

**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 Four Vulnerable Communities in Preah  
Sihanouk Province**

**ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng  
Reang, and Chroloung in Prey Nob district, Preah Sihanouk Province.**

“Subproject development support: rural road, community centre, public parking area, public latrine, boardwalk including community tourist port and rest area, view platform/photo frame, coffee shop, and agriculture /livelihoods support.”



Community Development Support through Broader Consultation in Prey Nob Pir, Boeng Reang, Chroloung, and Chong Ou, Prey Nob district, Preah Sihanouk province.

**November 27, 2025 (Final)**

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## **List of Abbreviations and Acronyms**

<b>CamGAP</b>	Cambodian Good Agricultural Practices
<b>CBT</b>	Community-Based Tourism
<b>CFi</b>	Community Fishery
<b>DWG</b>	District Working Group
<b>ESHS</b>	Environmental, Social, Health and Safety
<b>ESMF</b>	Environmental and Social Management Framework
<b>ESMP</b>	Environmental and Social Management Plan
<b>GAqP</b>	Good Aquaculture Practice
<b>GBV/SEA/SH</b>	Gender-Based Violence/ Sexual Exploitation and Abuse/ Sexual Harassment
<b>GRM</b>	Grievance Redress Mechanism
<b>ICT</b>	Information and Communication Technology
<b>IPM</b>	Integrated Pest Management
<b>LWC</b>	Labor and Working Conditions
<b>MAFF</b>	Ministry of Agriculture, Forestry and Fisheries
<b>MLMUPC</b>	Ministry of Land Management, Urban Planning, and Construction
<b>MRD</b>	Ministry of Rural Development
<b>NGO</b>	Non-Government Organization
<b>OHS</b>	Occupation, Health, and Safety
<b>PDLMUCC</b>	Provincial Department of Land Management, Urban Planning, Construction, and Cadastral
<b>PDRD</b>	Provincial Department of Rural Development
<b>PGRC</b>	Provincial Grievance Redress Committee
<b>PPE</b>	Personal Protective Equipment
<b>SEP</b>	Stakeholder Engagement Plan
<b>VCs</b>	Vulnerable Communities
<b>VEW</b>	Village Extension Workers (VEWs)

## **Introduction**

1. Cambodia Land Allocation for Social and Economic Development – III (LASED III) aims to continue supporting the Royal Government of Cambodia’s (RGC) Commune Social Land Concession (SLC) program and the RGC’s Indigenous Community Land Titling (ICLT) program, in both cases through land titling as well as infrastructure and livelihoods activities. The project Development Objective (PDO) is to provide access to land tenure security, agricultural and social services, and selected infrastructure to small farmers and communities in the project areas. The executing agency for the project will be Ministry of Land Management, Urban Planning and Construction (MLMUPC) and the implementing agencies are Ministry of Agriculture, Forests and Fisheries (MAFF) and Provincial project teams.
2. LASED III extends its support for community development through community infrastructure needs, agricultural development, and livelihood improvement to further 12 vulnerable communities (VCs) of 11 communes, including the community fisheries (CFis) and the community-based tourism (CBT) in Kampot, Kep, and Preah Sihanouk provinces. These sub-projects' development support aims to enhance community livelihoods through improved support for basic infrastructure, support sustainable resource management, and generate off-farm tourism income for the community as their livelihoods. The sub-projects also support agricultural and livelihood development by introducing improved farming and raising techniques and facilitating access to markets. Producer Group (PG) formation and ICT-based training and extension services for aquaculture, vegetable, and chicken raising and market access, based on systematic community need assessment. These efforts are designed to increase food security, diversify income sources, and strengthen the resilience of rural communities.
3. Climate change poses a growing threat to coastal communities in Cambodia, particularly in the provinces of Kep, Kampot, and Preah Sihanouk, where community fisheries depend heavily on the health and productivity of marine and coastal ecosystems. The increasing frequency of extreme weather events, sea-level rise, and changing ocean conditions is disrupting traditional fishing livelihoods and community resilience.
4. The formation of community fisheries<sup>1</sup> (CFi) is a tool that can improve fisheries management and ensure local food security. It was implemented in Cambodia during the 1990s. The purpose of community fisheries (CFi) in Cambodia's coastal areas is to empower local communities to manage, protect, conserve, and sustainably use marine and coastal resources. CFis aimed to promote responsible fishing practices, enhance livelihoods, and contribute to long-term food security. These groups, composed of small-scale fishers, co-manage local fishing grounds under management and collaboration with the Fisheries Administration by developing and enforcing rules and regulations that ensure sustainable resource use.
5. Community-based tourism (CBT) aims to provide economic, social, and environmental benefits to local communities while preserving local culture and natural resources. It involves local communities in the planning, management, and development of tourism, fostering a sense of ownership and empowerment. CBT also creates job opportunities, boosts income, supports economic growth, and contributes to the preservation of cultural heritage.

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<sup>1</sup> The establishment of **Community Fisheries (CFis)** in Cambodia is guided by the Royal Decree on the Establishment of Community Fisheries (2005) and the Sub-Decree on Community Fisheries Management (2007). According to the 2023 Annual Report from the Ministry of Agriculture, Forestry and Fisheries (MAFF), the Fisheries Administration (FiA) recorded a total of 516 Community Fisheries—475 freshwater and 41 coastal. Of these, 447 have been officially registered, and 370 have received formal recognition from MAFF. An additional 14 communities are in the process of applying for registration, while 23 communities are currently under review at the sub-national level for approval.

6. The objective of the Environmental and Social Management Plan (ESMP) identify risks and impacts associated with the project as well as outline the avoidance mitigation and monitoring measures to apply during the sub-projects' implementation. For LASED III, all of World Bank's ESS1 – ESS10 apply except ESS9 (Financial Intermediaries). This Environmental and Social Management Plan (ESMP) is prepared to manage the E&S risks and impacts for the selected/extended sites designated for four vulnerable communities, including the community fisheries and one community-based tourism development in the coastal areas in Preah Sihanouk province.

7. The methodology and approach for the preparation of the ESMP complies 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 Environment & Natural Resources Code \(ENR Code, 2023\)](#); [The Forest Law \(2002\)](#) and [the Law on Protection of National Cultural Heritage \(1996\)](#). The details of legal gap analysis are outlined in the [revised ESMF and published in March 2025](#). The methodology used are as follows:

- **Literature Review.** Relevant national and local environmental, social, land, and building laws and policies were reviewed together with the administrative structures. Other documents were reviewed as part of preparing this report, such as ESF documents.
- **Review of Design Drawings.** The preliminary architectural drawings were reviewed to apply the mitigation hierarchy, meet the requirements of Universal Access, and meet the conditions of the subproject location.
- **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 Section 2 of 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 area of influence in section 1.2.
- **Preparation of ESMP.** The findings and conclusions from the literature review, design drawings, stakeholder consultations, and site visits/observations have been synthesized into this report, which are supported by appropriate pictures, maps and drawings.

### **1.1 Location/Site Description**

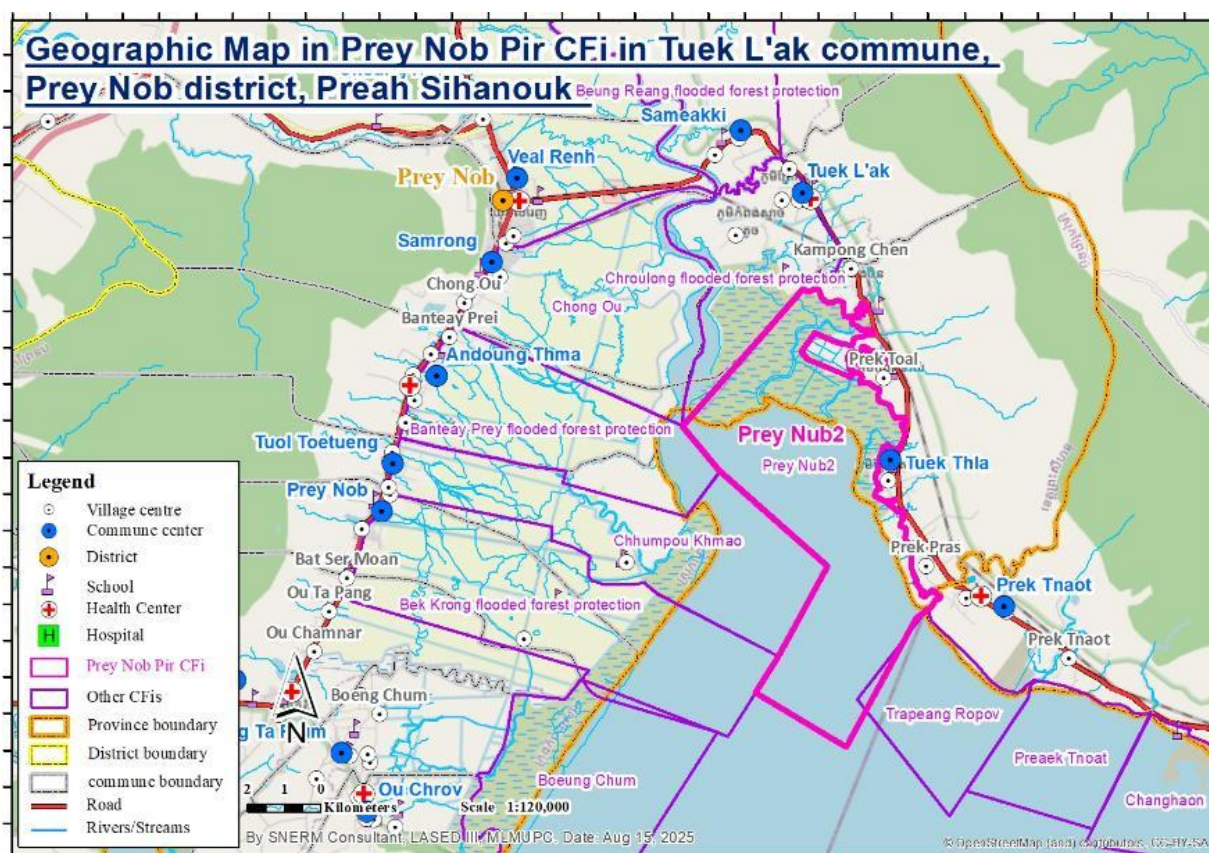
8. The proposed infrastructure sub-projects under LASED III, four vulnerable communities including the community fisheries development in the coastal areas in Preah Sihanouk province as follows.

### **1.1.1 Prey Nob Pir Community**

9. Prey Nob Pir<sup>2</sup> Community Fishery (CFi) is located in Tuek Thla commune, Prey Nob district, Preah Sihanouk province.

10. The community’s income sources are varied, including marine fishing, aquaculture, and small-scale on-site businesses. The majority of households rely on marine fishing, rice cultivation, and livestock farming—particularly cattle and poultry. However, there is strong potential to improve livelihoods through enhanced infrastructure for both fisheries and tourism.

**Figure 1: Geographical Map – Prey Nob Pir Community**



### **1.1.2 Chong Ou Community**

11. Chong Ou<sup>3</sup> community fishery is located in Samrong commune, Prey Nob district, Preah Sihanouk province.

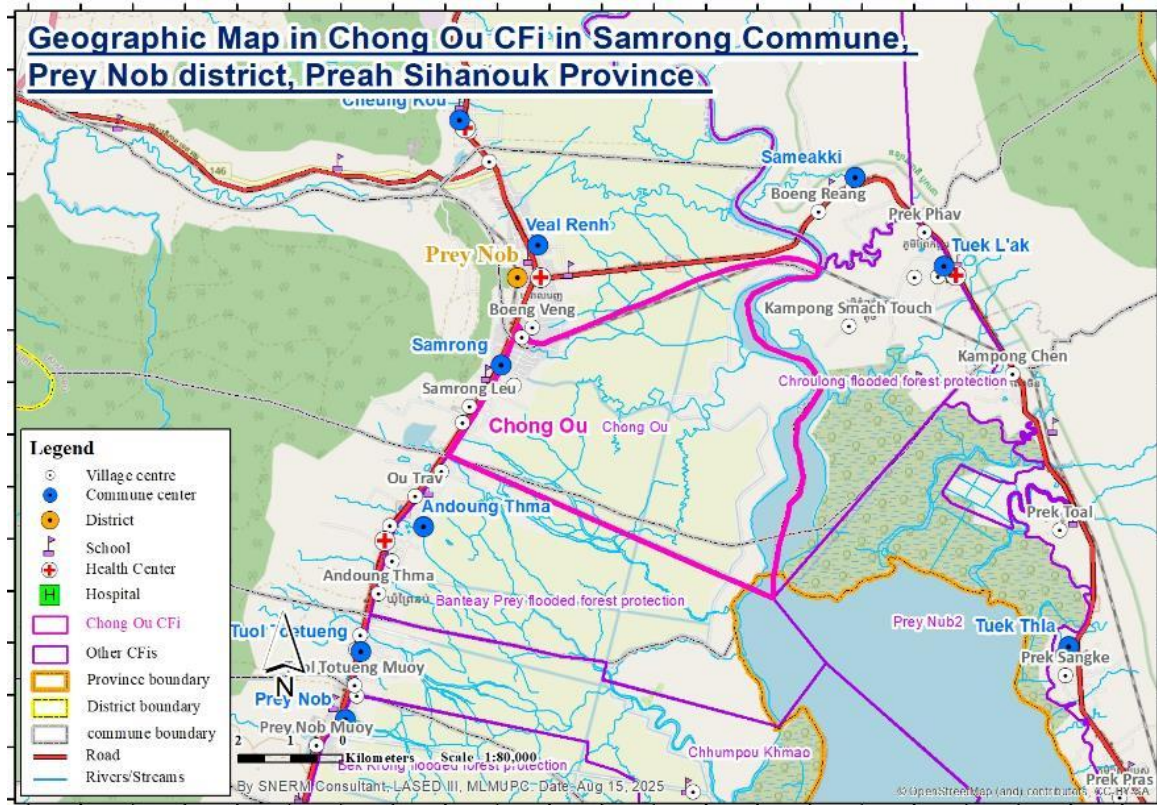
12. The income for this community includes marine fishing, fish raising, small businesses on site, fish processing, as well as a source of seafood for local livelihoods. The majority of the community’s livelihood is derived from marine fishing, rice cultivation, and livestock farming,

<sup>2</sup> Prey Nob Pir Community Fishery (CFi) was established in 2004 with the Ministry of Agriculture, Forestry, and Fisheries. [https://drive.google.com/file/d/1Wx1EbHKIy\\_gF8zDNUDYw43ldn912GW7W/view?usp=sharing](https://drive.google.com/file/d/1Wx1EbHKIy_gF8zDNUDYw43ldn912GW7W/view?usp=sharing)

<sup>3</sup> Chong Ou Community Fishery (CFi) is registered on Sep 10, 2010, with the Ministry of Agriculture, Forestry, and Fisheries (MFF). <https://drive.google.com/file/d/1KrLT2UZxcBbnvFkx-onCLFUu4xB12Y4e/view?usp=sharing>

including cattle and poultry. However, there is strong potential to improve livelihoods through enhanced infrastructure for both fisheries and tourism.

Figure 2: Geographical Map – Chong Ou Community



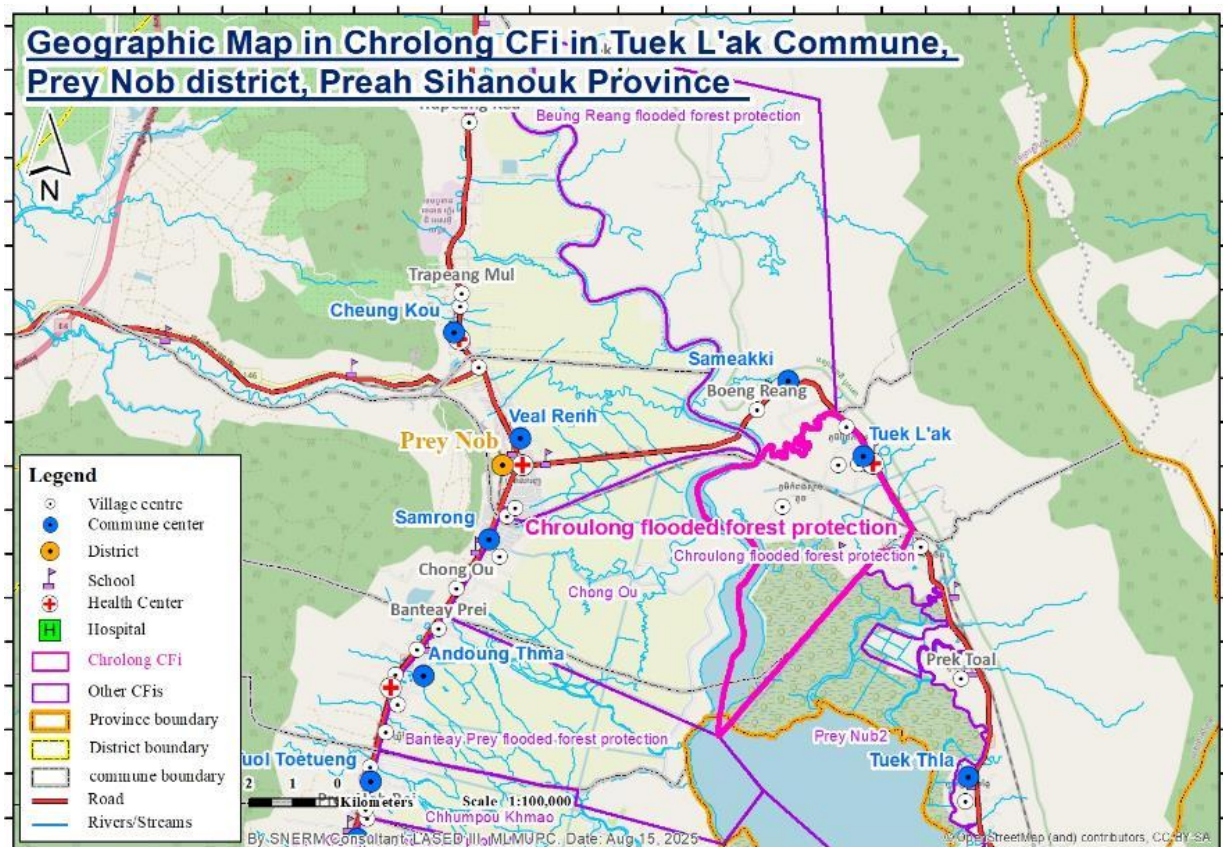


### 1.1.3 Chrolong Community

15. Chrolong<sup>5</sup> Community Fishery is located in Kampong Smach Touch village, Tuek L'ak commune, Prey Nob district, Preah Sihanouk province.

16. The income for people in this community comes from marine fishing, small businesses on site, and fish processing. The majority of the community's livelihood is derived from marine fishing, rice/crops cultivation, and livestock farming, including cattle and poultry. However, there is strong potential to improve livelihoods through enhanced infrastructure for both fisheries and tourism.

**Figure 4: Geographical Map – Chrolong Community**



### 1.2 Baseline Data, Prey Nob District, Preah Sihanouk Province

#### 17. Environmental and Conservation (including climate change):

- 1). **Prey Nob Pir CFI** covers a combined land and seawater area of approximately 3,959 hectares, including 655 hectares of mangrove forest, muddy floodplain, and a community fishing ground. The existing facilities and activities of the community include a mangrove nursery, mud clams, a blood cockles raising area, seabass farming in a small pond, a dilapidated wooden community center, and a community patrol tower. 2). **Chong Ou CFI** has a total flooded forest area of 2,629 hectares, including a community mangrove forest of 264 ha, flooded land, a seagrass area, and the fishing

<sup>5</sup> Chrolong Community Fishery (CFI) was registered on Sep 10, 2010, with the Ministry of Agriculture, Forestry, and Fisheries (MAFF) and signed an agreement with the Provincial Fishery Administration.

ground. The existing facilities and activities of the community include a mangrove nursery, designated mud clam raising areas, seabass raising in cages, and the aquaculture of 14 ha that is under the Provincial Department of Agriculture and Fisheries. **3). Boeng Reang CFi** has a total land and seawater area of 4,125 hectares, including a community mangrove forest of 321 ha, flooded land, a seagrass area, and the fishing ground. The community has established several facilities and activities, including a mangrove nursery, a community wooden center, seabass farming, and natural mud clam cultivation within the community’s designated area. In addition, community members produce dried shrimp and dried salted fish for sale in the local markets. **4). Chrolong CFi** has a total land and seawater area of 1,572 hectares, including a community mangrove forest, flooded land, a seagrass area, and the fishing ground. The community has established facilities and activities, including a mangrove nursery, seabass farming, and natural mud clam cultivation within the community’s designated area. In addition, community members produce dried shrimp and dried salted fish for sale in the local markets.

- **Climate Change:** Preah Sihanouk Province, including Prey Nob District face significant climate threats, including sea-level rise, flooding, storms, and saltwater intrusion, which impact mangroves, seagrass, coral reefs, farmland, and fishing livelihoods. Prey Nob is particularly vulnerable to reduced fish and aquaculture production ([Asian Development Bank \[ADB\], 2020](#); [National Council for Sustainable Development & Ministry of Environment \[NCS& MOE\], 2022](#); [Asia-Pacific Network for Global Change Research \[APN-GCR\], 2023](#)). To mitigate these impacts, the province promotes mangrove restoration, renewable energy, and waste reduction, recognizing mangroves and seagrass as important blue carbon ecosystems, with support from projects such as ADB’s Climate Change Adaptation through Integrated Coastal Management, the Mangrove Alliance, and local environmental organizations ([ADB, 2020](#); [NCS& MOE, 2022](#)). In Prey Nob district, the Prek Kampong Smach Marine Fisheries Management Area (10,923 ha) protects coastal habitats, while Community Fisheries, with support from government authorities, NGOs, lead mangrove rehabilitation, sustainable fishing, and eco-tourism initiatives to help communities adapt to climate change and recover from extreme events ([Cambodianess, 2022](#); [ADB, 2020](#); [NCS& MOE, 2022](#); [APN-GCR, 2023](#); [Fishing Cat Ecological Enterprise, 2024](#)).
- **Air quality:** Between January and June 2025, air quality in Prey Nob District, Preah Sihanouk Province, Cambodia, generally remained within the “Good” to “Moderate” categories. For instance, on January 30, 2025, the Air Quality Index (AQI) in Prey Nob was reported as “Good”, and on April 30, 2025, it was classified as “Very Good” by the Ministry of Environment. ([IQAir, 2025](#); [Khmer Times, 2025](#)).
- Mangrove restoration activities in **Prey Nob district**, Preah Sihanouk province have been actively implemented through several community fisheries (CFis), including **Boeng Reang (Boeng Raing) CFi, Chrolong CFi, Chong Ou CFi, and Prey Nob II CFi**, with support from government agencies and international partners such as the Asian Development Bank (ADB), UNEP/GEF, and the Fisheries Administration. These CFis have carried out mangrove replanting and nursery establishment to rehabilitate degraded coastal areas and enhance ecosystem resilience against climate impacts. At Prey Nob II CFi, for example, over 10,000 mangrove seedlings were cultivated in community-managed nurseries to restore approximately 30 hectares of mangrove forest

under the Building Resilience of Cambodian Communities Using Natural Infrastructure project. Also, in August 30, 2025, Prey Nob 2 CFI has been plant 10,000 mangrove trees in the fisheries community areas under funded by Green Cambodia Project Similarly, Boeng Reang, Chrolong, and Chong Ou CFIs have engaged in mangrove planting and protection as part of broader community-based conservation efforts within the Prek Kampong Smach Marine Fisheries Management Area (10,923 ha), contributing to the recovery of mangrove cover, fish habitats, and local livelihoods. (ADB, 2022, UNEP, 2024, IW:LEARN, 2023)

**18. Child Labor:** According to the Cambodia Socio-Economic Survey 2021, about 17% of children aged 5-17 are involved in work<sup>6</sup>. The US Department of Labour states that more than three-quarters (76.8%) of working children aged 5 to 14 are working in agriculture, 17.8% work in services, and 5.5% in industry<sup>7</sup>.

**19. Access to Water and Sanitation facilities, including waste management:** According to the Commune Database (2024), access to water, sanitation, and waste collection services varies across the four Community Fisheries (CFIs)—Prey Nob Pir, Chong Ou, Boeng Reang, and Chrolong. **Prey Nob Pir CFI** (Preaek Sangkae, Praek Pras, Kampong Chen, and Preaek Toal villages), access to clean water systems remains limited, with only 458 households using clean water, while most rely on other water sources such as ponds and rainwater storage. The majority of households (1,378) have their own latrines, but none have waste collection services. In **Chong Ou CFI**, 250 out of 310 households use clean water, while 294 households have latrines and 40 households benefit from waste collection. **Boeng Reang CFI** (Boeng Reang and Ta Aong Thom villages) shows moderate access, with 498 households using clean or pumped well water and 846 households having latrines, though no formal waste collection service is available. In **Chrolong CFI** (Chrolong and Kampong Smach Touch villages), clean water access is very limited, with most households depending on other natural sources, while 488 households have latrines and none are served by waste collection. Overall, the data indicate that while latrine coverage is relatively high, access to clean water and waste management services remains inadequate, particularly in more remote coastal villages. (Table 3)

**20. Health facility:** Preah Sihanouk province provides healthcare services to its population through a network of public and private facilities, including the Preah Sihanouk provincial hospital. Health centers located in all communes in Prey Nob district. These facilities deliver essential services such as maternal and child healthcare, infectious disease treatment, and basic emergency care. The local people, especially in rural community areas, rely on health centers as their first point of contact, while serious cases are referred to provincial or national hospitals. In the three LASED III communities support, commune health center are typically within 0.7 km to 8 km from local populations.

**21. Population data:** The LASED III target communities for development support in in Prey Nob district, Preah Sihanouk province based on the Commune Database (2024), the four Community Fisheries (CFIs)—Prey Nob Pir, Chong Ou, Boeng Reang, and Chrolong—comprise a total of 3,265 households with an aggregate population of 15,288 individuals, of whom 7,791 are female. **Prey Nob Pir CFI**, consisting of Preaek Sangkae, Praek Pras, Kampong Chen, and Preaek Toal villages, has the largest population with 5,700 people (including 2,686 females) and 166 female-headed households. **Chong Ou CFI** has 310

<sup>6</sup> Cambodia Socio-Economic Survey 2021. Retrieved from [https://www.nis.gov.kh/nis/CSES/Final%20Report%20of%20Cambodia%20Socio-Economic%20Survey%202021\\_EN.pdf](https://www.nis.gov.kh/nis/CSES/Final%20Report%20of%20Cambodia%20Socio-Economic%20Survey%202021_EN.pdf)

<sup>7</sup> 2022 Findings on the Cambodia Child Labor: Retrieved from Cambodia <https://www.ecoi.net/en/document/2098473.html>

households and 1,884 people (including 622 females) with 183 female-headed households. **Boeng Reang CFI**, covering Boeng Reang and Ta Aong Thom villages, records 878 households and 3,214 persons (including 1,581 females) with 101 female-headed households. **Chrolong CFI**, comprising Chrolong and Kampong Smach Touch villages, includes 547 households and 2,490 people (including 1,125 females) with 79 female-headed households. The population structure across all CFIs shows a balanced gender distribution and a young demographic composition, with approximately half of the population aged 1–17 years and the remainder aged 18 years and above. (Table 2)

**22. Land Use and Ownership:** Coastal community fisheries are state public property, with user rights granted to communities under the 2006 Sub-Decree on Community Fisheries and managed with support from the Fisheries Administration. Community fishery committees thus play a dual role: protecting traditional fishing grounds while coordinating with authorities to guide tourism and infrastructure development in ways that benefit both local people and coastal ecosystems.

**23. Livelihood and income:** The community’s income sources are varied, including marine fishing, aquaculture, small-scale on-site businesses, fish processing, fish feed shelling, boat rentals for tourists, kiosk rentals for visitors, mangrove seedling sales, and catering services for tourists. The majority of households rely on marine fishing, rice cultivation, and livestock farming—particularly cattle and poultry. Men are predominantly engaged in marine fishing, aquaculture, rice cultivation, and livestock raising, while women are more active in fish processing, small-scale trading, catering. However, there is strong potential to improve livelihoods through enhanced infrastructure for these communities’ fisheries.

24. The population of the three communities is summarized in the table below.

1. The Community members and, community committee of the three communities are summarized in the table below.

**Table 1: Number of Population, Community members, and Community Committee**

N°	Community Name	Community Type	Name of Village	(Village)			Year of Establishment	Area in Ha.	Community Member		Community Committee	
				# Families	Population	# Female			Total	Female	Total	Female
1	Prey Nob Pir	CFi	1. Preaek Sangkae	391	1,259	615	2004	3,959	544	274	14	0
			2. Praek Pras	536	2,006	966						
			3. Kampong Chen	278	1,247	633						
			4. Preaek Toal	325	1,188	600						
2	Chong Ou	CFi	1. Chong Ou	310	1,262	622	2005	2,629	75	24	18	3
3	Boeng Reang	CFi	1. Boeng Reang	599	2,454	1,238	2005	4,125	121	70	11	0
			2. Ta Aong Thom	279	760	343						
4	Chrolong	CFi	1. Chrolong	224	935	481	2005	1,572	229	107	12	1
			2. Kampong Smach Touch	323	1,287	644						

**Table 2: Population by Community, Household Characteristics, and Age Group Distribution**

N°	Community Name	Community Type	Name of Village	Number of Families	Number of Population	Number of Female	Number of Female-Headed Households	Age group 1-17 years		Age group 18 years and above	
								Male	Female	Male	Female
1	Prey Nob Pir	CFi	1. Preaek Sangkae	391	1,259	615	83	194	163	450	452
			2. Praek Pras	536	2,006	966	81	299	171	741	795
			3. Kampong Chen	278	1,247	633	10	193	212	421	421
			4. Preaek Toal	325	1,188	600	36	184	177	405	423

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

<b>2</b>	<b>Chong Ou</b>	CFi	1. Chong Ou	310	1,262	622	183	221	159	419	463
<b>3</b>	<b>Boeng Reang</b>	CFi	1. Boeng Reang	599	2,454	1,238	93	507	417	709	821
			2. Ta Aong Thom	279	760	343	8	80	63	337	280
<b>4</b>	<b>Chrolong</b>	CFi	1. Chrolong	224	935	481	26	172	168	282	313
			2. Kampong Smach Touch	323	1,287	644	53	221	205	422	439

Source: Commune database 2024

**Table 3: Access to water, sanitation facilities, and waste collection**

N°	Community Name	Community Type	Name of Village	Number of villages' families	Number of families using a clean water system	Number of family used pumped wells	Number of family used other sources of water (pond, rainwater storage)	Number of family using their own latrine	House with waste collection service
<b>1</b>	<b>Prey Nob Pir</b>	CFi	1. Preaek Sangkae	391	139	0	252	285	0
			2. Praek Pras	536	175	0	361	530	0
			3. Kampong Chen	278	0	202	76	256	0
			4. Preaek Toal	325	144	0	181	307	0
<b>2</b>	<b>Chong Ou</b>	CFi	1. Chong Ou	310	250	0	60	294	40
<b>3</b>	<b>Boeng Reang</b>	CFi	1. Boeng Reang	599	321	157	121	578	0
			2. Ta Aong Thom	279	0	53	226	268	0
<b>4</b>	<b>Chrolong</b>	CFi	1. Chrolong	224	0	1	223	214	0
			2. Kampong Smach Touch	323	0	0	323	274	0

Source: Commune database 2024

## 1.2 Scope and Activities

25. This Environmental and Social Management Plan (ESMP) covers development support for four vulnerable communities in Preah Sihanouk Province, under the LASED III project. It addresses infrastructure improvements (roads, community centers, latrines, boardwalks, docks, etc.) and

agricultural/livelihood support, aiming to enhance local resilience, food security, and sustainable resource management. 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.

26. Then, under the LASED III financial support of the infrastructure development, the contractor who wins the bid will be responsible for producing the contractor’s environmental and social management plan (C-ESMP) before commencing the construction (Section 6).

27. Below is the summary of the proposed subproject development support from the broader community consultation.

**Table 4: The Summary Table of The Proposed Subproject Development Support**

N°	Types of Infrastructure Development Support	Community Name				Remarks
		Prey Nob Pir	Chong Ou	Boeng Reang	Chrolong	
1	Concrete Pavement Road (km)	0	0.1	0.75	2.1	
2	DBST Road (Km)	0	2.2	0	0	
3	Community Centre, and Ticket Booth	1	1	1	1	
4	Information Centre	0	0	0	0	
5	Public Latrine (tourism)	1=5 rooms	1=5 rooms	1=5 rooms	1=5 rooms 1=3 rooms	A five-room latrine is located on the land near the parking area, while a three-room latrine is situated along the boardwalk.
6	Public Parking (tourism)	1,700 sqm	1,500 sqm	1,500 sqm	1,700 sqm	Parking Area, including green area and pavement.
7	Board Walk (km)	0.55	0.6	0.4	0.3	Boardwalk including amphitheater.
8	Rested area	350 sqm	350 sqm	350 sqm	400 sqm	
9	Community Tourist boat dock	90 sqm	120 sqm	60 sqm	60 sqm	
10	Kiosk	0	0	0	0	
11	View Platform/Photo Frame	3	3	0	3	
12	Statue and Sunset View Platform	0	0	0	0	
13	Slope Protection (Km)	0	0	0	0	
14	Community Coffee Shop	1	1	0	1	

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N°	Types of Infrastructure Development Support	Community Name				Remarks
		Prey Nob Pir	Chong Ou	Boeng Reang	Chrolong	
15	Agriculture & Livelihoods	Aquaculture, vegetable, and chicken production	Aquaculture, vegetable, and chicken production	Aquaculture and Oyster production	Aquaculture, vegetable, and chicken production	

28. **Agriculture and Livelihood Support** for all communities: A group of volunteer farmers will be selected before the demonstration process. The selection criteria for the selection of group volunteers are: (i) Volunteer farmers must be active community members or residents in the target community, (ii) Volunteer farmers must have a piece of land to grow crops, and (iii) have a sufficient labor force to manage field demonstrations for vegetable production. Sea aquaculture will be conducted by the community members in their community fisheries area. The activities include (a) Marine aquaculture and chicken raising, (b) vegetable demonstration, including a net-house. MAFF will provide technical support and disseminate various improved agricultural techniques to the communities. These sub-projects will promote good environmental and social practices, including the use of an Integrated Pest Management (IPM) approach and the Good Aquaculture Practice (GAqP) according to national regulations and international best practices

29. The agricultural activities in these communities/villages are as follows:

**1). Chicken raising Production (size: 24sqm x 2cag):** Local chickens present some positive features that non-local ones do not have, such as their strong resistance to infection and climate or environment, and their ability to scavenge the extracted protein and energy residue. Therefore, breeding local chickens will benefit the chicken breeders and increase their profit. Two chicken breeding demonstration plots will be established in each community/village to train indigenous peoples how to raise 100 chickens in a 24 m<sup>2</sup> shelter with regular supplements and vaccination against infections. This demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs) who will interact with chicken producer groups and other IPs through demo training and farmer field day (FFD).

**2). Net-house Demonstration Plot (7m x12m):** Net houses can produce fresh vegetables all year-round. Generally, net-houses are easy to construct and very tolerant of local weather (climate change) and insects. All the elements to build a net-house, such as structure, cover materials, climate-control systems, irrigation, and fertilization equipment, are available. In addition, these village presents suitable conditions for the construction of nethouses. Net-house demonstration aims to disseminate techniques such as mulching, water management, and fertilization to improve vegetable production. This demonstration plot stands on a covered surface of 60 m<sup>2</sup> surrounded by a net.

**3). Marine or Sea Aquaculture:** Marine aquaculture involves raising sea bass culture fish in floating cages, mud clams, blood cockles, and Oysters. The marine aquaculture will apply to GAqP. By adhering to GAqP standards, marine aquaculture operations will cover proper site selection, the use of healthy and disease-free seed stock, optimal stocking densities, responsible feeding practices, water quality monitoring, and effective waste management—marine aquaculture can achieve long-term productivity, safeguard coastal and marine ecosystems, ensure food safety, and strengthen market competitiveness.

## **2. Stakeholder Engagement**

30. Identifying stakeholder engagement is a step that ensures who the 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 below, including local stakeholders from national (National LASED III Project team) or sub-national government entities such as Provincial Department of Agriculture, Forestry and Fisheries (DAFF), Department of Fisheries Administration, Provincial Department of Environment (PDoE), Provincial Department of Rural Development (PDRD), District Working Group (DWG), Commune Council (CC), village chief involved in

the implementation of LASED III at the community level and the beneficiary community fisheries (CFi), community fisheries committee (CFiC) and facilitating NGO (s).

31. 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 walk, checklist, and community resources mapping. The focus group discussion consists of community leaders, vice-community leaders, people with essential roles in the community's decision-making, and commoners to ensure the representation of the whole community. The infrastructure needs assessment report (INA) for these community fisheries (CFi) resulted from full consultation/engagement from the whole community and stakeholders.

32. Since the beginning of May 2025 (outreach for informing and identifying the community need) site observation and ES risk screening, the community was informed and actively participated as mentioned above (including CFi members, CFiC, women group, and vulnerable people) in the outreach activities for LASED III, including explaining its purpose and identifying the sub-projects (i.e., infrastructure development and income generation) for community. The primary purpose of the outreach activity is to disseminate project information and the required selection criteria for providing support, such as infrastructure, income generation, and support for community fisheries sub-project development. As a result of the outreach activity, the community proposed the development needs support to the LASED III project, through the commune council, a consensus request for their required sub-project development. The community confirmed by consensus the number of sub-project proposals for LASED III funding as in the table above.

**Table 5: Approach to Stakeholders' Engagement**

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation Process
<b>Community LASEDIII-MLMUPC</b>	<ul style="list-style-type: none"> <li>• Community outreach identifies the community's priority needs.</li> <li>• CFi members and CFi committee consultation to propose and finalize priority needs of development support.</li> <li>• Lead the consultation and development of the following:                             <ul style="list-style-type: none"> <li>○ Infrastructure Need Assessment</li> <li>○ Village profile/data book</li> <li>○ Sub-project E&amp;S Risk and Impact Screening and ESMP.</li> <li>○ Road alignment observation.</li> </ul> </li> </ul>	Approx. 30	Khmer Physical/in-person meeting	<ul style="list-style-type: none"> <li>• In-person, Phone, Telegram</li> <li>• Ensure that the SEP provisions are implemented for all outreach activities and well-documented.</li> <li>• Ensure broader community support is obtained from CFi members.</li> <li>• FGD, community broad meeting</li> <li>• Identify with CFi members the needs of basic infrastructure development.</li> <li>• Undertake E&amp;S Risk and Impact screening and ESMP consultation with the mitigation measures.</li> <li>• Lead technical study for the proposed new construction of the community CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk (Infrastructure Team).</li> </ul>
<b>LASEDIII-MAFF</b>	<ul style="list-style-type: none"> <li>• Outreach Activities</li> <li>• Beneficiary's Profile</li> <li>• CFi development support</li> </ul>	Approx. 30	Khmer Physical/in-person meeting	<ul style="list-style-type: none"> <li>• ensures that the SEP provisions are implemented for all outreach activities and well-documented.</li> <li>• To identify with the CFi members the needs of basic infrastructure development.</li> <li>• To identify with the CFi members, the a need for basic income generation support.</li> <li>• Ensure broader community support is obtained from CFi members</li> <li>• Undertake FGD with CFi members</li> </ul>

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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
<b>PDAFF/ Fishery Administrative</b>	<ul style="list-style-type: none"> <li>• Provide consultation: all the sub-projects' construction does not affect marine resources according to the assessment.</li> </ul>	3	Khmer  physical/in-person meeting	<ul style="list-style-type: none"> <li>• Meeting and consultation</li> <li>• In-person, Phone, Telegram</li> </ul>
<b>PDoE</b>	<ul style="list-style-type: none"> <li>• Provide consultation: Protection, Conservation, and preservation of marine resources.</li> <li>• All sub-project development will not affect to ecotourism area.</li> </ul>	1	Khmer physical/in-person meeting	<ul style="list-style-type: none"> <li>• Meeting and consultation</li> <li>• In-person, Phone, Telegram</li> </ul>
<b>PDOT</b>	<ul style="list-style-type: none"> <li>• Provide consultation on livelihood improvement based on ecotourism (sightseeing coral, dolphins, seagrass, fish/crab raising, community mangrove forest...)</li> </ul>	1	Khmer  physical/in-person meeting	<ul style="list-style-type: none"> <li>• Meeting and consultation</li> <li>• In-person, Phone, Telegram</li> </ul>
<b>PDRD</b>	<ul style="list-style-type: none"> <li>• Provide consultation and planning for the required technical specifications.</li> <li>• Participate in a physical study of toilets.</li> <li>• Monitoring the construction</li> </ul>	2	Khmer  Physical/in-person meeting	<ul style="list-style-type: none"> <li>• In-person, Phone, Telegram</li> <li>• Commune meeting;</li> <li>• Involved in the design of toilets.</li> </ul>
<b>DWG</b>	<ul style="list-style-type: none"> <li>• Participate in the selection and planning of the construction of a community CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk within the village.</li> <li>• Monitoring and reporting</li> </ul>	2	Khmer  Physical/in-person meeting	<ul style="list-style-type: none"> <li>• In-person, phone, telegram</li> <li>• E&amp;S risk and impact consulting</li> <li>• GRM is implementing, coordinating, and reporting.</li> <li>• Monitoring the construction of the sub-project in the community.</li> </ul>
<b>CC</b>	<ul style="list-style-type: none"> <li>• Participate in the selection and planning of the construction of the</li> </ul>	2	Khmer	<ul style="list-style-type: none"> <li>• In-person, phone, telegram</li> <li>• E&amp;S risk and impact consulting</li> </ul>

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 CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk. <ul style="list-style-type: none"> <li>• Provincial Grievance Redress Committee (PGRC) member.</li> <li>• Monitoring and reporting</li> </ul>		Physical/in-person meeting	<ul style="list-style-type: none"> <li>• GRM implementing, coordinating and reporting.</li> <li>• Monitoring the construction of the sub-project in the community.</li> </ul>
<b>CFi committee</b>	<ul style="list-style-type: none"> <li>• Broader community support</li> <li>• Participate in the selection and planning of the construction of the community CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk.</li> <li>• Provincial Grievance Redress Committee (PGRC) member.</li> <li>• Monitoring the sub-project</li> </ul>	7	Khmer  Physical/in-person meeting	<ul style="list-style-type: none"> <li>• In-person, phone, telegram</li> <li>• E&amp;S risk and impact consulting</li> <li>• Provide broader community support to sub-project activities</li> <li>• GRM is implementing, coordinating, and reporting.</li> <li>• Monitoring the construction of the sub-project in the community.</li> <li>• After the construction of the community CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk, together with operation and Maintenance (O&amp;M).</li> </ul>
<b>CBt committee</b>	<ul style="list-style-type: none"> <li>• Broader community support</li> <li>• Participate in the selection and planning of the construction of the community CFi center, tourism port, parking, latrine, connecting road, community port, and boardwalk.</li> <li>• Provincial Grievance Redress Committee (PGRC) member.</li> </ul>	7	Khmer-speaking  Physical/in-person meeting	<ul style="list-style-type: none"> <li>• In-person, phone, telegram</li> <li>• E&amp;S risk and impact consulting</li> <li>• Provide broader community support to sub-project activities</li> <li>• GRM is implementing, coordinating, and reporting.</li> <li>• Monitoring the construction of the sub-project in the community.</li> </ul>

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation Process
	<ul style="list-style-type: none"> <li>Monitoring the sub-project</li> </ul>			<ul style="list-style-type: none"> <li>After the construction of the community CFi center, tourism port, parking, latrine, connecting road, community port and boardwalk together with operation and Maintenance (O&amp;M).</li> </ul>

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

**Table 6:Stakeholders Engagement Plan**

<b>Process Steps regarding Consultations on Selection and Risk Screening of Development Support</b>	<b>Timing</b>	<b>Stakeholders</b>	<b>Information to Be Disclosed</b>	<b>Means of Disclosure</b>	<b>Consultation Activities</b>	<b>Expected Outcome of Consultation</b>
<p>Project Outreach and Infrastructure Need Assessment</p> <p>The ES Risk Screening and mitigation measures</p>	June 2025 (Completed)	<ul style="list-style-type: none"> <li>• <u>MLMUPC LASED III: Infra, ESS</u></li> <li>• <u>MAFF LASED III: ESS and Technical person</u></li> <li>• PDAFF, FA, PRD, DWG</li> <li>• village chief and commune council (CC)</li> <li>• CFi member and CFi committee</li> </ul>	<ul style="list-style-type: none"> <li>• Project leaflets</li> <li>• Project GRM</li> <li>• Community hotspot map.</li> </ul>	<ul style="list-style-type: none"> <li>• Community broad meeting</li> <li>• Subprojects development plan</li> <li>• ES screening format</li> </ul>	<ul style="list-style-type: none"> <li>• Community outreach identified the community's priority needs.</li> <li>• CFi committee meeting to propose priority needs for development support.</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved broader community support through the consultation process on the sub-project activities development. The achieved broader community support is that the community achieved consensus on the number of sub-project proposals for LASED III (Table above under scope and activities).</li> <li>• Developed the ESMP.</li> </ul>
<p>Physical study and design the community CFi center, tourism port, parking, latrine, connecting road, community boat dock, and boardwalk.</p>	June 2025 (Physical study)	<ul style="list-style-type: none"> <li>• <u>LASED III-Infra team, PDRD, DWG, CC, CFi</u></li> </ul>	Result of the physical study report.	<ul style="list-style-type: none"> <li>• FGD</li> <li>• Field survey format notes.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Meeting</li> <li>• Technical survey.</li> <li>• Detailed design</li> </ul>	<ul style="list-style-type: none"> <li>• Report the result of the field survey regarding the status of the land areas for the construction of the proposed basic infrastructure. The land area required to construct the infrastructure, as in the above tables, is located within the land granted to communities.</li> </ul>

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Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
						<ul style="list-style-type: none"> <li>• Get further comments, suggestions, recommendations, or verify with broader community support/ consensus to use community land for proposed infrastructure.</li> <li>• All proposed infrastructure will follow the required specifications and this updated ESMF.</li> </ul>
<p><b>Procurement and contracting</b> (All subprojects as in the table above under scope and activities)</p>	<p><b>Dec-2025 (expected)</b></p> <ul style="list-style-type: none"> <li>• Contract a successful firm.</li> </ul>	<ul style="list-style-type: none"> <li>• MLMUPC Procurement Unit</li> <li>• Infrastructure Unit</li> <li>• ESS Unit</li> <li>• Successful Candidate/firm</li> </ul>	<ul style="list-style-type: none"> <li>• Procurement Process and ToR</li> <li>• OHS is integrated into the tender document.</li> <li>• ESHS specification is integrated into the work</li> </ul>	<ul style="list-style-type: none"> <li>• Announcement for Expression of Interest (EOI)</li> <li>• Bidding and work contract documents</li> </ul>	<ul style="list-style-type: none"> <li>• Development of Terms of Reference (TOR) and a contract for a successful firm.</li> </ul>	<ul style="list-style-type: none"> <li>• Selected firms to sign work contract documents with the firm or the contractor.</li> <li>• Before the contractor (s) start work, all land and asset acquisition issues, and associated compensation (or voluntary donation agreements) must be finalized (if any).</li> </ul>

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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
			contract document • Location-specific ESMP			
At the start of construction	<b>January 2026 (expected)</b>	<ul style="list-style-type: none"> <li>• <b><u>LASED III - PDLMUPCC</u></b></li> <li>• PDRD, DWG, CC</li> <li>• ICC, IC</li> <li>• Workers</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising of OHS, ESHS, CHS, Project GRM, and GRM among contracted workers.</li> <li>• Inspection of workers' accommodation to ensure that it meets to minimum requirements agreed upon between the WB and the</li> </ul>	<ul style="list-style-type: none"> <li>• Extension training reports</li> </ul>	<ul style="list-style-type: none"> <li>• FGD and Individual interviews with contracted workers</li> </ul>	<ul style="list-style-type: none"> <li>• Confirmed commencement of the construction.</li> <li>• Orientation on ESMP implementation and ESHS measures in bidding documents.</li> </ul>

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<b>Process Steps regarding Consultations on Selection and Risk Screening of Development Support</b>	<b>Timing</b>	<b>Stakeholders</b>	<b>Information to Be Disclosed</b>	<b>Means of Disclosure</b>	<b>Consultation Activities</b>	<b>Expected Outcome of Consultation</b>
			LASED III team.			
During Construction and monitoring	<b>Jan-June 2026 (expected)</b>	<ul style="list-style-type: none"> <li>• MLMUPC/LASED III, ES unit, DWG</li> <li>• PDAFF/FiA</li> <li>• CFi member and CFi committee</li> <li>• Village chief and commune council (CC)</li> <li>• Workers</li> <li>• Contractor</li> </ul>	<ul style="list-style-type: none"> <li>• Health and Safety Plan for the construction site.</li> </ul>	<ul style="list-style-type: none"> <li>• Site visit report</li> <li>• A reporting template is provided for construction oversight</li> <li>• GRM reports/records</li> </ul>	<ul style="list-style-type: none"> <li>• Site Inspection</li> <li>• Interview of contracted workers and CFi members and CFi committee</li> </ul>	<ul style="list-style-type: none"> <li>• ESMP implementation monitoring and reporting by the contractor.</li> <li>• Followed measures on OHS, ESHS as stated in bidding documents,</li> <li>• LMP implementation</li> <li>• GRM for resolutions of complaint</li> <li>• Reporting</li> </ul>
Operation & Maintenance (O&M)	Post Construction	<ul style="list-style-type: none"> <li>• MLMUPC/LASED III, ES unit, DWG</li> <li>• PDAFF/PFO, and PDRD</li> <li>• CFi member and CFi committee</li> </ul>	<ul style="list-style-type: none"> <li>• Hand over to mandated agencies for construction and buildings to the CFi committee/ village chief</li> </ul>	<ul style="list-style-type: none"> <li>• Certificate of handing over construction</li> <li>• Handing over ceremony.</li> </ul>	<ul style="list-style-type: none"> <li>• Handing over ceremony.</li> <li>• Letter/certificate of handing over.</li> <li>• Checklist of E&amp;S compliance</li> </ul>	<ul style="list-style-type: none"> <li>• The community receives (The community CFi center, tourism port, parking, latrine, connecting road, community port and boardwalk).</li> <li>• Sustainability use of (The community CFi center, tourism port, parking, latrine,</li> </ul>

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Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
		<ul style="list-style-type: none"> <li>• Village chief and commune council (CC)</li> <li>• O &amp; M community committees</li> </ul>	and commune council (CC).	<ul style="list-style-type: none"> <li>• List of O &amp; M community committees.</li> </ul>		<p>connecting road, community port and boardwalk).</p> <ul style="list-style-type: none"> <li>• The community CFI center, tourism port, parking, latrine, connecting road, community port and boardwalk's maintenance is integrated into the commune investment plan (CIP).</li> </ul>

**Figure 5: E&S Consultation for Infrastructure and Livelihood sub-project support for Prey Nob Pir Cfi in June 2025**



**Figure 6: E&S Consultation for Infrastructure and livelihood sub-project support for Chong Ou Cfi in June 2025**



Figure 7: E&S Consultation for Infrastructure and livelihood sub-project support for Boeng Reang CFI in July 2025



**Figure 8: E&S Consultation for Infrastructure and livelihood sub-project support for Chrolong Cfi in July 2025**



### **3. E&S Risks and Mitigation Measures**

34. Supporting the development of subprojects such as road access and tourism facilities within CFI areas is vital for promoting community tourism. These improvements help attract visitors, boost local income, and reinforce natural resource conservation. Such initiatives empower communities to responsibly manage their resources, diversify livelihoods, enhance resilience to environmental and economic challenges, and achieve sustainable social and ecological benefits over the long term.

35. The proposed locations for all sub-project development (small scale) to LASED III from these communities fisheries, such as a reinforced concrete pavement connection road (mainly on the existing road alignment), a community center, a public latrine, a public parking area including green area and pavement, tourist boat dock, and community coffee shop are situated within the land for community tourism development zone of the Community Fishery Areas. These Areas/Land for the community tourism development plan, which have been studied and identified through the participatory approach among the community, NGOs, authorities, and the Fishery Administration. All these infrastructures will be built within the community land granted by the Ministry of Agriculture, Forestry, and Fisheries.

36. Infrastructure development will be carefully planned and executed to minimize any disruption to marine life, community fishing activities, mangrove forests, and other environmentally sensitive areas (Seagrass). This includes selecting and using eco-friendly construction materials and methods that reduce environmental impact (good practice), promote sustainability, and support the long-term health of local ecosystems and livelihoods.

37. Below is the summary of E&S risk and impact screening that has been conducted within the four communities of CFI:

#### **3.1 Prey Nob Pir CFI – Subproject Development**

38. The proposed subprojects (Table under scope and activities) of the buildings and construction are completely on the identified land for the community tourism development zone of the Community Fishery Areas of Prey Nob Pir. There is no impact on the seagrass, mangrove forest, or any form of land acquisition.

#### **3.2 Chong Ou CFI– Subproject Development**

39. The proposed subprojects (Table under scope and activities) of the buildings and construction are completely on the identified land for the community tourism development zone of the Community Fishery Areas of Chong Ou. There is no impact on seagrass, mangrove forests, or any form of land acquisition.

#### **3.3 Boeng Reang CFI – Subproject Development Support**

40. The proposed subprojects (Table under scope and activities) of the buildings and construction are completely on the identified land for the community tourism development zone of the Community Fishery Areas of Boeng Reang. There is no impact on the seagrass, Mangrove forest, or any form of land acquisition.

### 3.4 Chrolong CFi – Subproject Development Support

41. The proposed subprojects (Table under scope and activities) of the buildings and construction are completely on the identified land for the community tourism development zone of the Community Fishery Areas of Chrolong. There is no impact on the seagrass, Mangrove forest, or any form of land acquisition.

42. Environmental and social (E&S) risks and corresponding mitigation measures for sub-project development in four vulnerable communities, including CFi and CBT are detailed in the tables of occupational health and safety, labour and working conditions, community, health and safety, environment and natural resources, farming activities, livestock breeding and marine aquaculture below.

**Table 7: Occupational Health and Safety (OHS) – risks and mitigation measures**

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. OHS, Housekeeping and General Conditions			✓				✓		i. Notify local construction and communities of upcoming activities. ii. Relevant stakeholders are informed of the works through appropriate means and in a manner acceptable to the communities. (ESS10) iii. Acquire all key legally required permits for the implementation of all subproject activities. (ESS1) iv. Selected contractor(s) are mandated to formally agree to conduct all works following contractual requirements as designed to minimize impacts on	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PMU (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage

<sup>8</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									neighbouring communities and the 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 the 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. iii. All workers have to sign and strictly adhere to the workers' code of conduct as part of their contract. ix. Provide training to workers on risk management, code of conduct, and safety measures.		
2. Establishment and operation of worker camps could increase waste generation, water pollution, disturbance, and other direct and indirect social impacts on the local community.			✓				✓		i. Ensure that the siting of the campsite is acceptable and approved by communities and the local authority, and in line with the minimum standards. ii. Ensure that basic camp facilities are provided, including adequate and appropriate housing equipped with latrines and shower facilities, eating areas, safe water supply,	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PMU (Monitoring)</li> <li>• Community/Authority (be informed and consulted)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									mosquito nets, blankets, safe paths, a fire extinguisher, and other basic amenities as needed. iii. Ensure that washing areas are demarcated and water from washing areas shall not flow to a natural stream or water body. iv. All wastes shall be well managed v. Identify waste management facilities, including recycling options. vi. Minimise the waste production to the extent possible. vii. Ensure that all wastes produced are properly collected, segregated, stored, and transported. If not, use designated and approved disposal sites in line with applicable government waste management regulations. iii. Ensure wastes are not deposited in or near water bodies or rivers. ix. Burning of construction or domestic waste is not permitted. x. Regular clearing of waste bins. xi. Ensure housekeeping at the campsite, including the construction materials. The contractor shall provide training and information to ensure awareness of appropriate waste disposal methods.		

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3. The establishment and operation of worker camps could cause social conflict with communities.			✓				✓		i. The campsite should be appropriately located in the subproject area, ensuring no conflict with the local community. ii. Unauthorized persons shall not reside in workers campsite iii. Manager and workers shall strictly adhere to the workers' code of conduct attached as annex M. iv. Conduct awareness sessions on respectful behavior and local customs.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
4. The establishment and operation of worker camps could cause health and sanitation risks.			✓				✓		i. Provide clean drinking water and sanitation facilities ii. Worker's campsite shall have gender separated accommodation and sanitation facilities iii. Regular cleaning of toilets and showers iv. Vector control (mosquito nets)	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage
5. Accidents and incidents, including those involving moving vehicles and types of machinery			✓				✓		i. Contractors shall include a standard Traffic Management Plan in their C-ESMPs. ii. All moving vehicles and machinery are operated by trained and qualified drivers. iii. Each moving equipment operator will provide a spotter and a	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									flagman to guide the vehicle's movement. iv. The Operator will receive relevant safety equipment and training for all equipment/ machinery and vehicle drivers. v. All workers are protected from falling objects in the work areas by using the appropriate work methods and PPEs vi. All construction vehicles shall be equipped with proper lighting and warning systems and a seat belt system. vii. All vehicles and moving equipment/machinery should be maintained and regularly inspected. iii. Any authorized nightwork shall be guided by appropriate works methods and safety measures including lightening and use of required PPEs by workers		
6. Lack of PPE will increase the risk of workers' exposure to construction hazards.			✓					✓	i. The contractor shall provide relevant PPE to all workers. ii. Workers' PPE will comply with international good practice (with hard hats, and where needed, will use masks and safety glasses, harnesses, and safety boots)	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. All workers must use the relevant PPE at all times on the site. iv. All workers must maintain their PPE in good condition, and the 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.		
7. Risk of injury while operating machinery and tools			✓					✓	i. The contractor shall identify and assess the hazards and risks for operating the machinery and tools, and provide training for the operation of the machinery and equipment. ii. Operators shall wear PPE properly while operating machinery/equipment. iii. The daily morning toolbox must be carried out before starting work. iv. A first aid kit and necessary medications should be available for use in case of injuries during a rescue.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage
8. E-waste management for solar panel components				✓				✓	i. Appoint an ES Focal Person at PMU responsible for managing inventory, tracking usage, and	<ul style="list-style-type: none"> <li>Contractor/Supplier (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring and Managing)</li> </ul>	Installations and operational stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									identifying end-of-life electrical and electronic equipment. ii. Upon procurement, the PMU shall document all acquired and installed ICT equipment, stating the equipment name, model, serial number, ownership or leasing status, assigned user, location, maintenance history, and warranty. The inventory record must be co-signed by PMU inventory staff. iii. For damaged, faulty, and electronic devices that necessitate recycling or disposal, PIUs' ES focal person will temporarily store, sort, and keep separate at a designated location within the community for the shortest time practicable. They will confirm the end-of-life of the equipment and document its status in the asset management system before sending it to recycling. The temporary storage space needs to be: <ul style="list-style-type: none"> <li>a) Cool, dry, and away from direct sunlight or heat sources</li> <li>b) Not prone to flooding or water/rain leakage</li> <li>c) Not dusty and equipped with firefighting equipment</li> </ul>		

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									d) Accessible by authorized personnel only  iv. <b>Handling Fragile Equipment:</b> Carefully handle and store fragile items (e.g., keep them in their original packaging). v. <b>Transportation and disposal of E-waste.</b> The transport of e-waste generated should be handled by licensed facilities. Disposal service contract terms of reference should ensure that the contractor does not illegally sell, use, recycle, destroy, or move the e-waste to unauthorized users or locations. vi. The disposal service licensed facilities should establish a collection, transportation, and issuance of disposal certificates process for the generated e-waste.		
9. Disposal of waste generated from project sites may increase health issues for 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.	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community/Authority (be informed and consulted)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Construction waste should be collected and disposed properly by licensed collectors. iv. Whenever feasible, the contractor should be reused and recycled for appropriate and viable materials. v. Conduct site visits to ensure compliance		
10. Storage of hazardous material			✓				✓		i. Hard compacted, impervious and bounded flooring should be provided for the storage of hazardous material. They should also be adequately labelled. Ensuring that no contaminated effluent is released to the environment. ii. Fuel tanks should be labeled and stored in impervious lining and dykes etc., and firefighting arrangements should also be made available. iii. All workers should be trained on 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.	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community/Authority (be informed and consulted)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>8</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			

**Table 8: Labour and Working Conditions– risks and mitigation measures**

Description of Risks associated with each planned sub-project	Level of Impact <sup>9</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. Risk of Using Child/Forced Labour				✓				✓	i. Contractors shall follow a contract agreement that includes the prohibition of using child labour at construction sites. ii. Verification of age) at least 18 years old) before contracting and employment of the 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 in the contract, according to the ESF requirements. iv. Encouragement to hire workers from the community. v. The contractor is to attend orientation training, including labor and working conditions (LWC) from the PMU.	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community/Authority (be informed and consulted)</li> </ul>	Construction stage

<sup>9</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>9</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
2. Risk of unfair treatment/discrimination.				✓				✓	i. Establish workers GRM prior to recruitment of workers to address workers' complaints. ii. Ensure that workers are informed of their rights to submit a grievance through the Project Worker Grievance Mechanism. iii. The contractor shall follow ESF requirements and Cambodian Labour Law.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
3. Risks related to employment creation and income generation				✓				✓	i. BoQ to include requirement for contractor to hire workers from within the community and prioritize the recruitment of female workers for the aspect of the works.	<ul style="list-style-type: none"> <li>MLMUPC (Implementing)</li> </ul>	Before and during the construction stage
4. Risk of GBV/SEA/SH				✓				✓	i. Training for workers, stakeholders, and the local community on the risks of GBV/SEA/SH. ii. Ensure that workers sign the code of conduct and keep accurate records iii. The manager's code of conduct will be properly implemented (including GBV/SEA/SH).	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

**Table 9: Community, Health and Safety (CHS) – risks and mitigation measures**

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. Safety Risks to the Community due to the operation of construction, machinery, and vehicles			✓				✓		i. Consultation with the community about the construction before the commencement of work. The community people need to restrict their children and students from being around the construction site. ii. Installation of safety signage, including warnings to avoid accidents. iii. Implement the traffic management plan (including flagman, speed limit, traffic control, traffic and warning signs, road bumper, and safe access/ crossing for pedestrians, etc). iv. Brief on safety requirements for the driver. v. Fencing the construction site vi. Restricted access to the construction site. Schedule noise activities at reasonable times vii. Provide a spotter/flagman during the movement of trucks in and out of the site. iii. It is particularly important to take measures and raise awareness regarding children and community members when passing by active	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage

<sup>10</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									construction areas, especially at night or when there is limited lighting. ix. Provide adequate lighting in active construction areas and road signages for the safety of workers and community members. Record road crashes or /accidents and inform/report to PMU for onward notification to the World Bank no later than 24 hours after becoming aware of the incident/accident as stated in the ESCP.		
2. Life and fire risk				✓				✓	i. Identify a designated emergency assembly point at construction site. ii. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place. iii. 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. iv. Do not dispose of rubbish by burning it. Site ‘bonfires’ are prohibited and can get out of control easily. v. Maintaining a strict no-smoking policy that is communicated to all employees and workers	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									vi. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded. vii. Make sure that electrical wiring is regularly inspected on the premises. iii. Take notice of any electricals left unattended. ix. Workers must not be allowed to bring any cooking equipment to the construction site.		
3. 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 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. Ensure there is a gas venting pipe in septic tanks. Septic tanks must have a vent pipe to prevent gas build-up inside the chamber.	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community/Authority (be informed and consulted)</li> </ul>	Pre and Construction stage
4. Inadequate design of buildings may lead to an 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 conditions	<ul style="list-style-type: none"> <li>• MLMUPCC (design)</li> <li>• Contractor (Implementing)</li> </ul>	Design and Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
(including Universal Accessibility)									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. Community buildings should comprise a large room for indoor activities and sanitary facilities. iv. No physical barriers that would limit the movement of individuals, especially those using wheelchairs, walkers, or other mobility devices. v. Doorways and hallways are designed to accommodate wheelchair users and others with mobility aids. vi. Non-slip surfaces: Floors and walkways are made from materials that reduce the risk of slips and falls. vii. Restrooms to be disability friending and equipped with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights.		
5. Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		i. Ensure the entire perimeter of the job site is enclosed with durable	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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. iii. If schools and residential areas are nearby, consider organizing briefings for children or people nearby about the dangers of entering construction zones.	<ul style="list-style-type: none"> <li>Community/Authority (be informed and consulted)</li> </ul>	

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
6. Risk of communicable diseases				✓				✓	i. Conduct awareness raising to the community and the workers to prevent all types of STDs related diseases.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
7. Risk of conflict between outside workers and the community.				✓				✓	i. Workers have to comply with the code of conduct. ii. Cooperate with relevant local authorities. iii. Contact persons of local authorities and police shall be shown on the whiteboard.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
8. Disruption of transit from residence during the road improvement construction for households, especially, the children and elderly.			✓					✓	i. Provide safe and strong temporary bridges or steel plates over the open ditches or main holes to access to household. ii. Deploy staff/flagmen to guide the traffic during household transit, especially, the children and elderly.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
9. Disruption of travel during culvert construction connects to the road.				✓				✓	i. Prepare a detour road for traveling during culvert structure construction ii. Install warning sign and safety sign	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community/Authority (be informed and consulted)</li> </ul>	Construction stage
10. Risk of Mine/ERW Chance Finds				✓				✓	i. Engage with local communities, authorities and an accredited demining agency to assess and address mine/ERW threats in the area.	<ul style="list-style-type: none"> <li>Contractor (Reporting)</li> <li>MLMUPC/PDLMUCC (Coordinating and Reporting for solution)</li> <li>Related Authority (be informed and consulted for solution)</li> </ul>	during construction

Description of Risks associated with each planned sub-project	Level of Impact <sup>10</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. Maintain ongoing collaboration with an accredited demining agency or other authorized entity for technical support, clearance, and certification before any construction or excavation work. iii. If mine/ERW is found, clearly mark suspected or confirmed contaminated areas and restrict access until cleared or removal by an accredited demining agency. iv. Establish coordination with local authorities and the demining Agency throughout the project lifecycle.		

**Table 10: Environment and Natural Resources– risks and mitigation measures**

Description of Risks associated with each planned sub-project	Level of Impact <sup>11</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. 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). ii. Avoid machinery/ equipment movements at night (such as trucks). iii. The machinery/equipment and vehicle shall be maintained.	<ul style="list-style-type: none"> <li>Contractor (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community and Authority (be informed and consulted)</li> </ul>	Construction stage

<sup>11</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact <sup>11</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
2. Dust emissions			✓					✓	<ul style="list-style-type: none"> <li>i. Conduct regular sprinkling activities to prevent dust and pollution in surrounding houses.</li> <li>ii. Loads with canvas to avoid dust blowing.</li> <li>iii. Enforce vehicle speed limits (max 20km/h)</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community and Authority (Monitoring)</li> </ul>	Construction stage
3. Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas.			✓				✓		<ul style="list-style-type: none"> <li>i. Stockpile the excavated material in a non-agricultural area and in a minimum area and away from storm water and flood pathways. The disposal should be in consultation and agreement with the local authorities.</li> <li>ii. Excavation of borrow soil should be harnessed with slope boundaries and managed with appropriate erosion control measures.</li> <li>iii. 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</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> <li>• Community and Authority (be informed and consulted)</li> </ul>	Construction stage
4. Affected forests, wetlands and/or protected areas including risk to protected areas			✓				✓		<ul style="list-style-type: none"> <li>i. All recognized natural habitats, wetlands, and protected areas within the immediate vicinity of the project areas and connected</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor and workers (Implementing)</li> <li>• MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>11</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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. There should not be unlicensed/unauthorized borrow pits, quarries, or waste dumps for this construction, especially not in protected areas. iv. 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. v. Adjacent wetlands and streams shall be protected from construction site runoff with appropriate erosion and sediment control measures included in the construction management plan.	<ul style="list-style-type: none"> <li>Community and Authority (be informed and consulted)</li> </ul>	
5. Impact of increasing extraction of water from a				✓				✓	i. The contractor shall ensure that the water spraying for reducing dust and road compaction should	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> </ul>	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact <sup>11</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
natural river, stream, or spring, etc.									not affect water resources and conflict with community use.	<ul style="list-style-type: none"> <li>Community and Authority (be informed and consulted)</li> </ul>	
6. Environmental contamination/ spills			✓				✓		i. Ensure proper and safe storage of hazardous material (including maintenance), i.e., the storage tank shall be put on a concrete-based slab and under the roof. ii. 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.	<ul style="list-style-type: none"> <li>Contractor and workers (Implementing)</li> <li>MLMUPC/PDLMUCC (Monitoring)</li> <li>Community and Authority (be informed and consulted)</li> </ul>	Construction stage

**Table 11: Agriculture including farming activities, livestock breeding and marine aquaculture – risks and mitigation measures**

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
<b>1. Farming activities</b>											
Farming activities (provision of agricultural services and extension)				✓				✓	i. Awareness raising, including pesticide and herbicide reduction. ii. Wear necessary PPE during implementation.	<ul style="list-style-type: none"> <li>Community (focal point)</li> <li>PDAFF</li> <li>MAFF/MLMUPC</li> </ul>	<b>Aug-Dec 2025</b>

<sup>12</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									<ul style="list-style-type: none"> <li>iii. Apply the existing Cambodia Good Agricultural Practice (GAP).</li> <li>iv. Avoid the introduction of invasive species.</li> <li>v. Use sustainable agricultural practices/approaches/ technologies (e.g., agroforestry practices, polycultures, crop rotation, integrated pest management (encourage the predators of crop-eating insects such as birds and bats...etc...))</li> <li>vi. Reduce topsoil 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)                             <ul style="list-style-type: none"> <li>a. Induce conservation and efficient use of water.</li> <li>b. Reduce the misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water.</li> <li>c. Reduce the usage of pesticides and promote integrated pest management approaches recommended by the national regulations.</li> </ul> </li> </ul>		

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									d. Reduce, recycle, and reuse agricultural waste (natural, animal, and plant waste) e. In community meetings and with other communities, discuss the plan and solve water usage/sharing issues. f. Establish the water usage community farmer's group (if any). g. Introduce farmers to a suitable crop using less water, using a short-duration crop lifecycle with early harvest, and planning cropping. calendar, h. Digging more ponds or drilling more wells in the community.		
<b>2. Livestock breeding</b>											
2.1 Risk to community health and Safety from activities related to Demo-farm Livestock.				✓				✓	i. Introduce national good animal husbandry practices into training and implementation plans. ii. Fence off water bodies from grazing animals. iii. Increase the carbon-to-nitrogen ratio in feeds to reduce methane and nitrous oxide production. iv. Promote efficient storage, handling, and feed use by maintaining records of feed purchases and livestock feed use. v. Use covered or protected feeders to prevent feed from exposure to	<ul style="list-style-type: none"> <li>• Community (focal point)</li> <li>• PDAFF</li> <li>• MAFF/MLMUPC</li> </ul>	<b>Dec 2025 – June 2026</b>

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									rain and wind. vi. Consider mixing waste feed with other recyclable materials destined for use as fertilizer. vii. Grind 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) viii. Ensure production and manure storage facilities are constructed to prevent urine and manure contamination of surface water and groundwater (e.g., use concrete floors, collect liquid effluent from pens, and use roof gutters on buildings to collect and divert clean stormwater). ix. Control the temperature, humidity, and other environmental factors of manure storage to reduce methane and nitrous oxide emissions. This may involve using closed storage tanks or maintaining the crust's integrity on open manure storage ponds/lagoons. x. Keep waste as dry as possible by scraping waste instead of, or in addition to, flushing with water to		

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									remove waste. xi. Locate manure stacks and urine away 30m <sup>13</sup> from household areas and water bodies. xii. Regularly collect and store manure for composting and later application to fields to reduce noxious odour and to limit the spread of pathogens. xiii. Ensure that manure is applied to agricultural land only during periods that are appropriate for its use as a plant nutrient (generally just before the start of the growing season) xiv. Regular cleaning of livestock sheds and feeding pens. xv. Reduce the amount of water used during cleaning (e.g., by using high-pressure, low-flow nozzles) xvi. Improve the productivity and efficiency of livestock production (thus lowering the methane emissions per unit of livestock) through improvements in nutrition and genetics, use mechanical controls (e.g. traps, barriers, light, and sound) to kill, relocate, or repel pests. xvii. To reduce fly populations,		

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									consider covering manure piles with geotextiles (which allow water to enter the pile and maintain composting activity). xviii. Reduce mortalities through proper animal care and disease prevention. xix. 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. xx. 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 following veterinary officers advise. xxi. Identify and contain sick animals and develop containment and cull procedures for adequate removal and disposal of dead animals following the guidance from the national regulation.		
<b>3. Marine Aquaculture</b>											
3.1 Risk associated with site selection for marine aquaculture.				✓				✓	i. Choose sites with good water exchange and avoid pollution sources. ii. the cages spacing should be	<ul style="list-style-type: none"> <li>• Community (focal point)</li> <li>• PDAFF</li> <li>• MAFF/MLMUPC</li> </ul>	<b>Dec 2025 – June 2026</b>

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									sufficient to reduce disease spread and waste buildup.		
3.2 Risks of pollution or water quality from marine aquaculture				✓				✓	i. Regular monitoring of temperature, salinity, pH, dissolved oxygen (DO), and ammonia levels. ii. Avoid overfeeding and overstocking to reduce nutrient loading.	<ul style="list-style-type: none"> <li>Community (focal point)</li> <li>PDAFF</li> <li>MAFF/MLMUPC</li> </ul>	<b>Dec 2025 – June 2026</b>
3.3 Poor-quality or diseased stocking fingerlings. (This may lead to slow growth, high mortality rates, and increased susceptibility to disease outbreaks, resulting in reduced productivity and financial losses.)				✓				✓	i. Use healthy hatchery-raised fingerlings (e.g., seabass, grouper, crabs). ii. Acclimatize fish before releasing them into cages. iii. Train farmers and farm workers in fingerling quality assessment techniques (e.g., checking for deformities, injuries, abnormal swimming behaviour).	<ul style="list-style-type: none"> <li>Community (focal point)</li> <li>PDAFF</li> <li>MAFF/MLMUPC</li> </ul>	<b>Dec 2025 – June 2026</b>
3.4 Risk of wastes and harmful chemicals				✓				✓	i. Regularly check water quality (e.g., dissolved oxygen, ammonia, turbidity). ii. Install sediment traps or waste collectors under cages. iii. Periodically rotate or fallow sites to allow natural recovery. iv. Do not use antibiotics, pesticides, or anti-fouling paint that can harm marine life.	<ul style="list-style-type: none"> <li>Community (focal point)</li> <li>PDAFF</li> <li>MAFF/MLMUPC</li> </ul>	<b>Dec 2025 – June 2026</b>

Description of Risks associated with each planned sub-project	Level of Impact <sup>12</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									v. Use probiotics or natural remedies to prevent fish disease.		

### 5. Community Infrastructure Operation & Maintenance

**Table 12: Infrastructure Operation & Maintenance**

Description of Risk associated with each planned sub-project	Level of Impact <sup>14</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. 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 as well as the community guidelines for O&M. ii. Formation and training of the community infrastructure management committee to support O&M. iii. Orientation and capacity-building for commune councils, CFi, and CBT communities on O&M follows community operation and maintenance (COM) principles, including technical	<ul style="list-style-type: none"> <li>• LASED III</li> <li>• Provincial department of rural development (PDRD)</li> <li>• Provincial department of Tourism (PDoT)</li> <li>• CFi and CBT communities are working closely with the provincial, district, and commune teams.</li> <li>• Commune operational and maintenance</li> </ul>	Post construction.

<sup>14</sup> Level of Impact, H=High, S=Severe, M=Moderate, L=Low

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

Description of Risk associated with each planned sub-project	Level of Impact <sup>14</sup>				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									maintenance, financial management, and reporting.  iv. Integration of infrastructure O&M plans into the Commune Investment Plan (CIP) to ensure budget allocation and sustainability.  v. Establishment of a Community O&M Fund, sourced from community contributions, local user fees (where applicable), local/community tourism income, commune budgets, and support from related provincial departments.  vi. Development of O&M manuals and monitoring tools tailored to each infrastructure type from the related provincial departments.  vii. Ongoing monitoring and supervision support from commune councils and related provincial departments.	infrastructure committee  • Commune council with the relevant authority (CFi and CBT, village chief) to support the implementation of infrastructure O&M and resource mobilization.	

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

##### 4.1 Institutional Arrangement

43. E&S unit (including E&S focal person and E&S consultants) from MLMUPC and MAFF will be responsible for monitoring and supervising the implementation of the ESMP in coordination with the CFI and CBT, and local NGO (s), to be contracted by MLMUPC to support the CFI and CBT. In addition to advising the PMU lead, the E&S unit will monitor contractor compliance, recommend and oversee remedial actions where necessary, and manage subproject-related complaints. For SEA/SH-related cases, the E&S unit will ensure confidential handling and make appropriate referrals to specialized support services, in line with project safeguards and national regulations.

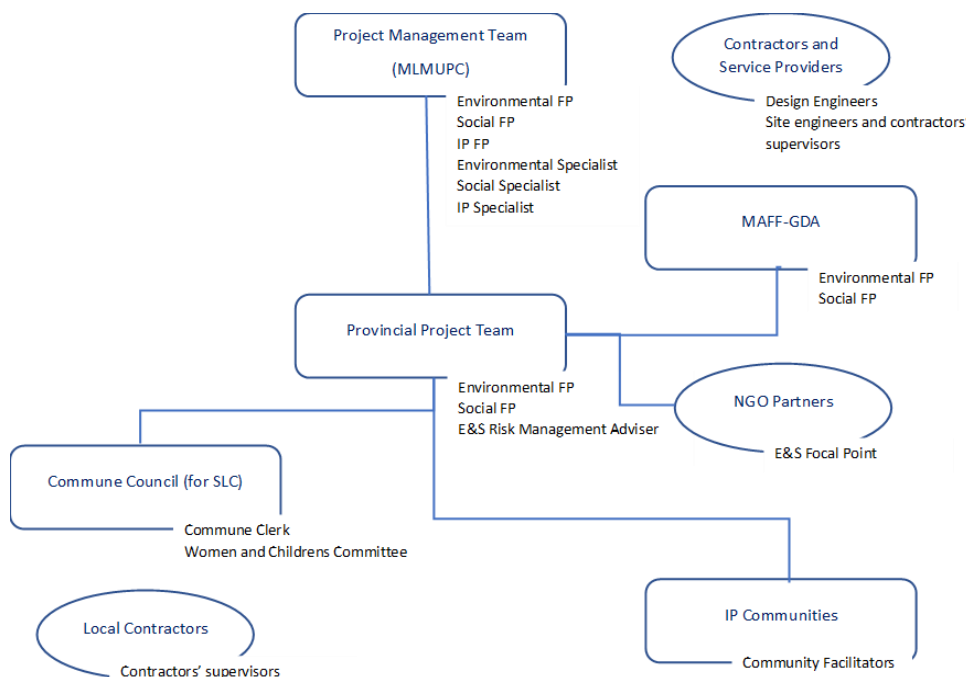
44. MAFF and PDAFF support agricultural development. MAFF promotes adopting the Cambodia Good Agriculture Practices (CAMGAP) standards, Integrated Pest Management (IPM), and zero chemical use on CFI and CBT sites.

45. Contractors are key actors in implementing the ESMP, responsible for carrying out mitigation measures, monitoring compliance, and reporting to the project management team. The implementation arrangement will be updated to explicitly reflect their role and responsibilities.

46. The project also supports establishing and strengthening the O&M Committee to ensure

47. effective community mobilization and the implementation of the commune investment plan for maintaining subprojects after construction completion. The O&M Committee will be responsible for overseeing the operation, routine maintenance, and sustainability of the subprojects, coordinating with community members, and reporting on performance. Related Provincial Departments, including PDRD, PDAFF, and PDoT, along with the Commune Council, play a vital role in guiding, supporting, and facilitating the functioning of the O&M Committee to ensure that subprojects are properly maintained and continue to deliver benefits to the community.

**Figure 9: Key Personnel for E&S Risk Management**



## **4.2 Capacity Building**

48. The E&S unit of MLMUPC will support refresher training (if necessary) on the ESMP, including the labor and working conditions for the provincial E&S focal points for monitoring and managing E&S risks as articulated in the ESMP/CESMP.

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

50. 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, occupational health and safety (OHS), community health and safety (CHS), Grievance Redress Mechanism (GRM).

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

## **5. Grievance Redress Mechanism**

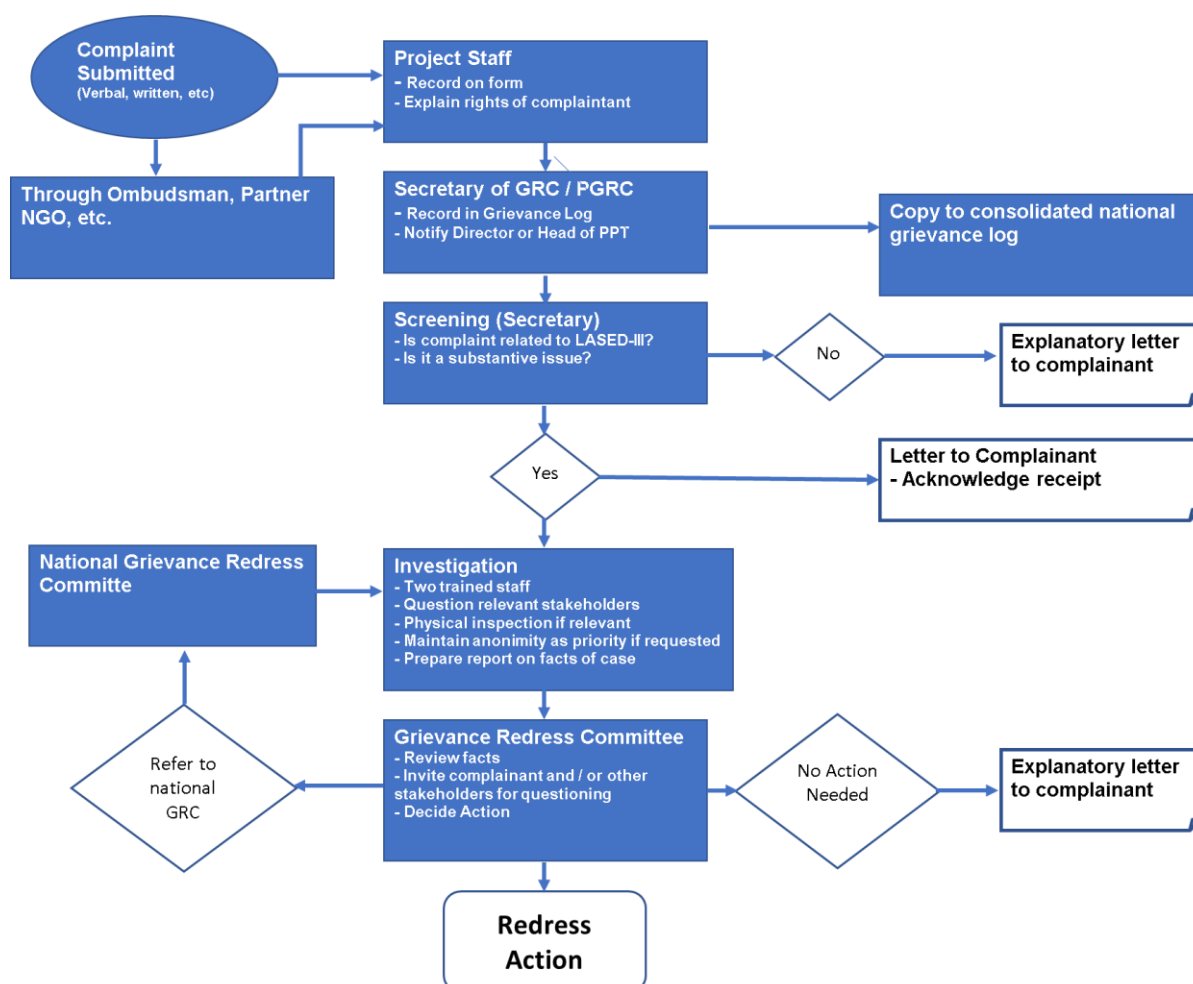
52. The Grievance Redress Mechanism's procedure, established on December 22, 2022, will be used for this subproject. Representatives from the community fishery or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided to the focal points or GRM committee, community fishery, and workers on the grievance redress process. Affected individuals and the community may send their complaints verbally (also in their local language Muslim) or in writing to the local authority (including community representative or customary authority) or drop a complaint letter in the complaint box in a village/community public space or at the commune administrative office. The following complaints included but not limited might relate to inquiries or ideas, rent-seeking/corruption, unfair treatment/activities, and other environmental and social issues/complaints on contractors which may arise throughout the project support. All feedback and complaints will be processed and addressed promptly and effectively by the project. Within five working days, we'll acknowledge the comments or complaints. After the grievance is lodged, the mechanism will take up to 30 working days to process it, giving time for evidence collection and analysis (if necessary). The complaints resolution process with the parties may be extended up to 45 working days, but not any longer (also refer to LASED III GRM for Project Worker and affected parties).

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

- a. The National Grievance Redress Committee is located at the Ministry of Land Management, Urban Planning, and Construction (MLMUPC). The committee comprises:
  - H.E. Khiev Borin, Project Coordinator, Chairperson, Tel: 085 806 808, Email: [khieu.borin808@gmail.com](mailto:khieu.borin808@gmail.com)
  - Dr. Thol Dina, Project Director, Tel: 088 410 7778 & Email: [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com);
  - Mr. Rithy Rattanakeyseth, Grievance Redress Officer from MLMUPC, Member, Tel: 017 988 333 & Email: [rrcheyseth@yahoo.com](mailto:rrcheyseth@yahoo.com);
  - Mr. Khy Kosal, Grievance Redress Officer from MAFF, Member, Tel: 081 839 345 & Email: [kosalkhy@yahoo.com](mailto:kosalkhy@yahoo.com)
  - National Social [or E&S] Risk Management Adviser/Consultant, Secretary

- Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: [LASEDIIIIGRM@GMAIL.COM](mailto:LASEDIIIIGRM@GMAIL.COM);
- b. The Provincial Grievance Redress Committees (GRC) are located at the provincial/ municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastral. The committee comprises:
  - Mr. Head of PDMLMUPCC, Preah Sihanouk province, Tel:
  - Head of Provincial Department of Agriculture, Preah Sihanouk province Tel:
  - Mr. Man Subri, Chief of Prey Nob Pir CFI, Tel: 086 555 738
  - Mr. Heng Hai, Chong Ou community chef, Tel: 010 788 077
  - Mr. Roeun Rin, Boeng Reang community chef, Tel: 071 906 0999 /081 454 614 /093 504 614
  - Mr. Hu Seiha, Chrolong CFI chef, Tel: 015 711 137

**Figure 10: Flow Diagram of LASED III GRM**



## 6. Budgeting, Monitoring, and Reporting

54. Implementation of the ESMP and reporting are required under the Environmental and Social Commitment Plan (ESCP). No objection to the 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 functioning of the grievance redress mechanism (GRM).

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

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

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

**Table 13: Costing of the ESMP Implementation**

<b>N</b>	<b>Activities</b>	<b>Cost Estimation (Average/Community)</b>	<b>Number of Community</b>	<b>Total Cost</b>
1	ESMP consultation with the local authority and CFi, and CBt Community and disclosure	\$ 1,000	4	\$ 4,000
1	Awareness raising and practices OHS, ESHS, CHS, GRM, and Leaflet/booklet printing	\$ 1,000	4	\$ 4,000
3	Stakeholders' Engagement & Grievance Redress Mechanism Implementation	\$ 2,000	4	\$ 8,000
4	Supervision, Monitoring, and Reporting	\$ 2,000	4	\$ 8,000
5	Training for ESMP implementation	\$1,500	4	\$ 6,000

*ESMP-Cluster 7: Four Vulnerable Communities – Prey Nob Pir, Chong Ou, Boeng Reang, and Chroloung in Prey Nop district, Preah Sihanouk Province.*

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 sub-project.	\$ 7,000	4	\$ 28,000
	<b>Total</b>	<b>\$14,500</b>	<b>4</b>	<b>\$ 58,000</b>

58. 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 the Tables above and also mentioned in the Table of the monitoring checklist below.

**Table 14: Monitoring Checklist**

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
1	Level of awareness raising and practices	1.1. Develop friendly leaflets on OHS, ESHS, CHS, GRM	Availability of printed leaflets	Chief of ESS	Prior to sub-project
		1.2. Provide ToT OHS, ESHS, CHS, and GRM measures to the provincial team	ToT reports	Chief of ESS and consultants	Prior to sub-project
		1.3. Provision of extension training OHS, ESHS, CHS, and GRM measures at the community level. <ul style="list-style-type: none"> <li>• Full-day training at the construction site (before the road construction starts).</li> <li>• Display at the construction site and distribute a User-Friendly Leaflet on OHS &amp; CHS as a training tool to workers.</li> </ul>	Extension training reports	LASED III Provincial team (Focal person and consultant)	At the start of the sub-project
2	a. Risk related to Occupational Health and Safety b. Risk related to Labour and Working Conditions c. Risk related to Community, Health and Safety (CHS) d. Risk related to Environment and Natural Resources e. Risk related to Agriculture and Livelihood Support	Refer to the tables of risks and mitigation measures above in this ESMP	<ul style="list-style-type: none"> <li>• Training record,</li> <li>• GRM in place</li> <li>• and GRM records</li> <li>• Contractor Monthly Report</li> <li>• Project Site Visit Report.</li> </ul>	PDMUPCC, MAFF  ICC and IC	Throughout project implementation

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N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
3	<b>Grievance Redress</b>	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 the verbal or complaint boxes at the community site level, commune administration office. d) Respond to complaints through the grievance redress mechanism in a timely manner following the project’s GRM including informal improvement suggestions voiced by community members to the contractor.	The Appointment of GRM Committee (LASED III Sub-national and National), GRM Training Record, Grievance redress filling for each project site, Grievance Records and Solution Responses, Worker interview, Community Interview	<b>LASED III Sub-national Grievance Redress Mechanism Committee (GRMC), National GRMC</b>	Construction stage
6	The lack of control post-construction over the operation and maintenance in a sustainable manner.	11.1 The project will prepare the handing over of the community infrastructures to the relevant provincial departments, districts, communes, and communities in compliance with RGC reform policy, while finalizing the community guideline for O&M. 11.2 Formation of community infrastructure management committee to support O&M. 11.3 Orientation O&M follows Community Operation and Maintenance (COM). a) Operation and maintenance of health post is integrated into the commune investment plan (CIP). b) Implementation infrastructure O&M c) Follow-up implementation and administration support.	Community Infrastructure Management Committee Formation  Records of an orientation O&M following Community Operation and Maintenance (COM). M&E Report of Infrastructure O&M	<ul style="list-style-type: none"> <li>• LASED III</li> <li>• PDH working closely with the provincial team, district and commune.</li> <li>• Commune Operational and Maintenance Infrastructure Committee (Health post).</li> <li>• Commune council with the relevant authority (ICC, Village Chief) to support the implementation of infrastructure O&amp;M and resource mobilization.</li> </ul>	Post Construction

**Annexes**

**ANNEX A: E&S Screening for Development Support to Prey Nob Pir Community**

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

**E&S Risk Screening for Infrastructure Sub-project Development  
In Prey Nob Pir community**

**June 12, 2025**

Date of Risk Screening June 12, 2025		GIS Reference:	
Province	District	Commune	Cfi Community
Preah Sihanouk	Prey Nob	Tuek Thla	Prey Nob Pir

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

**Table 1. Summary of infrastructure sub-projects, including risks and impacts**

What are the planned infrastructure and agriculture/livelihood sub-projects?	Yes/No	Summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1. Community Centre, and Ticket Booth	Yes	The construction of one community center will provide space for community meetings, training sessions, and hosting ecotourism-related activities. It will also include areas where local products and handicrafts can be displayed and sold, creating opportunities for income generation.
2. Public Latrine (tourism)	Yes	A five-room latrine is located on the land near the parking area, while a three-room latrine is situated along the boardwalk.
3. Public Parking (tourism)	Yes	A 1,700 sqm parking area incorporating both landscaped green space and paved surfaces.
4. Board Walk (km)	Yes	Constructing a 0.55 km boardwalk extending into the sea, featuring an amphitheater.
5. Rested area	Yes	The construction of a rest area with 350 sqm along the boardwalk. This rest area along the boardwalk provides visitors with a comfortable space to relax and enjoy the surrounding coastal scenery. The facility will include seating areas, shaded shelters, and possibly small amenities to enhance the visitor experience.
6. Community Tourist Port	Yes	The construction of Tourist Port (1=90 sqm) next to the boardwalk. The designed to enhance accessibility for visitors arriving by sea. This facility will

		serve as a key gateway for tourists, supporting boat docking and small-scale marine transport.
7. View Platform/Photo Frame	Yes	The construction of a three-scenic-view platform with an integrated photo frame feature will provide tourists with a designated spot to enjoy panoramic views of the coastline and surrounding natural landscapes. This structure will be strategically located to offer the best vantage points for sightseeing and photography.
8. Coffee shop	Yes	The development of a coffee shop to provide visitors with convenient access to a variety of local drinks.

<sup>2</sup>This summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, 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).

The Information from E&S Risk/Impact Screening (**Prey Nob Pir**)

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
1	<b>Location:</b> Will any part of the sub-project be located outside the area of the Community?	No	No	No	No	No	No	No	No	It is located inside the CFi area
2	<b>Water Courses:</b> Will the sub-project affect any water body or watercourse with a part outside the area of the CFi or CBT?	No	No	No	No	No	No	No	No	
3	<b>Labor and Working Conditions:</b> Will workers employed by a construction contractor implement the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The contractor will sign a Code of Conduct that protects workers' rights.
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	No	No	No	No	No	No	No	
5	Will any community workers be used to implement the sub-project?	Possible	Possible	Possible	Possible	Possible	Possible	Possible	Possible	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
<b>8</b>	<b>Environment:</b> Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	Yes	No	No	Yes	No	No	Regularly watering on the dry surfaces, construction roads, and excavation areas, especially during dry or windy conditions, to suppress dust emissions.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	During the construction. Restrict noisy construction activities (e.g., drilling, excavation, machinery operation) to daytime hours only—typically between 7:00 AM and 5:00 PM—to avoid disturbing residents at night.
10	Are there any streams or water bodies that may be polluted due to the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Prohibit on campsite building near the water source or sea (responding by contractor)
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
12	<b>Community Health and Safety:</b> Will the sub-project result in increased road traffic?	No	No	No	No	No	No	No	No	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the project result in road traffic hazards during construction?	No	No	No	No	No	No	No	No	Install clear and visible warning signs, reflective tape, cones, and barriers around work zones to alert road users and prevent accidents.
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	No	No	No	No	No	No	No	No	Clearly demarcate construction zones using fencing, barricades, or tape to restrict public access to areas where heavy machinery is operating. Place visible warning signs, hazard symbols, and safety notices around machinery operation zones
15	Will any type of chemical be used in the implementation of the sub-project?	No	No	No	No	No	No	No	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No	No	No	No	No	No	No	No evidence found as landmines area or UXO/ERW during discuss with stakeholders

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	Not involve	
20	<b>Climate Change:</b> Will the sub-project result in a large increase in CO2 emissions?	No	No	No	No	No	No	No	No	
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	No	No	No	No	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	No	No	No	No	No	No	
23	<b>Land Acquisition:</b> Will any sub-project (or part of it) be constructed on land	No	No	No	No	No	No	No	No	The sub-project will be constructed on the community land areas.

No	Screening Questions	Comm nity center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Touris m Port	View Platfor m/ Photo Frame	Coffee shop	Remarks
	that is in private ownership or private use?									
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	No	No	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	No	No	No	No	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	No	No	No	No	No	No	
27	Will any sub-project require access to land outside the CFI and CBT sites?	No	No	No	No	No	No	No	No	
28	If any land is required for any sub-project (whether inside or outside the Cfi and CBT sites), how will it be obtained?	Comm nity land	Comm nity land	Comm nity land	Comm nity land	Comm nity land	Comm nity land	Comm nity land	Comm nity land	
29	<b>Natural Resources:</b> Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	No	No	No	No	No	No	No	
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	No	No	No	No	No	

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	No	No	No	No	No	
32	Will any sub-project be constructed in any area that is a natural forest or natural wetland now?	No	No	No	No	No	No	No	No	
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	No	No	No	No	No	No	
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.
35	<b>Cultural Heritage:</b> 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	No	No	No	No	No	
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that	No	No	No	No	No	No	No	No	

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
	may be affected by any sub-project?									
37	Are there any risks that a sub-project will harm non-physical cultural heritage that is important to the local community?	No	No	No	No	No	No	No	No	
	<b>Indigenous People:</b> Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	No	No	No	No	No	No	No	No	There is no Indigenous People
38	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	No	No	No	No	No	No	No	No	There is no Indigenous People
39	Will any Indigenous minority people outside the CFi and CBT sites be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	There is no Indigenous People
40	<b>Stakeholder Consultation:</b> Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
	been informed about the sub-project plans?									
41	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)?	No affect	No affect	No affect	No affect	No affect	No affect	No affect	No affect	Community outreach consultations, infrastructure needs assessments, and design meetings have been conducted as part of the engagement process. These consultations involved not only community members and representatives but also commune and district authorities, as well as other relevant provincial departments, ensuring comprehensive input and collaboration.
42	Is there any objection to any part of the sub-project from the local community?	No	No	No	No	No	No	No	No	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects construction. As there are no concerns regarding land acquisition, property loss, or cultural impact and the support from LASED III aligns with the community's

No	Screening Questions	Community center	Public Parking	Public Latrine	Board walk	Rest Area (350sq m)	Tourism Port	View Platform/ Photo Frame	Coffee shop	Remarks
										needs, providing tangible benefits to all.
43	Is there any objection to any part of the sub-project from the local community?	No	No	No	No	No	No	No	No	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects construction. As there are no concerns regarding land acquisition, property loss, or cultural impact and the support from LASED III aligns with the community's needs, providing tangible benefits to all.

## **Conclusion**

Based on the findings in this location-specific environmental and social risk screening for the planned sub-projects development infrastructure support, we found that:

- All the sub-projects will be constructed on the CFI areas, which have been approved by the Fishery Administration (FA).
- All the sub-projects will not cause any adverse effect in the form of land displacement of the people from their residential areas, community mangrove forest, seagrass, or coral reefs.
- There is no evidence of mines or ERW accidents in these targeted areas.
- The related impacts of the constructions regarding the Environmental, Social, Health, and Safety Specifications (ESHS) will be developed and integrated into the works contract and services as the contractor's obligation.
- The environmental and social risks, impact management, and required mitigation instruments of health will be implemented by the Environmental Code of Practice (ECOP).

**ANNEX B: E&S Screening for Development Support to Chong Ou Community**

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

**E&S Risk Screening Form for Infrastructure Sub-project Development in Chong Ou Community**

**June 12, 2025**

Date of Risk Screening <b>June 12, 2025</b>		GIS Reference:	
Province	District	Commune	Village
Preah Sihanouk	Prey Nob	Samrong	Chong Ou (Cfi)

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

### E&S Risk Screening of Subproject on Infrastructure Development Support and Agriculture To the Community (**Chong Ou**)

**Table 1: Summary of infrastructure sub-projects, including risks and impacts**

What are the planned infrastructure and agriculture/livelihood sub-projects?	Yes/No	Summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1. Concrete Pavement Road (0.1km)	Yes	Improving the laterite road to a concrete pavement road with 0.1 km on the existing road alignment.
2. DBST Road (2.2km)	Yes	Improving the laterite road to DBST road with 2.2 km on the existing road alignment.
3. Public Latrine (tourism)	Yes	A five-room latrine is located on the land near the parking area, while a three-room latrine is situated along the boardwalk.
4. Public Parking (tourism)	Yes	A 1,500 sqm parking area incorporating both landscaped green space and paved surfaces.
5. Board Walk (km)	Yes	Constructing a 0.6 km boardwalk extending into the sea, featuring an amphitheater.
6. Rested area	Yes	The construction of a rest area with 350 sqm along the boardwalk. This rest area along the boardwalk provides visitors with a comfortable space to relax and enjoy the surrounding coastal scenery. The facility will include seating areas, shaded shelters, and possibly small amenities to enhance the visitor experience.
7. Community Tourist Port	Yes	The construction of Tourist Port (1=120 sqm) next to the boardwalk. The designed to enhance accessibility for visitors arriving by sea. This facility will serve as a key gateway for tourists, supporting boat docking and small-scale marine transport.
8. View Platform/Photo Frame	Yes	The construction of a three scenic view platform with an integrated photo frame feature will provide tourists with a designated spot to enjoy panoramic views of the coastline and surrounding

		natural landscapes. This structure will be strategically located to offer the best vantage points for sightseeing and photography.
9. Community Coffee Shop	Yes	The development of a coffee shop to provide visitors with convenient access to a variety of local drinks.

<sup>2</sup>This summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, 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: The Information from E&S Risk/Impact Screening (Chong Ou)**

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
<u>1</u>	<b><u>Location:</u></b> Will any part of the sub-project be located outside the area of the CFi or CBT?	No	No	No	No	No	No	No	No	it located inside the CFi area
<u>2</u>	<b><u>Water Courses:</u></b> Will the sub-project affect any water body or watercourse with a part outside the area of the CFi or CBT?	No	No	No	No	No	No	No	No	
<u>3</u>	<b><u>Labor and Working Conditions:</u></b> Will workers employed by a construction contractor implement the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The contractor will sign a Code of Conduct which protects workers' rights.
<u>4</u>	Will the sub-project be implemented by workers employed by any other type	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The worker will be directly contracted by the contractor.

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
	of contractor or service provider?									
5	Will any community workers be used to implement the sub-project?	Possible	Possible	Possible	Possible	Possible	Possible	Possible	Possible	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	Yes	No	No	No.	No	No	These materials will be bought from outside the community with a licensed quarry.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
8	<b>Environment:</b> Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	Yes	No	No	No	No	No	Regularly watering on the dry surfaces, and excavation areas, especially during dry or windy conditions, to suppress dust emissions.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	During the construction. Restrict noisy construction activities (e.g., drilling, excavation, machinery operation) to daytime hours only—typically between 7:00 AM and 5:00 PM—to avoid disturbing residents at night.
10	Are there any streams or water bodies that may be polluted due to the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Prohibit on campsite building near the water source (responding by contractor)
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
<b>12</b>	<b><u>Community Health and Safety:</u></b> Will the sub-project result in increased road traffic?	No	No	No	No	No	No	No	No	
<b>13</b>	Will construction of the project result in road traffic hazards during construction?	No	No	No	No	No	No	No	No	
<b>14</b>	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	No	No	No	No	No	No	No	No	
<b>15</b>	Will any type of chemical be used in the implementation of the sub-project?	No	No	No	No	No	No	No	No	
<b>16</b>	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No	No	No	No	No	No	No	No evidence found as landmines area or UXO/ERW during discuss with stakeholders No, it is not relevant
<b>17</b>	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
<b>18</b>	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
20	<b>Climate Change:</b> Will the sub-project result in a large increase in CO2 emissions?	No	No	No	No	No	No	No	No	
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	No	No	No	No	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	No	No	No	No	No	No	
23	<b>Land Acquisition:</b> Will any sub-project (or part of it) be constructed on land that is in private ownership or private use?	No	No	No	No	No	No	No	No	The sub-project will be constructed on the community land areas.
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	No	No	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	No	No	No	No	No	No	
26	Will any sub-project be constructed on land that is	No	No	No	No	No	No	No	No	

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
	used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?									
27	Will any sub-project require access to land outside the CFI and CBT sites?	No	No	No	No	No	No	No	No	
28	If any land is required for any sub-project (whether inside or outside the CFI and CBT sites), how will it be obtained?	Community land	Community land	Community land	Community land	Community land	Community land	Community land	Community land	
29	<b><u>Natural Resources:</u></b> Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	No	No	No	No	No	No	No	
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	No	No	No	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	No	No	No	No	No	
32	Will any sub-project be constructed in any area that is a natural forest or natural wetland now?	No	No	No	No	No	No	No	No	
33	Are there any areas that are important for biodiversity	No	No	No	No	No	No	No	No	

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
	within 1 km of any sub-project?									
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	Yes	Yes	Yes	No	No	No	No	No	These materials will be bought from outside the community with a licensed quarry.
35	<b><u>Cultural Heritage:</u></b> 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	No	No	No	No	No	
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project?	No	No	No	No	No	No	No	No	
37	Are there any risks that a sub-project will harm non-physical cultural heritage that is important to the local community?	No	No	No	No	No	No	No	No	
38	<b><u>Indigenous People:</u></b> Will any sub-project affect any indigenous minority	No	No	No	No	No	No	No	No	

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
	people in any way (as beneficiaries or adversely)?									
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	No impact	No impact	No impact	No impact	No impact	No impact	
40	Will any Indigenous minority people outside the CFI and CBT sites be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
41	<b>Stakeholder Consultation:</b> 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?	No affect	No affect	No affect	No affect	No affect	No affect	No affect	No affect	Community outreach consultations, infrastructure needs assessments, and design meetings have been conducted as part of the engagement process. These consultations involved not only community members and representatives but also commune and district authorities, as well as other relevant provincial departments, ensuring comprehensive input and collaboration.
42	Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and	No affect	No affect	No affect	No affect	No affect	No affect	No affect	No affect	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects construction. As there are no concerns regarding land acquisition,

N°	Screening Questions	Road	Public Latrine	Public Parking (tourism)	Boardwalk	Rest area	Tourism port	View Platform /Photo Frame	Coffee shop	Remarks
	mitigation of its adverse impacts (if any)?									property loss, or cultural impact and the support from LASED III aligns with the community's needs, providing tangible benefits to all.
43	Is there any objection to any part of the sub-project from the local community?	No	No	No	No	No	No	No	No	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects construction. As there are no concerns regarding land acquisition, property loss, or cultural impact and the support from LASED III aligns with the community's needs, providing tangible benefits to all.

## **Conclusion**

Based on the findings in this environmental and social risk screening for the planned sub-projects of infrastructure development support, we found that:

- All the sub-projects will be constructed on the CFi areas, which have been approved by the Fishery Administration (FA).
- All the sub-projects will not cause any adverse effect in the form of land displacement of the people from their residential areas, community mangrove forest, seagrass, or coral reefs.
- There is no evidence of mines or ERW accidents in these targeted areas.
- The related impacts of the constructions regarding the Environmental, Social, Health, and Safety Specifications (ESHS) will be developed and integrated into the works contract and services as the contractor's obligation.
- The environmental and social risks, impact management, and required mitigation instruments of health will be implemented by the Environmental Code of Practice (ECOP).

**ANNEX C: E&S Screening for Development Support to Boeng Reang Community, Samaki commune, Prey Nob district, Preah Sihanouk province**

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

**E&S Risk Screening Form for Development Support to Boeng Reang Community**

**July 4, 2025**

Date of Risk Screening July 4, 2025		GIS Reference:	
Province	District	Commune	Village
Preah Sihanouk	Prey Nob	Samaki	Boeng Reang (CFi)

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

### E&S Risk Screening of Subproject on Infrastructure Development Support and Agriculture To Boeng Reang Community Fisheries

**Table1: Summary of infrastructure sub-projects, including risks and impacts**

What are the planned infrastructure and agriculture/livelihood sub-projects?	Yes/No	Summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1. Concrete Pavement Road (0.75km)	Yes	Improving the laterite road to a concrete pavement road with 0.75 km on the existing road alignment.
2. Community Centre, and Ticket Booth	Yes	The construction of one community center will provide space for community meetings, training sessions, and hosting ecotourism-related activities. It will also include areas where local products and handicrafts can be displayed and sold, creating opportunities for income generation.
3. Public Latrine (tourism)	Yes	5-room latrine is located alongside the boardwalk.
4. Public Parking (tourism)	Yes	A 1,500 sqm parking area incorporating both landscaped green space and paved surfaces.
5. Board Walk (km)	Yes	Constructing a 0.4 km boardwalk extending into the sea, featuring an amphitheater.
6. Rested area	Yes	The construction of a rest area with 350 sqm along the boardwalk. This rest area along the boardwalk provides visitors with a comfortable space to relax and enjoy the surrounding coastal scenery. The facility will include seating areas, shaded shelters, and possibly small amenities to enhance the visitor experience.

7. Community Tourist Port	Yes	The construction of Tourist Port (1=60 sqm) next to the boardwalk. The design is to enhance accessibility for visitors arriving by sea. This facility will serve as a key gateway for tourists, supporting boat docking and small-scale marine transport.
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<sup>2</sup>This summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, 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: The Information from E&S Risk/Impact Screening (Boeng Reang)**

N°	Screening Questions	Road	Community center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
<u>1</u>	<b>Location:</b> Will any part of the sub-project be located outside the area of the CFI or CBT?	No	No	No	No	No	No	No	It is located inside the CFI area
<u>2</u>	<b>Water Courses:</b> Will the sub-project affect any water body or watercourse with a part outside the area of the CFI or CBT?	No	No	No	No	No	No	No	
<u>3</u>	<b>Labor and Working Conditions:</b> Will workers employed by a construction contractor implement the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The contractor will sign a Code of Conduct that protects workers' rights.
<u>4</u>	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The worker will be directly contracted by the contractor.

N°	Screening Questions	Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
5	Will any community workers be used to implement the sub-project?	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes	Yes	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	Yes	Yes	No	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
8	<b><u>Environment:</u></b> Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	No	No	No	Regularly watering on the dry surfaces, and excavation areas, especially during dry or windy conditions, to suppress dust emissions.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	During the construction. Restrict noisy construction activities (e.g., drilling, excavation, machinery operation) to daytime hours only—typically between 7:00 AM and 5:00 PM—to avoid disturbing residents at night.
10	Are there any streams or water bodies that may be polluted due to the sub-project?	No	No	No	No	No	No	No	Prohibit on campsite building near the water source (responding by contractor)
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.
12	<b><u>Community Health and Safety:</u></b>	No	No	No	No	No	No	No	

N°	Screening Questions	Road	Communi center	Public Latrine	Public Parking	Boardw alk	Rested area	Community Tourist Port	Remarks
	Will the sub-project result in increased road traffic?								
13	Will construction of the project result in road traffic hazards during construction?	No	No	No	No	No	No	No	
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	No	No	No	No	No	No	No	
15	Will any type of chemical be used in the implementation of the sub-project?	No	No	No	No	No	No	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No	No	No	No	No	No	No evidence found as landmines area or UXO/ERW during discuss with stakeholders No, it is not relevant
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	
20	<b>Climate Change:</b> Will the sub-project result in a large increase in CO2 emissions?	No	No	No	No	No	No	No	

Nº	Screening Questions	Road	Communi center	Public Latrine	Public Parking	Boardw alk	Rested area	Community Tourist Port	Remarks
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	No	No	No	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	No	No	No	No	No	
24	<b>Land Acquisition:</b> Will any sub-project (or part of it) be constructed on land that is in private ownership or private use?	No	No	No	No	No	No	No	The sub-project will be constructed on the community land areas.
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	No	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	No	No	No	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	No	No	No	No	No	
27	Will any sub-project require access to land outside the CFi and CBT sites?	No	No	No	No	No	No	No	
28	If any land is required for any sub-project (whether inside or	Communi land	Communi land	Communi land	Communi land	Communi land	Communi land	Community land	

N°	Screening Questions	Road	Communi center	Public Latrine	Public Parking	Boardw alk	Rested area	Community Tourist Port	Remarks
	outside the Cfi and CBT sites), how will it be obtained?								
<b>29</b>	<b><u>Natural Resources:</u></b> Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	No	No	No	No	No	No	
<b>30</b>	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	No	No	No	No	
<b>31</b>	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	No	No	No	No	
<b>32</b>	Will any sub-project be constructed in any area that is a natural forest or natural wetland now?	No	No	No	No	No	No	No	
<b>33</b>	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	No	No	No	No	No	
<b>34</b>	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.
<b>35</b>	<b><u>Cultural Heritage:</u></b> Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local	No	No	No	No	No	No	No	

Nº	Screening Questions	Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
	communities) that may be affected by any sub-project?								
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	No	No	No	No	No	
37	Are there any risks that a sub-project will harm non-physical cultural heritage that is important to the local community?	No	No	No	No	No	No	No	
38	<b>Indigenous People:</b> Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	No	No	No	No	No	No	No	
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	No IP living	No IP living	No IP living	No IP living	No IP living	No	No	
40	Will any Indigenous minority people outside the CFi and CBT sites be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No IP living	No IP living	No IP living	No IP living	No IP living	No impact	No impact	
41	<b>Stakeholder Consultation:</b> Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-	No affect	No affect	No affect	No affect	No affect	No impact	No impact	Community outreach consultations, infrastructure needs assessments, and design meetings have been conducted as part of the engagement process. These consultations involved not only

N°	Screening Questions	Road	Community center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
	project been informed about the sub-project plans?								community members and representatives but also commune and district authorities, as well as other relevant provincial departments, ensuring comprehensive input and collaboration.
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)?	No affect	No affect	No affect	No affect	No affect	No affect	No affect	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects. As there are no concerns regarding land acquisition, property loss, or cultural impact and the support from LASED III aligns with the community's needs, providing tangible benefits to all.
43	Is there any objection to any part of the sub-project from the local community?	No	No	No	No	No	No	No	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects. As there are no concerns regarding land acquisition, property loss, or cultural impact, and the support from LASED III aligns with the community's needs, providing tangible benefits to all.

## **Conclusion**

Based on the findings in this location-specific environmental and social risk screening for the planned development of the infrastructure sub-projects, we found that:

- All the sub-projects will be constructed on the CFi areas, which have been approved by the Fishery Administration (FA).
- All the sub-projects will not cause any adverse effect in the form of land displacement of the people from their residential areas, community mangrove forest, seagrass, or coral reefs.
- There is no evidence of mines or ERW accidents in these targeted areas.
- The related impacts of the constructions regarding the Environmental, Social, Health, and Safety Specifications (ESHS) will be developed and integrated into the works contract and services as the contractor's obligation.
- The environmental and social risks, impact management, and required mitigation instruments of health will be implemented by the Environmental Code of Practice (ECOP).

**ANNEX D: E&S Screening for Development Support to Chrolong Community, Tuek L'ak commune, Prey Nob district, Preah Sihanouk province**

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

**E&S Risk Screening Form for Development Support to Chrolong Community**

**July 4, 2025**

Date of Risk Screening July 4, 2025		GIS Reference:	
Province	District	Commune	Village
Preah Sihanouk	Prey Nob	Tuek L'ak	Chrolong (CFi)

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

### E&S Risk Screening of Subproject on Infrastructure Development Support and Agriculture To Chrolong Community Fisheries

**Table1: Summary of infrastructure sub-projects, including risks and impacts**

What are the planned infrastructure and agriculture/livelihood sub-projects?	Yes/No	Summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1. Concrete Pavement Road (2.1km)	Yes	Improving the laterite road to a concrete pavement road with 2.1 km on the existing road alignment.
2. Community Centre, and Ticket Booth	Yes	The construction of one community center will provide space for community meetings, training sessions, and hosting ecotourism-related activities. It will also include areas where local products and handicrafts can be displayed and sold, creating opportunities for income generation.
3. Public Latrine (tourism)	Yes	5-room latrine is located on the land near the parking area, while 3 rooms latrine is situated alongside the boardwalk.
4. Public Parking (tourism)	Yes	A 1,700 sqm parking area incorporating both landscaped green space and paved surfaces.
5. Board Walk (km)	Yes	Constructing a 0.3 km boardwalk extending into the sea, featuring an amphitheater.
6. Rested area	Yes	The construction of a rest area with 400 sqm along the boardwalk. This rest area along the boardwalk provides visitors with a comfortable space to relax and enjoy the surrounding coastal scenery. The facility will include seating areas, shaded shelters, and possibly small amenities to enhance the visitor experience.

7. Community Tourist Port	Yes	The construction of Tourist Port (1=60 sqm) next to the boardwalk. The design is to enhance accessibility for visitors arriving by sea. This facility will serve as a key gateway for tourists, supporting boat docking and small-scale marine transport.
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<sup>2</sup>This summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, 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: The Information from E&S Risk/Impact Screening (Chrolong)**

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardw alk	Rested area	Community Tourist Port	Remarks
<u>1</u>	<b>Location:</b> Will any part of the sub-project be located outside the area of the CFi or CBT?	No	No	No	No	No	No	No	It is located inside the CFi area
<u>2</u>	<b>Water Courses:</b> Will the sub-project affect any water body or watercourse with a part outside the area of the CFi or CBT?	No	No	No	No	No	No	No	
<u>3</u>	<b>Labor and Working Conditions:</b> Will workers employed by a construction contractor implement the sub-project?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The contractor will sign a Code of Conduct that protects workers' rights.
<u>4</u>	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The worker will be directly contracted by the contractor.

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
5	Will any community workers be used to implement the sub-project?	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes, it is possible	Yes	Yes	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	Yes	Yes	No	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	Not relevant	
8	<b>Environment:</b> Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	No	No	No	Regularly watering on the dry surfaces, and excavation areas, especially during dry or windy conditions, to suppress dust emissions.
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	During the construction. Restrict noisy construction activities (e.g., drilling, excavation, machinery operation) to daytime hours only—typically between 7:00 AM and 5:00 PM—to avoid disturbing residents at night.
10	Are there any streams or water bodies that may be polluted due to the sub-project?	No	No	No	No	No	No	No	Prohibit on campsite building near the water source (responding by contractor)
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
									legislation and mitigation measures.
12	<b><u>Community Health and Safety:</u></b> Will the sub-project result in increased road traffic?	No	No	No	No	No	No	No	
13	Will construction of the project result in road traffic hazards during construction?	No	No	No	No	No	No	No	
14	Will implementation of the sub-project involve using heavy machinery in places where the public has access?	No	No	No	No	No	No	No	
15	Will any type of chemical be used in the implementation of the sub-project?	No	No	No	No	No	No	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No	No	No	No	No	No	No evidence found as landmines area or UXO/ERW during discuss with stakeholders No, it is not relevant
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	
19	If the sub-project involves drinking water supplies, has the	not relevant	not relevant	not relevant	not relevant	not relevant	Not involve	Not involve	

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
	supply been tested for biological pollution?								
20	<b>Climate Change:</b> Will the sub-project result in a large increase in CO2 emissions?	No	No	No	No	No	No	No	
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	No	No	No	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	No	No	No	No	No	
24	<b>Land Acquisition:</b> Will any sub-project (or part of it) be constructed on land that is in private ownership or private use?	No	No	No	No	No	No	No	The sub-project will be constructed on the community land areas.
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	No	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	No	No	No	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	No	No	No	No	No	

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
27	Will any sub-project require access to land outside the CFI and CBT sites?	No	No	No	No	No	No	No	
28	If any land is required for any sub-project (whether inside or outside the Cfi and CBT sites), how will it be obtained?	Community land	Community land	Community land	Community land	Community land	Community land	Community land	
29	<b>Natural Resources:</b> Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	No	No	No	No	No	No	
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	No	No	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	No	No	No	No	
32	Will any sub-project be constructed in any area that is a natural forest or natural wetland now?	No	No	No	No	No	No	No	
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	No	No	No	No	No	
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	These materials will be bought from outside the community with a licensed quarry.
35	<b>Cultural Heritage:</b>	No	No	No	No	No	No	No	

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
	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?								
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	No	No	No	No	No	
37	Are there any risks that a sub-project will harm non-physical cultural heritage that is important to the local community?	No	No	No	No	No	No	No	
38	<b><u>Indigenous People:</u></b> Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	No	No	No	No	No	No	No	
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	No IP living	No IP living	No IP living	No IP living	No IP living	No	No	
40	Will any Indigenous minority people outside the CFi and CBT sites be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No IP living	No IP living	No IP living	No IP living	No IP living	No impact	No impact	

N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
41	<b>Stakeholder Consultation:</b> 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?	No affect	No affect	No affect	No affect	No affect	No impact	No impact	Community outreach consultations, infrastructure needs assessments, and design meetings have been conducted as part of the engagement process. These consultations involved not only community members and representatives but also commune and district authorities, as well as other relevant provincial departments, ensuring comprehensive input and collaboration.
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)?	No affect	No affect	No affect	No affect	No affect	No affect	No affect	Throughout the full community engagement and consultation process, there have been no objections to these sub-projects. As there are no concerns regarding land acquisition, property loss, or cultural impact and the support from LASED III aligns with the community's needs, providing tangible benefits to all.
43	Is there any objection to any part of the sub-project from the local community?	No	No	No	No	No	No	No	Throughout the full community engagement and consultation process, there

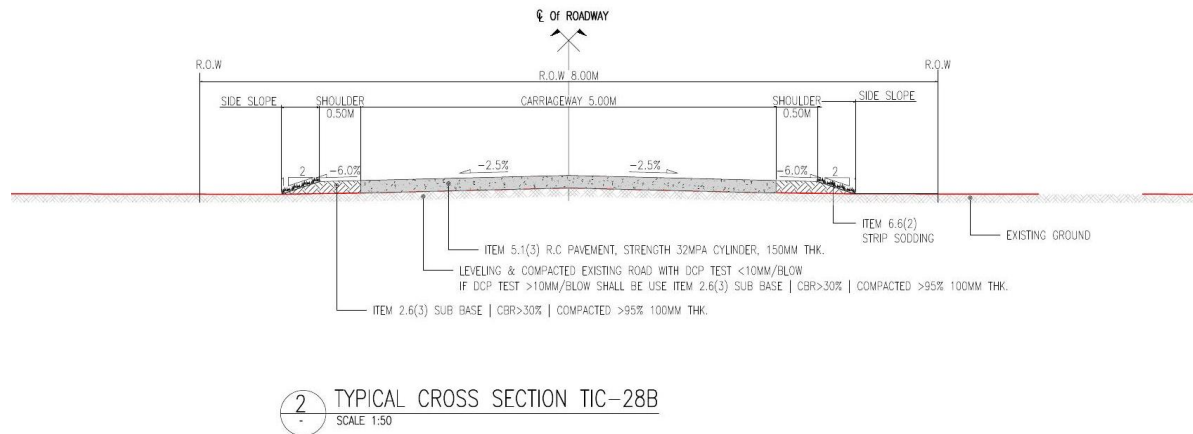
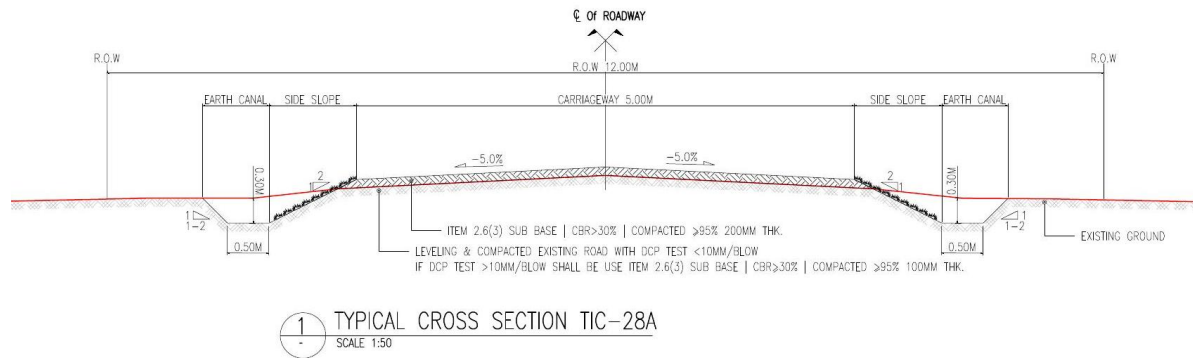
N°	Screening Questions	Concret Road	Communi center	Public Latrine	Public Parking	Boardwalk	Rested area	Community Tourist Port	Remarks
									have been no objections to these sub-projects. As there are no concerns regarding land acquisition, property loss, or cultural impact, and the support from LASED III aligns with the community's needs, providing tangible benefits to all.

## Conclusion

Based on the findings in this location-specific environmental and social risk screening for the planned development of the infrastructure sub-projects, we found that:

- All the sub-projects will be constructed on the CFi areas, which have been approved by the Fishery Administration (FA).
- All the sub-projects will not cause any adverse effect in the form of land displacement of the people from their residential areas, community mangrove forest, seagrass, or coral reefs.
- There is no evidence of mines or ERW accidents in these targeted areas.
- The related impacts of the constructions regarding the Environmental, Social, Health, and Safety Specifications (ESHS) will be developed and integrated into the works contract and services as the contractor's obligation.
- The environmental and social risks, impact management, and required mitigation instruments of health will be implemented by the Environmental Code of Practice (ECOP).

## Annex E: Design Road Cross Sections for the Concrete Pavement Road



SYMBOL:	
	CONCRETE
	SUBBASE COURSE
	SUBGRADE
	EMBANKMENT

### NOTED:

1. ALL DIMENSION ARE IN METER UNLESS OTHERWISE INDICATED
  2. CONCRETE FOR JOINT REINFORCED CONCRETE PAVEMENT SHALL BE PROPERTIES AS FOLLOW
  3. CONCRETE SHALL HAVE A MINIMUM ULTIMATE COMPRESSIVE STRENGTH OF 32MPa CYLINDER (150x300) AT 28 DAYS.
  4. REINFORCED FOR JOINT REINFORCED CONCRETE PAVEMENT SHOULD BE USE REINFORCING STEEL PROPERTIES AS FOLLOWS:
    - 4.1. REINFORCING STEEL SHALL BE GRADE RB 240MPa FOR ROUND BAR AND GRADE DB 390MPa FOR DEFORM BAR.
    - 4.2. LAP SPICE OF REINFORCING STEEL SHALL NOT BE LESS THAN 40 TIMES OF REINFORCING STEEL DIAMETER.
  5. CONCRETE PAVER SHALL BE REQUIRED FOR CONCRETE PLACING.
    - 5.1. SLUMP OF CONCRETE SHALL BE 8±2 CM.
    - 5.2. CONCRETE VIBRATOR SHALL BE VIBRATION TO THE FULL WIDTH FROM EDGE TO EDGE AND NOT EFFECT WITH DOWEL BAR AND TIE BAR
  6. ALL JOINTS EXCEPT EXPANSION JOINT SHALL BE MADE BY SLOT CUTTING MACHINE ONLY. FOAM SHEET, PLYWOOD, TIMBER FOR MATERIAL OF THE SAME TYPE SHALL NOT BE ALLOWED.
  7. EXPANSION JOINT SHALL BE APPLIED IN CASE OF EXTENDED OLD CONCRETE PAVEMENT ONLY AT LOCATION HAVE EXPANSION JOINT AND APPLIED AT THE BRIDGE STRUCTURE OR APPROACH SLAB.
  8. THE THICKNESS OF RIGID PAVEMENT CORRESPONDED TO THE FIGURE CONFIRMING TO TYPICAL CROSS-SECTION.
  9. THE SURFACE PATTERN SHALL BE MADE AFTER PLACING OF CONCRETE AROUND 4 HOURS (DECIDED BY ENGINEER).
  10. CURING CONCRETE SHALL BE AT LEAST 14 DAYS.
  11. THE TIME OF EARLY SAWING USUALLY RANG FROM 2H TO 6H AFTER PLACING.
  12. PLASTIC SHEET USED IN CONSTRUCTION SHALL HAVE THE FOLLOWING REQUIREMENTS:
    - 12.1. WIDTH SHALL NOT BE LESS THAN 1.2M.
    - 12.2. IT SHALL BE COLORLESS, TRANSPARENT AND WATERPROOF, FREE POROUS AREA, TURN AREA AND BLISTERING AREA WHICH ARE VISIBLE BY NAKED EYE. EDGE SHALL BE STRAIGHT.
    - 12.3. CONTINUOUS LENGTH SHALL REQUIRED TO THE WIDTH OF TRAFFIC LANES, CONNECTION ALLOWED AT LONGITUDINAL JOINTS WITH NOT LESS THAN 20 CM OVERLAPPING SHALL BE REQUIRED.
  13. THE COMPACTION OF EACH LAYERS SHALL BE REFER TO CONSTRUCTION SPECIFICATION 2003:
    - 13.1. BASE COURSE COMPACTION 98% (CLAUSE 3.3.2)
    - 13.2. SUB BASE COURSE COMPACTION 95% (CLAUSE 3.1.2)
    - 13.3. SUBGRADE COMPACTION 95%. (CLAUSE 2.6.2)
    - 13.4. EMBANKMENT COMPACTION 92%. (CLAUSE 2.6.2)
- ALL EXECUTING WORK SHALL CONFIRM TO SPECIFICATION MPWT 2003.

## **Annex F: Manager’s Code of Conduct for Firm or Contractor**

### **Manager’s Code of Conduct for Firm or Contractor**

#### **I. Manager’s Code of Conduct**

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.

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.

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. Implementation**

1. To ensure maximum effectiveness of the Code of Conduct:
  - (i) 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) 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. Verbally and in writing explain the Code of Conduct to all staff, including in an initial training session.
3. Ensure that:
  - (i) All staff sign the ‘Workers’ Code of Conduct, including an acknowledgement that they have read and agree with the Code of Conduct.
  - (ii) 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) Participate in training and ensure that staff also participate as outlined below
  - (iv) Put in place a mechanism for staff to:
    - report concerns on ESHS or OHS compliance; and
    - Confidential report SEA/SH incidents through the Grievance Redress Mechanism.

4. Ensure that when engaging in partnership, sub-contractor, supplier or similar agreements, these agreements:
  - (i) Incorporate reference checks for all employees where the works are taking place
  - (ii) The ESHS, OHS, SEA/SH, and VAC Codes of Conduct as an attachment.
  - (iii) Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Workers' Codes of Conduct.
  - (iv) 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. 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. 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. Report and act by the agreed response protocol any suspected or actual acts of SEA/SH or VAC.
8. 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. Ensure that children under the age of 18 are not present at the construction site or engaged in any hazardous activities.

### **III. Training**

10. The managers are responsible to
  - (i) Ensure that the OHS Management Plan is implemented, with suitable training required for all staff, including sub-contractors and suppliers; and
  - (ii) Ensure that staff have a suitable understanding of the ESMP and are trained as appropriate to implement the Contractor's ESMP requirements.
11. 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. Managers are required to attend and assist with the project facilitated training courses for all employees.
13. 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) OHS and ESHS, and

- (ii) SEA/SH and VAC
- 14. 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. Response**

- 15. Managers will be required to take appropriate actions to address any ESHS or OHS incidents)
- 16. Regarding SEA/SH
  - (i) 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) 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) 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 the GRM decided to sanction.
  - (iv) If a Manager has a conflict of interest due to personal or familial relationships CFI and CBT with the survivor and/or perpetrator, he/she must notify the Company and the GRM. The Company must appoint another manager without a conflict of interest to respond to complaints.
  - (v) Ensure that any SEA/SH issue warranting Police action is reported to the Police, the client, and the World Bank immediately.
- 17. Managers failing to address ESHS or OHS incidents or report or comply with the SEA/SH provisions may be subject to disciplinary measures, which the Company will determine and enact. Those measures may include:
  - (i) Verbal warning;
  - (ii) Formal warning;
  - (iii) Additional Training;
  - (iv) Loss of up to one week's salary);
  - (v) Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months)
  - (vi) Termination of employment
- 18. 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 action by authorities.

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.

Signature : .....  
Name : .....  
Title : .....  
Date : .....

## **Annex G: Workers' Code of Conduct**

### **Workers' Code of Conduct**

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.

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.

#### **I agree that while working on the project I will**

- 1) Carry out my duties competently and diligently
- 2) Comply with this Code of Conduct and all applicable laws and regulations, including requirements to protect the health, safety, and well-being of other Contractor's Personnel and any other person.
- 3) Maintain a safe working environment, including by
  - Ensure that workplaces, machinery, equipment, and processes under each of my control are safe and without health risk.
  - Follow applicable emergency operating procedures.
  - Report work situations that I believe are not safe or healthy and remove myself from a work situation which I reasonably believe presents an imminent and danger to my life or health.
  - Consent to a background check in any place I have worked for more than six months
  - Attend and actively partake in training courses related to ESHS, OHS, VAC, and SEA/SH as requested by my employer
  - Will wear my protective equipment (PPE) at all times when at the work site
  - Take all practical steps to implement the environmental and social management plan (ESMP).
  - Implement the OHS Management Plan
  - 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.
  - 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.
  - Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
  - Not sexually exploit or abuse project beneficiaries and members of the surrounding communities
  - 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.

- 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.
- Not use prostitution in any form at any time
- 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.
- Unless there is full consent<sup>1</sup> by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships CFI and CBT 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.
- 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.
- 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)
- Report violations of this Code of Conduct.

#### **4) With respect to children under 18 years old)**

- Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- Wherever possible, ensure that another adult is present when working in the proximity of children.
  - 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.
  - 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)
  - Refrain from physical punishment or discipline of children
  - No hiring of children for any LASED III project activity (no persons under the age of 18)
  - 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.
  - 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) Use of children's images for work-related purposes)**

When photographing or filming a child for work-related purposes, I must

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- 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.
- 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.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

**6) Raising Concerns**

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 reported to the site manager or LASSED III at the sub-national and national levels.

**7) Sanctions**

I understand that if I breach this Workers’ Code of Conduct, my employer will take disciplinary action, which could include:

- Informal warning)
- Formal warning)
- Additional Training
- Loss of up to one week’s salary)
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months
- Termination of employment
- Report to the Police

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.

Signature : .....

Name : .....

Title : .....

Date : .....

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