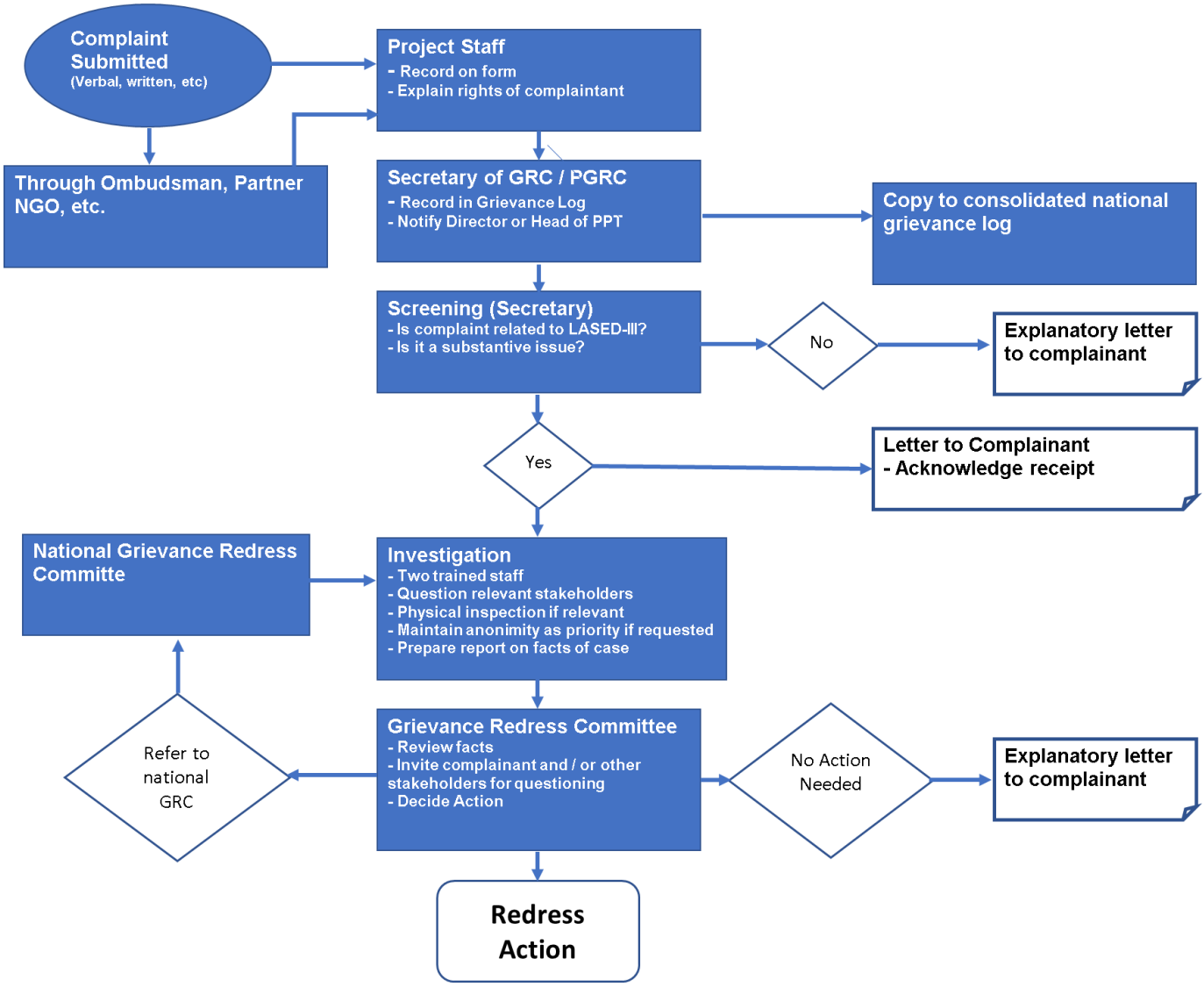
- Project Director, Chairperson, **Dr. Thol Dina** Tel: 088 410 7778**,** Email: tholdinajp@gmail.com
- Grievance Redress Officer from MLMUPC, Mr. Rithy Rattanakcheyseth. Tel: 017 988 333, email: rrcheyseth@yahoo.com
- Grievance Redress Officer from MAFF, H.E. Khy Kosal, Tel: 081 839 345, email: kosalkhy@yahoo.com)
- Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: **LASEDIIIGRM@GMAIL.COM**

2. The Provincial Grievance Redress Committees are located at the provincial/ municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastre. The committee comprises:

- Mr. Ly Ousaphea, Director of Provincial Department of LMUPCC_Ratanak Kiri, Project Manager of LASED III, Chairman of Provincial Grievance Redress Committee, Tel: (+855) 12663661 (Telegram);
- Mr. Hou Kim Leung, Head of Development & Construction Management Office of Provincial Hall Inter-Section Office, Tel: (+855) 12 599 171 (Telegram);
- Mr. Ngeth Theara, Deputy Provincial Department of Agriculture, Forestry and Fisheries (PDAFF), Tel: (+855)12 255 926 (Telegram);
- Mr. Den Chanthorn, Director of the Provincial Department of Labor and Vocational Traning (PDLVA), Tel: (+855) 98 888 684 (Telegram)
- Mr. Heng Sam Oeun, Head of Indigenous People Office, Provincial Department of Rural Development (PDRD); Tel: (+855) 977 624 556;

- Mr. Soeung Kemarak, Head of Lumphat Wildlife Sanctuary Office, Provincial Department of Environment (PDoE), Tel: (+855)97 993 6916 (Telegram);
- Mr. Suy Sovanarith, Deputy Director of The Provincial Department of Water Resources and Methodology (PDWRoM), Tel: (+855) 97 8364 948 (Telegram);
- Mr. Nao To, Deputy Director of the Provincial Department of Women Affairs (PDWA), Tel: (+855)31 798 9333 (Telegram);
- Mr. Tim Monirath, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 716216238 (Telegram);
- Mr. Koe Moeun Chhey, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 12 480 590 (Telegram);
- Mr. Uch Vanny, Head of Construction Office of the Provincial Department of LMUPCC, Tel: (+855) 71 456 8007 (Telegram);
- Mr. Kong Sronos, Regional Environmental Risk Management Consultant (Region 3); based in Ratanak Kiri province, Tel: (+855) 117 894 68 (Telegram);
- Mr. Cheth Kimngoy, Regional Social Risk Management Consultant in Region 3, based in Ratanak Kiri province, Tel: (+855) 11 604 406 (Telegram);
- Mr. Nou Thaer, District Governor of Lumphat, Tel: (+855) 97 775 2663 (Telegram);
- Mr. Kleum Sovann, Chief of Lbang Muoy commune, Tel: (+855) 97 444 4677;
- Mr. Phorn Chanthorn, Chief of Lbang Pir commune, Tel: (+855) 97 392 6210;
- Mr. Parng Heam, Chief of Kalorng village, Tel: (+855) 97 735 0586;
- Mr. Mil En, Chief of Ka Tieng village, Tel: (+855) 88 883 0896;
- Mr.Yun Dim, Chief of Ka Chanh village, Tel: (+855) 975035022

Figure 8: Flow Diagram of LASED III GRM



6. Budgeting, Monitoring, and Reporting

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

53. The contractors also are required to prepare and submit **1). Contractor's ESMP (C-ESMP) before commencing the construction and 2). Contractor's Labor Management Plan (LMP) will be sent to MLMUPC for review and clearance before commencing construction. Subsequently, the contractor is required to submit 3). A monthly ES risk management monitoring report to MLMUPC.** The report should include details on the

project's environmental and social performance against requirements in this sub-project ESMP.

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

55. 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
2	Awareness raising and practices OHS, ESHS, CHS, GRM, and Leaflet/booklet printing	$ 1,000
3	Stakeholders' Engagement & Grievance Redress Mechanism Implementation	$ 2,000
4	Supervision, Monitoring, and Reporting	$ 2000
5	Training for ESMP implementation	$1500
6	The E&S risk mitigation budget, such as PPE, construction signage, insurance, tree planting and site camp (will be included in the bill of quantities (BoQ) for bidding and contracts for each subproject).	$25000
	Total	$ **32,500**

56. 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 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 of sub-project
		1.2. Provide ToT OHS, ESHS, CHS, GRM measures to the provincial team	ToT reports	Chief of ESS and consultants	Prior of sub-project
		1.3. Provision of extension training OHS, ESHS, CHS, GRM measures at community level • Full-day training at a construction site (during inauguration road construction). • Display at the construction site and distribute User-Friendly Leaflet on OHS & CHS as a training tool to workers.	Extension training reports	LASED III Provincial team (Focal person and consultant)	At the start of the sub-project
2	a. Risks related to Occupational Health and Safety b. Risks related to Labor and Working Conditions c. Risks related to Community, Health and Safety (CHS) including Fire Safety	Refer to the tables above of this ESMP	• Training record, • GRM in place • and GRM records • Contractor Monthly report • Project Site visit report.	PDLMUPCC, MAFF ICC and IC	Throughout project implementation

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
	d. Risks related to Environment and Natural Resources e. Risks related to Agriculture and Livelihood Support				
3	Grievance Redress	a) GRM functioning b) GRM training to the focal points or GRM committee, IP community, and workers c) Make an easy way for complaint filling through verbal or complaint boxes at the community site level, commune administration office. d) Respond to the grievance redress in a timely manner following the project's GRM, including informal improvement suggestions voiced by community members to the contractor..	The Appointment of GRM Committee (LASED III Sub-national and National), GRM Training Record, Grievance redress filling for each project site, Grievance Records and Solution Responses, Worker's interview, Community Interview	**LASED III Sub-national Grievance Redress Mechanism Committee (GRMC),** National GRMC	Construction stage
4	Community By-Laws falls short of accommodating the interests of women, youth, elderly, and the weaker members of the IC. Internal rule is available	i. LASED III Project will only determine whether the IP community needs to be engaged in a consultation/FPIC process to review and adjust the by-laws and IPCC to ensure voice and equitable access to project benefits. (the recruited NGO	Recruited NGO onboard, Adjusted By-laws and the development of Internal Rule.	• **NGO (recruited by LASED III or supporting NGO** supporting ICC and indigenous communities. • National and provincial ESS team and ICLT team.	**January 2025 under NGO support under LASED III**

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		under LASED III will support this activity) ii. Steps should be taken to facilitate a process based on FPIC principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules.			
5	Lack of awareness raising on By-Laws, internal rule, communal land used, and collective land titles.	i.Promote public disclosure on the existing collective land titling and land use within the communities: ii.Prepare Youth Album in each village, on Community Land Use Planning (including key information on By-Laws and Internal Rule, copied of land titles and list summary of parcels of collective land titles and list of individual land used for agriculture, residential and reserve lands and update issues related to land used. iii.Encourage elders, women and youths to regularly (monthly) engage with the ICC and community members on the issues	Recruited NGO for support Community Land Use Planning Album Monthly report with the participation of elders, women and youth. Biannually update the information of the album.	• Youth, ICF, community members, supporting NGO, ES Focal persons and consultants (national and provincial)	January 2025 under NGO support under LASED III

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		related to the information of the album and action taken to address the related issues. iv. Support youth to biannually update the information of the album.			
6	The lack of control over the operation and support maintenance in a sustainable manner post construction.	i.The project will prepare the handing over of the community infrastructure to the relevant provincial departments, districts, communes, and communities, consistent with RGC reform policy, while finalizing the community guidelines for O&M. ii.Formation of community infrastructure management committee to support O&M. iii.Orientation O&M follows Community Operation and Maintenance (COM). iv.Operation and maintenance of the school is integrated into the commune investment plan (CIP). v.Implementation infrastructure O&M	Community Infrastructure Management Committee formation Records of an orientation O&M follow Community Operation and Maintenance (COM). M&E Report of Infrastructure O&M	• LASED III • PDRD working close with provincial team, district and commune. • Commune Operational and Maintenance Infrastructure Committee • Commune council working closely with the authorities (ICC, Village Chief) to support the implementation of infrastructure O&M	Post Construction

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		vi. Follow-up implementation and administration support.		and resource mobilization.	

7. Annexes

Annex A: E&S Screening for Development Support to Titled IC in Ka Tieng Community

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

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

IN THE COMMUNITY OF Brao Indigenous Community, Ka Tieng Village, Lbang Pir Commune, Lumphat District, Ratanak Kiri Province

August 26, 2024

Date of Risk Screening 16 / Aug/ 2024	Date of Desk Review 20 /June / 2024	**GIS reference**[15]:	X: 712948 E Y: 1508999 N
Province	District	Commune	Title IC (If applicable)
Ratanak Kiri	Lumphat	Lbang Pir	Brao IP, Ka Tieng 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).

Table 1: Summary of planned infrastructure and agriculture subprojects along with risks and impacts[16]

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).**
1. Drinking Water Supply: Drilled well	Yes	A drilled well will be included in the school building and community center. The water will be tested after construction.
2. Building Construction: þ School building (3 rooms) þ Community center	Yes	**1). Primary School:** The primary school will be built in the same land area of the existing primary school. The Primary school will have three classrooms, including furniture and water supply and toilet facilities. It was discussed among the community committees and local authorities the risks and mitigation measures for the children and community people. 2). **Community Center:** The Community center will be built in the identified and accepted land area within the community reserved land area. The Community center with two rooms, including furniture and water supply and toilet facilities. It was discussed among the community committees and local authorities the risks and mitigation measures for the children and community people.

Note:
This summary shall include 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).

[15] 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).
[16] 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).

Table 2: Risk Assessment Information and Impact (Sub-projects are extracted from community plans or commune investment plans)

No.	Screening Questions	School Building with 3 classrooms	Community Center with 2 rooms	Others
1	**Location:** Will any part of the sub-project be located outside the area of the ICLT?	Yes	No,	• **Proposed school building** will be constructed within the existing school complex, located on land designated as communal reserve. It is 200 meters from the community center. • **Proposed community center:** located in the existing area of the old wooden community center within the community land.
2	**Water Courses:** Will the sub-project affect any water body or watercourse with a part outside the area of the SLC or ICLT?	No	No	
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	
5	Will any community workers be used to implement the sub-project?	No	No	
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	will be sourced outside the village from a licensed quarry
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	Not relevant	
8	**Environment:** Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	There is a minor impact during construction

No.	Screening Questions	School Building with 3 classrooms	Community Center with 2 rooms	Others
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	There is a minor impact during construction
10	Are there any streams or water bodies that may be polluted due to the sub-project?	No,	No,	Stream at a distance of 1.5 to 3 km
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes,	Yes,	The contractors to dispose of waste according to ESMP mitigation measures.
12	**Community Health and Safety:** Will the sub-project result in increased road traffic?	Yes	Yes	Very few vehicles/trucks will be needed for construction material supply/transportation.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	Yes	Very few vehicles/trucks will be needed for construction material supply/transportation.
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	Yes	Yes	The construction site will install barriers to protect public access and ensure safety.
15	Will any type of chemical be used in the implementation of the sub-project?	No	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	Yes	Yes	The suspected UXO/ERW area is located northwest of the community, approximately 0.5 to 1 km from the proposed subproject sites. This area has been surveyed and marked with UXO/ERW danger signs by the Cambodia Mine Action Center (CMAC) to indicate the presence of unexploded ordnance (UXO) or explosive remnants of war (ERW). Both the local authorities and community members are fully aware of this hazardous zone.

No.	Screening Questions	School Building with 3 classrooms	Community Center with 2 rooms	Others
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Yes	Yes	Drilled wells will be provided and the water quality will be tested.
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Yes	Yes	Drilled wells will be provided and the water quality will be tested.
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Yes	Yes	Drilled wells will be provided and the water quality will be tested.
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 sub-project will be constructed in a Community Reserved land area. However, meaningful consultation with broader community consensus have been conducted and documented.
24	Will any people have to move their homes to make room for a sub-project?	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	
26	Will any sub-project be constructed on land that is used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?	No	No	
27	Will any sub-project require access to land outside the SLC or IC site?	Yes	No	Proposed School building: The proposed school building will be constructed within the existing school complex, located on

No.	Screening Questions	School Building with 3 classrooms	Community Center with 2 rooms	Others
				land designated as communal land. It is also 200 meters from the community center.
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	With the approval of the community committee members, elders, village chiefs and with the approval of the commune council.	With the approval of the community committee members, elders, village chiefs and with the approval of the commune council.	The land area for the proposed school building is located in the existing school complex under commual land and the Community center is in the existing communiy land for community building. The land area given for the subproject has been agreed upon by Commune authority, ICC members, village chief and district education office by consensus.
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	
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 fromat a licensed quarry.
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	

No.	Screening Questions	School Building with 3 classrooms	Community Center with 2 rooms	Others
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	Ka Tieng waterfall is 3 km away from the project site.
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)?	Yes	Yes	It will be benefit to the whole community for education service. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	No Impact	No Impact	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 Impact	No Impact	There is no negative impact on the outside the IC site for the 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	Yes	Through outreach consultation, infrastructure needs assessment and design, then broader community has been informed, consultedation and agreed ommon consent
42	Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and mitigation of its adverse impacts (if any)?	Yes	Yes	Through outreach consultation, infrastructure needs assessment and design, then broader community has been informed, consultedation and agreed ommon consent
43	Is there any objection to any part of the sub-project from the local community?	No	No	

Conclusion

Based on the findings in this location-specific environmental and social risk screening for the planned development infrastructure sub-projects; school building and community center in the Ka Tieng community /village, we found that:

- The new school building sub-project will be constructed on the existing school area, located outside the community, which is managed by the commune committee members (Lbang Pir Commune). This area is the reserved land of Lbang Pir commune. The community center will be constructed on the existing community center area (former indigenous community hall).
- The school building and community center sub-projects will not cause any adverse effect in the form of land displacement of the people from their residential land area (resettlement plan not required);
- Based on the evidence both on the ground and the community reports, the community's tangible or intangible cultural heritage, water body, and water sources, or other lands that are used for common property resource purposes (grazing, fishing, non-timber forest products) will not be affected by the constructions of the school building and community center.
- The suspected UXO/ERW area is located northwest of the community, approximately 0.5 to 1 km from the proposed subproject sites. This area has been surveyed and marked with UXO/ERW danger signs by the Cambodia Mine Action Center (CMAC) to indicate the presence of unexploded ordnance (UXO) or explosive remnants of war (ERW). Both the local authorities and community members are fully aware of this hazardous zone. Furthermore, the proposed construction of the school and community center will not be at risk from UXO or ERW.The related impacts of the constructions regarding the Environment, Social, Health, and Safety Specifications (ESHSS) will be developed and integrated into the works contract and services as the contractor's obligation.

Annex B: Manager's Code of Conduct for Firm or Contractor

ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រងនៃក្រុមហ៊ុន/អ្នកទទួលការ/

Manager's Code of Conduct for Firm or Contractor

I. ក្រមសីលធម៌របស់អ្នកគ្រប់គ្រង (Manager's Code of Conduct)

អ្នកទទួលការ (អ្នកម៉ៅការ) ប្តេជ្ញាចិត្តថាគម្រោងនេះត្រូវបានអនុវត្តដើម្បីកាត់បន្ថយផលប៉ះពាល់អវិជ្ជមានណាមួយលើបរិស្ថានក្នុងតំបន់ លើសហគមន៍ និងកម្មករ។ ការអនុវត្តន៍នឹងត្រូវធ្វើឡើងដោយគោរពស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាពនិងសុវត្ថិភាពការងារ ដែលសមស្រប។ អ្នកទទួលការ (អ្នកម៉ៅការ)ក៏ប្តេជ្ញាបង្កើត និងថែរក្សាបរិយាកាសដែលកុមារអាយុក្រោម១៨ឆ្នាំ នឹងត្រូវបានការពារ ហើយធានាដល់ភាពគ្មានការរំលោភបំពានផ្លូវភេទ និងការបៀតបៀនផ្លូវភេទឡើយ។ សកម្មភាពអសីលធ៌មចំពោះកុមារ អំពើហឹង្សាលើកុមារ ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ ការបៀតបៀនផ្លូវភេទ នឹងមិនត្រូវបានអត់ឱនដោយនិយោជិត អ្នកទទួលការបន្ត (អ្នកម៉ៅការ) អ្នកផ្គត់ផ្គង់ សហការីឬតំណាងក្រុមហ៊ុនណាមួយឡើយ។

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

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

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

បុគ្គលិក ជាពិសេសអ្នកគ្រប់គ្រងត្រូវរក្សាកន្លែងការងារប្រកបដោយសុវត្ថិភាព ក៏ដូចជាបរិស្ថានគ្មានការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ នៅកន្លែងធ្វើការ និងក្នុងសហគមន៍មូលដ្ឋាន។ ទំនួលខុសត្រូវរបស់ពួកគេក្នុងការសម្រេចបាននេះរួមមាន÷

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

II. ការអនុវត្តន៍ (Implementation)

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

   (i) ដាក់បង្ហាញយ៉ាងច្បាស់នូវក្រមសីលធម៌ នៅក្នុងជុំរុំស្នាក់នៅរបស់កម្មករ ការិយាល័យនិងនៅតាមទីសាធារណៈនៃកន្លែងធ្វើការ។ ឧទាហរណ៍តំបន់រួមមានកន្លែងរង់ចាំ កន្លែងសម្រាក និងកន្លែងទទួលភ្ញៀវ កន្លែងអាហារ ជាដើម។ Prominently displaying the Code of Conduct in clear view at workers' camps, offices, and in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, and canteen areas.

   (ii) ធានាថាច្បាប់ថតចម្លងដែលបានផ្សព្វផ្សាយ និងចែកចាយទាំងអស់នៃក្រមសីលធម៌ត្រូវបានបកប្រែទៅជាភាសាសមស្របសម្រាប់ប្រើប្រាស់នៅក្នុងទីតាំងធ្វើការក៏ដូចជាសម្រាប់បុគ្គលិកអន្តរជាតិណាមួយជាភាសាកំណើតរបស់ពួកគេ។ Ensuring all posted and distributed copies of the Code of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.

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

3. ធានាថា (Ensure that) ÷

   (i) បុគ្គលិកទាំងអស់ចុះហត្ថលេខាលើក្រមសីលធិមបុគ្គលិករួមទាំងការទទួលស្គាល់ថាពួកគេមានបានអាន និងយល់ព្រមជាមួយក្រមសីលធម៌។ All staff sign the 'Workers' Code of Conduct, including an acknowledgement that they have read and agree with the Code of Conduct.

   (ii) **<u>បញ្ជីបុគ្គលិក និងច្បាប់ចម្លងនៃក្រមសីលធម៌បុគ្គលិក</u>** ត្រូវបានផ្តល់ជូនអ្នកគ្រប់គ្រងផ្នែកស្តង់ដារសុខភាព និងសុវត្ថិភាពការងារ និង**<u>អង្គភាពផ្នែកគាំពារបរិស្ថាន និងសង្គម នៃក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់ និងក្រសួងកសិកម្ម រុក្ខាប្រមាញ់ និងនេសាទ។</u>** Staff lists and signed copies of the Workers' Code of Conduct are provided to the OHS Manager and the MLMUPC/MAFF E&S Unit.

   (iii) ចូលរួមក្នុងការបណ្តុះបណ្តាល និងធានាថាបុគ្គលិកក៏ចូលរួមផងដែរដូចបានរៀបរាប់ខាងក្រោម (Participate in training and ensure that staff also participate as outlined below)

   (iv) មានយន្តការសម្រាប់បុគ្គលិកដើម្បី Put in place a mechanism for staff to ÷

   - រាយការណ៍កង្វល់លើការការអនុវត្តស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាព និងសុវត្ថិភាពការងារ។ report concerns on ESHS or OHS compliance; and និង

   - រាយការណ៍ដោយសម្ងាត់នូវឧប្បត្តិហេតុលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទតាមរយៈយន្តការដោះស្រាយបណ្តឹងតវ៉ា។ Confidential report SEA/SH incidents through the Grievance Redress Mechanism.

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

agreements, these agreements ÷

(i) រួមបញ្ចូលការត្រួតពិនិត្យឯកសារយោង (អត្តសញ្ញាណប័ណ្ណ សៀវភៅគ្រួសារ....) សម្រាប់បុគ្គលិកទាំងអស់ (Incorporate reference checks for all employees where the works are taking place)។

(ii) ក្រមសីលធម៌បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព, សុខភាព និងសុវត្ថិភាពការងារ, ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ និង អំពើហឹង្សាលើកុមារ ជាឯកសារភ្ជាប់។ The ESHS, OHS, SEA/SH, and VAC Codes of Conduct as an attachment.

(iii) រួមបញ្ចូលតម្រូវការភាសាសមស្របសម្រាប់អង្គភាព និងបុគ្គលដែលជាប់កិច្ចសន្យានោះ ព្រមទាំងនិយោជិត និងអ្នកស្ម័គ្រចិត្តរបស់ពួកគេដើម្បីអនុវត្តតាមក្រមសីលធម៌របស់បុគ្គលិក។ Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Workers' Codes of Conduct.

(iv) ថ្លែងបញ្ជាក់យ៉ាងច្បាស់ថា ការបរាជ័យរបស់អង្គភាព ឬបុគ្គលទាំងនោះតាមការសមស្រប ដើម្បីធានាបាននូវការអនុវត្តតាមស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងធានាបាននូវស្តង់ដារសុខភាព ឬសុវត្ថិភាពការងារ (OHS) និងចាត់វិធានការបង្ការប្រឆាំងនឹងការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬការបៀតបៀនផ្លូវភេទ និងអំពើហឹង្សាលើកុមារ ដើម្បីស៊ើបអង្កេតការចោទប្រកាន់ ឬចាត់វិធានការកែតម្រូវនៅពេលដែលការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហឹង្សាលើកុមារបានកើតឡើង។ មិនត្រឹមតែបង្កើតហេតុផលសម្រាប់ការដាក់ទណ្ឌកម្ម និងការពិន័យដោយ អនុលោមតាមក្រមប្រតិបត្តិ របស់បុគ្គលិកប៉ុណ្ណោះទេ ប៉ុន្តែក៏ត្រូវបញ្ចប់កិច្ចព្រមព្រៀងការងារ ឬការផ្គត់ផ្គង់គម្រោងផងដែរ។ Expressly state that the failure of those entities or individuals, as appropriate, to ensure compliance with the ESHS and OHS standards, take preventive measures Against SEA/SH and VAC, to investigate allegations thereof, or to take corrective actions when SEA/SH or VAC has occurred, shall not only constitute grounds for sanctions and penalties under the Workers' Codes of Conduct but also termination of agreements to work on or supply the project.

5. ផ្តល់ការគាំទ្រ និងធនធានដល់ក្រុមគាំពារបរិស្ថាននិងសង្គម ដើម្បីបង្កើត និងផ្សព្វផ្សាយការបណ្តុះបណ្តាលបុគ្គលិក និង ការលើកកម្ពស់ការយល់ដឹងនៅលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និង អំពើហឹង្សាលើកុមារ និងបញ្ហាផ្សេងទៀតដែលបានគូសបញ្ជាក់នៅក្នុងផែនការគាំពារបរិស្ថាន និងសង្គម (ESMP)។ Provide support and resources to the E&S team to create and disseminate staff training and awareness-raising strategy on SEA/SH, VAC and other issues highlighted in the ESMP.

6. ត្រូវប្រាកដថាពាក្យបណ្តឹងលើការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហឹង្សាលើកុមារ ដែលត្រូវធានាថាមានចំណាត់ការពីនគរបាល ឬដោយត្រូវរាយការណ៍ទៅនគរបាល និងគម្រោង LASED III ថ្នាក់ខេត្ត និងថ្នាក់ជាតិ ។ Ensure that any SEA/SH or VAC complaint warranting Police action is reported to the Police, the Provincial and National level of LASED III immediately.

7. រាយការណ៍ និង មានចំណាត់ការ ឆ្លើយតបតាមការព្រមព្រៀងគ្នា រាល់សកម្មភាពសង្ស័យ ឬភាពជាក់ស្តែងនៃការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ។ Report and act by the agreed response protocol any suspected or actual acts of SEA/SH or VAC.

8. ត្រូវប្រាកដថាឧប្បត្តិហេតុនៃស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព និងសុខភាពនិងសុវត្ថិភាពការងារ សំខាន់ៗណាមួយត្រូវបានរាយការណ៍ទៅគម្រោង LASED III ថ្នាក់ខេត្ត និងថ្នាក់ជាតិ ព្រមទាំង

វិស្វករទទួលខុសត្រូវភ្លាមៗ។ Ensure that any major ESHS or OHS incidents are reported to the Provincial and National level of LASED III and the supervision engineer immediately, non-major issues by the agreed reporting protocol.

9. ត្រូវប្រាកដថាកុមារដែលមានអាយុក្រោម១៨ឆ្នាំមិនមានវត្តមាននៅក្នុងការដ្ឋានសំណង់ឬពាក់ព័ន្ធក្នុងសកម្មភាពគ្រោះថ្នាក់ណាមួយឡើយ។ Ensure that children under the age of 18 are not present at the construction site or engaged in any hazardous activities.

III. ការបណ្តុះបណ្តាល (Training)

10. អ្នកគ្រប់គ្រងទទួលខុសត្រូវចំពោះ (The managers are responsible to) ÷

(i) ត្រូវប្រាកដថាផែនការគ្រប់គ្រងសុខភាព និងសុវត្ថិភាពការងារ ត្រូវបានអនុវត្ត ដោយមានការបណ្តុះបណ្តាលសមស្របសម្រាប់បុគ្គលិកទាំងអស់ រួមទាំងអ្នកទទួលការបន្ត និងអ្នកផ្គត់ផ្គង់ Ensure that the OHS Management Plan is implemented, with suitable training required for all staff, including sub-contractors and suppliers; and និង

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

11. អ្នកគ្រប់គ្រងទាំងអស់តម្រូវឱ្យចូលរួមវគ្គបណ្តុះបណ្តាលអំពីអ្នកគ្រប់គ្រងទូទៅមុនពេលចាប់ផ្តើមការងារនៅនឹងការដ្ឋាន ដើម្បីធានាថាពួកគេដឹងពីតួនាទី និងភាពទទួលខុសត្រូវរបស់ពួកគេលើ ការកេងប្រវ័ញ្ចផ្លូវភេទ ការបៀតបៀនផ្លូវភេទ និង អំពើហឹង្សាលើកុមារនៃក្រមសីលធម៌ទាំងនេះ។ វគ្គបណ្តុះបណ្តាលនេះនឹងធ្វើឡើងដាច់ដោយឡែកពីវគ្គបណ្តុះបណ្តាលបឋមដែលត្រូវការនិយោជិតទាំងអស់និងផ្តល់ដល់អ្នកគ្រប់គ្រងនូវការយល់ដឹងចាំបាច់និងការគាំទ្រផ្នែកបច្ចេកទេសដើម្បីចាប់ផ្តើមបង្កើតផែនការសកម្មភាព សម្រាប់ដោះស្រាយបញ្ហា លើការកេងប្រវ័ញ្ចផ្លូវភេទ ការបៀតបៀនផ្លូវភេទ និង អំពើហឹង្សាលើកុមារ។ All managers are required to attend an induction manager training course before commencing work on-site to ensure that they are familiar with their roles and responsibilities in upholding the SEA/SH and VAC elements of these Codes of Conduct. This training will be separate from the induction training course required of all employees and will provide managers with the necessary understanding and technical support needed to begin to develop the SEA/SH Action Plan for addressing SEA/SH issues.

12. អ្នកគ្រប់គ្រងត្រូវបានតម្រូវឱ្យចូលរួម និងជួយសម្របសម្រួលវគ្គបណ្តុះបណ្តាលរបស់គម្រោងសម្រាប់បុគ្គលិកទាំងអស់។ Managers are required to attend and assist with the project facilitated training courses for all employees.

13. ត្រូវប្រាកដថាពេលវេលាត្រូវបានផ្តល់ជូនក្នុងអំឡុងពេលម៉ោងធ្វើការ ហើយបុគ្គលិកទាំងនោះចូលរួមវគ្គបណ្តុះ បណ្តាលមុនពេលចាប់ផ្តើមការងារក្នុងការដ្ឋានលើ។ Ensure that time is provided during work hours and that staff prior to commencing work on site attend the mandatory project facilitated induction training on ÷

(i) ស្តង់ដារសុខភាព ឬសុវត្ថិភាពការងារ និងស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព (OHS and ESHS, and) និង

(ii) ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន ឬ ការបៀតបៀនផ្លូវភេទ និងអំពើហឹង្សាលើកុមារ (SEA/SH and VAC)

14. ក្នុងអំឡុងពេលបំពេញការងារ ត្រូវប្រាកដថាបុគ្គលិកចូលរួមវគ្គបណ្តុះបណ្តាលបន្តលើ សុខភាព ឬសុវត្ថិភាព

ការងារ និង បរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព ក៏ដូចជាវគ្គបណ្តុះបណ្តាលឡើងវិញប្រចាំខែដែលបុគ្គលិកទាំងអស់ត្រូវការនៅលើការកេងប្រវ័ញ្ចផ្លូវភេទ ឬ ការបៀតបៀនផ្លូវភេទ។ During civil works, ensure that staff attend ongoing OHS and ESHS training, as well as the monthly mandatory refresher training course required of all employees on SEA/SH.

IV. ការឆ្លើយតប (Response)

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

16. ទាក់ទងនឹងការកេងប្រវ័ញ្ចផ្លូវភេទ និងការបៀតបៀនផ្លូវភេទ (Regarding SEA/SH) ÷

(i) រក្សាការសម្ងាត់របស់និយោជិតទាំងអស់ដែលរាយការណ៍ ឬ ការចោទប្រកាន់លើការប្រព្រឹត្តការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទ (លុះត្រាតែមានការបំពានលើការសម្ងាត់ត្រូវបានទាមទារដើម្បីការពារបុគ្គល ឬទ្រព្យសម្បត្តិពីគ្រោះថ្នាក់ធ្ងន់ធ្ងរ ឬកន្លែងដែលតម្រូវដោយច្បាប់ (Maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of SEA/SH (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law)

(ii) ប្រសិនបើអ្នកគ្រប់គ្រងមានការព្រួយបារម្ភឬការសង្ស័យទាក់ទងនឹងទម្រង់ណាមួយនៃការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន/ការបៀតបៀនផ្លូវភេទដោយរាយការណ៍ផ្ទាល់ពីពួកគាត់ ឬដោយនិយោជិតដែលធ្វើការឱ្យអ្នកទទួលការ (អ្នកម៉ៅការ) ផ្សេងទៀតនៅទីតាំងការងារដូចគ្នា អ្នកនោះតម្រូវឱ្យរាយការណ៍ករណីណាមួយដោយប្រើយន្តការដោះស្រាយបណ្តឹងតវ៉ា (If a manager develops concerns or suspicions regarding any form of SEA/SH by one of his/her direct reports or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM).

(iii) នៅពេលដែលការដាក់ទណ្ឌកម្មត្រូវបានកំណត់ដោយយន្តការដោះស្រាយបណ្តឹងតវ៉ាអ្នកគ្រប់គ្រងដែលពាក់ព័ន្ធត្រូវបានគេរំពឹងថានឹងទទួលខុសត្រូវផ្ទាល់ក្នុងការធានាថាវិធានការនេះត្រូវបានអនុវត្តប្រកបដោយប្រសិទ្ធភាពក្នុងរយៈពេលអតិបរមា១៤ថ្ងៃ គិតចាប់ពីថ្ងៃដែលការសម្រេចចិត្ត។ ការដាក់ទណ្ឌកម្មត្រូវបានធ្វើឡើងដោយប្រើយន្តការដោះស្រាយបណ្តឹងតវ៉ា។ Once a sanction has been determined by the GRM, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made by the GRM.

(iv) ប្រសិនបើអ្នកគ្រប់គ្រងមានទំនាស់ផលប្រយោជន៍ដោយសារទំនាក់ទំនងផ្ទាល់ខ្លួន ឬក្នុងក្រុមគ្រួសារ និងអ្នកមើលការខុសត្រូវ ឬជនល្មើស គាត់ត្រូវតែជូនដំណឹងដល់ក្រុមហ៊ុន និង យន្តការដោះស្រាយបណ្តឹងតវ៉ា។ ក្រុមហ៊ុននឹងតម្រូវឱ្យតែងតាំងអ្នកគ្រប់គ្រងផ្សេងទៀត ដែលគ្មានទំនាស់ផលប្រយោជន៍ដើម្បីឆ្លើយតបទៅនឹងពាក្យបណ្តឹងតវ៉ា។ If a Manager has a conflict of interest due to personal or familial relationships with the survivor and/or perpetrator, he/she must notify the Company and the GRM. The Company will be required to appoint another manager without a conflict of interest to respond to complaints.

(v) ត្រូវប្រាកដថាបញ្ហាកេងប្រវ័ញ្ចផ្លូវភេទ ឬការបៀតបៀនផ្លូវភេទ SEA/SH ណាមួយដែលជាចំណាត់ការរបស់នគរបាល បានរាយការណ៍ទៅនគរបាលគម្រោង LASED III Ensure that any SEA/SH issue warranting Police action is reported to the Police, the client and the World Bank immediately.

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

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

(i) ការព្រមានផ្ទាល់មាត់ (Verbal warning);

(ii) ការព្រមានជាលាយលក្ខណ៍អក្សរ (Formal warning);

(iii) ការបណ្តុះបណ្តាលបន្ថែម (Additional Training;);

(iv) ការបាត់បង់ប្រាក់ខែរហូតដល់មួយសប្តាហ៍ (Loss of up to one week's salary);

(v) ការផ្អាកការងារ (ដោយមិនបើកប្រាក់បៀវត្សរ៍) សម្រាប់រយៈពេលអប្បបរមា ១ខែរហូតដល់អតិបរមា៦ខែ (Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months)

(vi) ការបញ្ឈប់ពីការងារ (Termination of employment)

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

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

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

ហត្ថលេខា (Signature) : .....

ឈ្មោះ (Name) : .....

តួនាទី (Title) : .....

កាលបរិច្ឆេទ (Date) : .....

Annex C: Workers' Code of Conduct

ក្រមសីលធម៌របស់កម្មករ និយោជិក/Workers' Code of Conduct

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

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

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

1) បំពេញភារកិច្ចរបស់ខ្លួនប្រកបដោយសមត្ថភាព និងឧស្សាហ៍ព្យាយាម (Carry out my duties competently and diligently)
2) អនុវត្តតាមក្រមសីលធម៌នេះ និងច្បាប់ បទប្បញ្ញត្តិ ដែលអាចអនុវត្តបានទាំងអស់ រួមទាំងតម្រូវការដើម្បីការពារសុខភាព សុវត្ថិភាព និងសុខុមាលភាពរបស់កម្មកររបស់អ្នកទទួលការ និងកម្មករផ្សេងទៀត។ Comply with this Code of Conduct and all applicable laws, regulations, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person.
3) រក្សាបរិយាកាសការងារប្រកបដោយសុវត្ថិភាពរួមមាន (Maintain a safe working environment including by)
    - ត្រូវប្រាកដថាកន្លែងធ្វើការ គ្រឿងម៉ាស៊ីន ឧបករណ៍បរិក្ខា និងដំណើរការទាំងឡាយ ស្ថិតនៅក្រោមការគ្រប់គ្រងរបស់ខ្ញុំគឺ រក្សាបាននូវសុវត្ថិភាព និងភាពគ្មានគ្រោះថ្នាក់ដល់សុខភាព។ Ensure that workplaces, machinery, equipment and processes under each my control are safe and without risk to health.

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

ទៀតនៃចំណង់ផ្លូវភេទត្រូវបានហាមឃាត់ ពោលគឺសម្លឹងមើលនរណាម្នាក់ពីលើដល់ក្រោម ការថើប ធ្វើសំលេងស្រែកថ្ងូរ ការប៉ះពាល់ ស្មុបងអង្អែលនរណាម្នាក់ ធ្វើសំលេងហួចនិងសំឡេងឆ្នា និងក្នុងករណីខ្លះជាការសន្យាផ្តល់អំណោយផ្ទាល់ខ្លួន។ Not engage in sexual harassment of work personnel and staff —for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited: i.e. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.

- មិនចូលរួមក្នុងការកេងចំណេញផ្លូវភេទ ឧទាហរណ៍មានការសន្យាសម្រាប់ការយកចិត្តទុកដាក់ឬការគំរាមកំហែង (ឧទាហរណ៍ ការបាត់បង់ការងារ) ឬការទូទាត់ជាសំណងផ្សេងៗ ឬជាសាច់ប្រាក់ អាស្រ័យលើសកម្មភាពផ្លូវភេទ ឬ ការ បង្ហាញអាកប្បកិរិយានៃការកេងប្រវ័ញ្ចផ្លូវភេទផ្សេងទៀត។ Not engage in sexual favors for instance, making promises of favorable treatment (i.e. promotion), threats of unfavorable treatment (i.e. loss of job) or payments in kind or cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- មិនប្រើពេស្យាចារក្នុងទម្រង់ណាមួយ ទោះពេលវេលាណាក៏ដោយ (Not use prostitution in any form at any time)
- មិនចូលរួមក្នុងទំនាក់ទំនងផ្លូវភេទ ឬសកម្មភាពមិនសមរម្យណាមួយជាមួយកុមារក្រោមអាយុ១៨ឆ្នាំ រួមទាំងការលួងលោម ឬទំនាក់ទំនងតាមរយៈប្រព័ន្ធអ៊ិនធឺរណែត (ប្រព័ន្ធផ្សព្វផ្សាយឌីជីថល)។ បើទោះបីជាមានការយល់ព្រមពីកុមារក៏មិនមានការលើកលែងទោសបានដែរ។ Not participate in sexual contact or activity with children under the age of 18—including grooming or contact through digital media. Consent from the child is also not a defense or excuse.
- បើទោះជាមានការយល់ព្រមពេញលេញ[17]ពីគ្រប់ភាគីពាក់ព័ន្ធ ខ្ញុំនឹងមិនមានទំនាក់ទំនងផ្លូវភេទជាមួយសមាជិកនៃសហគមន៍ជុំវិញនោះទេ។ នេះរួមបញ្ចូលទាំងទំនាក់ទំនងដែលពាក់ព័ន្ធនឹងការកាត់ទុកឬការសន្យានៃការផ្តល់អត្ថប្រយោជន៍ជាថវិកា ឬមិនមែនជាថវិកា ដល់សមាជិកសហគមន៍ជាថ្នូរនឹងការរួមភេទ (រួមទាំងពេស្យាចារ)។ សកម្មភាពផ្លូវភេទបែបនេះត្រូវបានចាត់ទុកថាជា “ការមិនយល់ព្រម” នៅក្នុងវិសាលភាពនៃក្រមសីលធម៌នេះ Unless there is full consent[1] by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this code.
- ពិចារណាលើការរាយការណ៍តាមរយៈយន្តការដោះស្រាយបណ្តឹងតវ៉ា ឬរាយការណ៍ទៅកាន់អ្នកគ្រប់គ្រងរបស់ខ្ញុំ នូវការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភបំពាន /ការបៀតបៀនផ្លូវភេទ (SEA/SH) ដែល

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

សង្ស័យ ឬក៏ពិតប្រាកដដោយមិត្តរួមការងារ មិនថាធ្វើការដោយក្រុមហ៊ុនរបស់ខ្ញុំ ឬក្រៅក្រុមហ៊ុន ឬការបំពានលើក្រមសីលធម៌នេះ។ Consider reporting through the GRM or to my manager any suspected or actual SEA/SH by a fellow worker, whether employed by my company or not or any breaches of this Code of Conduct.

- ចូលរួមរហូតដល់បញ្ចប់វគ្គបណ្តុះបណ្តាលដែលពាក់ព័ន្ធ ដែលនឹងត្រូវបានផ្តល់ជូនទាក់ទងនឹងទិដ្ឋភាពបរិស្ថាន និងសង្គមនៃកិច្ចសន្យា រួមទាំងបញ្ហាសុខភាព និងសុវត្ថិភាព ការកេងប្រវ័ញ្ចផ្លូវភេទ និងការរំលោភផ្លូវភេទ។ Complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including health and safety matters, Sexual Exploitation, and Sexual Assault (SEA)
- រាយការណ៍អំពីការរំលោភលើក្រមសីលធម៌នេះ (Report violations of this Code of Conduct.

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

- ចូលរួមបង្កើនការយកចិត្តទុកជាមួយអ្នកគ្រប់គ្រងរបស់ខ្ញុំ ចំពោះវត្តមានរបស់កុមារណាមួយនៅលើការដ្ឋានសំណង់ឬចូលរួមក្នុងសកម្មភាពគ្រោះថ្នាក់។ Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- គ្រប់ទីកន្លែងដែលអាចធ្វើទៅបាន ត្រូវប្រាកដថាមនុស្សពេញវ័យម្នាក់ទៀតមានវត្តមាននៅពេលធ្វើការនៅទីកន្លែងដែលនៅជិតឬក្បែរក្រុមកុមារ។ Wherever possible, ensure that another adult is present when working in the proximity of children.
  - ខ្ញុំមិនហៅកុមារ ដែលមិនទាក់ទងនឹងគ្រួសាររបស់ខ្ញុំ ចូលទៅក្នុងផ្ទះឬជុំវិញ្ចាក់នៅរបស់ខ្ញុំ លុះត្រាតែពួកគេមានហានិភ័យភ្លាមៗ ដូចជាមានរបួស ឬស្ថិតក្នុងគ្រោះថ្នាក់រាងកាយណាមួយ។ I do not invite unaccompanied children unrelated to my family into my home unless they are at immediate risk of injury or in physical danger.
  - មិនប្រើប្រាស់កុំព្យូទ័រ ទូរសព្ទដៃ វីដេអូ និងកាមេរ៉ាឌីជីថល ឬឧបករណ៍ផ្ទុកផ្សេងទៀតដើម្បីកេងប្រវ័ញ្ច ឬយាយីលើកុមារ ឬចូលមើលរូបភាពអាសអាភាសរបស់កុមារ (សូមមើលផងដែរលើ “ប្រើប្រាស់រូបភាពរបស់កុមារសម្រាប់គោលបំណងទាក់ទងនឹងការងារ” ខាងក្រោម)។ Do not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work-related purposes” below)
  - បដិសេធពីការដាក់ទណ្ឌកម្មរាងកាយឬវិន័យលើកុមារ (Refrain from physical punishment or discipline of children)
  - គ្មានការជួលកុមារសម្រាប់សកម្មភាពគម្រោង LASED III ណាមួយទេ (គ្មានមនុស្សដែលមានអាយុក្រោម ១៨ ឆ្នាំ)។ No hiring of children for any LASED III project activity (no persons under the age of 18)
  - អនុវត្តតាមច្បាប់ក្នុងស្រុកដែលពាក់ព័ន្ធទាំងអស់ រួមទាំងច្បាប់ការងារទាក់ទងនឹងពលកម្មកុមារ និងគោលនយោបាយការពាររបស់ធនាគារពិភពលោកស្តីពីពលកម្មកុមារ និងការកម្រិតអាយុអប្បបរមា។ Comply with all relevant local legislation, including labor laws in relation to child labor and World Bank’s safeguard policies on child labor and minimum age.
  - សូមប្រុងប្រយ័ត្ននៅពេលថតរូប ឬថតវីដេអូកុមារ (សូមមើលលេខ5 ខាងក្រោម)។ រូបថត ឬខ្សែភាពយន្តរបស់កុមារជាទូទៅមិនគួរត្រូវបានថតនៅក្នុង LASED III ទេ លើកលែងតែករណី

ដែលបង្ហាញពីអត្ថប្រយោជន៍ ឬផលប៉ះពាល់នៃការងារសាងសង់ផ្លូវ ផលប៉ះពាល់ដល់សាលារៀន ឬការបណ្តុះបណ្តាលសុវត្ថិភាពសាលារៀន។ Take appropriate caution when photographing or filming children (see #5 below). Photos or films of children should generally not be taken in the LASED III, except in instances showing the benefits or impacts of road works, such as impacts to schools or school safety trainings.

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

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

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

6) **សម្តែងចេញពីការព្រួយបារម្ភផ្សេងៗ** (**Raising Concerns**)

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

7) **ទណ្ឌកម្ម &Sanctions'**

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

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

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

ខ្ញុំទទួលស្គាល់ថាខ្ញុំបានអានក្រមសីលធម៌កម្មករ ដែលបានរៀបរាប់ខាងលើ យល់ព្រមអនុវត្តតាមស្តង់ដារដែលមាននៅក្នុងនោះ ហើយយល់ពីតួនាទី និងទំនួលខុសត្រូវរបស់ខ្ញុំក្នុងការទប់ស្កាត់ និងឆ្លើយតបទៅនឹងបញ្ហាស្តង់ដារបរិស្ថាន សង្គម សុខភាព និងសុវត្ថិភាព (ESHS), សុខភាពនិងសុវត្ថិភាពការងារ (OHS), អំពើហឹង្សាលើកុមារ (VAC) និង ការកេងប្រវ័ញ្ច និងការរំលោភបំពានផ្លូវភេទ /ការបៀតបៀនផ្លូវភេទ (SEA/SH)។ ខ្ញុំយល់ថាសកម្មភាពណាមួយដែលមិនស្របនឹងក្រមសីលធម៌កម្មករនេះឬការខកខានមិនអនុវត្តសកម្មភាពដែលកំណត់ដោយក្រមសីលធម៌កម្មករនេះអាចបណ្តាលឱ្យមានវិធានការវិន័យ និងអាចប៉ះពាល់ដល់ការងារដែលកំពុងធ្វើរបស់ខ្ញុំ។ I understand that I must ensure that the environmental, social, health and safety standards are met. I will adhere to the occupational health and safety management plan. I will avoid actions or behaviors that could be construed as VAC or SEA/SH. Any such actions will breach this Workers' Code of Conduct. I acknowledge that I have read the foregoing Workers' Code of Conduct, agree to comply with the standards, and understand my roles and responsibilities to prevent and respond to ESHS, OHS, VAC, and SEA/SH issues. I understand that any action inconsistent with this Workers' Code of Conduct or failure to act mandated by this Workers' Code of Conduct may result in disciplinary action and may affect my ongoing employment.

ហត្ថលេខា (Signature) : .....

ឈ្មោះ (Name) : .....

តួនាទី (Title) : .....

កាលបរិច្ឆេទ (Date) : .....